Pathway to Change



Employee Experience

Short-Term Outcomes Intermediate-Term Long-Term Outcomes Goal Strategy End **Outcomes** Cultivate a culture Staff embrace roles Staff possess the skills and contribute to PSESD that fosters staff and tool sets to be becoming an Antiracist engagement and effective Multicultural encourages best multicultural Organization management solutions work Lead the industry behaviors Success for Each Gap by Protect and make Saved risk prudent use of entrusted resources Member school Member districts' total by implementing districts experience cost of risk is minimized cost containment reduced claims cost in culturally repurposed and incentive Child and Eliminate the Opportunity Leading with Racial Equity for education programs Support school Districts implement Reduced injury / illness staffing consistency sustainable loss ponsive of regional educationa frequency rates and stability through control programs School staffing injury / illness consistency and prevention and stability facilitates claims and risk averting Districts Reduced disability unnecessary implement child days disability duration sustainable returnto-work programs Services are culturally Create a consistent. District staff heritage **Injured** workers responsive internally quality experience information informs are functionally (Trust / ESD) & externally for school districts, delivery of culturally restored & have (districts & business injured workers, & responsive services returned to work partners) providers