



# ESU Standards of Performance & Practice

## Purpose & Guiding Framework

The purpose of the Educational Service Unit Standards of Performance and Practice is to define the knowledge, skills, practices and dispositions necessary for ESUs to provide quality programs and services to Nebraska schools (see Rule 84). The standards promote a common language that fosters an understanding of what it means to be a member of the ESU statewide network and can be used to inform the improvement efforts of individual agencies.

## Domain 1: Purpose and Leadership

- 1A: The ESU commits to a vision, purpose, and a core set of beliefs about providing programs and services that meet the expectations of the ESU and its member districts.
- 1B: The ESU engages in a continuous improvement process that improves professional practice, effectiveness, and results.
- 1C: ESU leadership establishes a strategic plan, as well as processes, procedures and conditions to support agency effectiveness.
- 1D: The ESU establishes conditions to support the development of individual and collective knowledge, skills and professionalism.
- 1E: The ESU provides professional growth opportunities for internal and district staff in leadership positions.
- 1F: The ESU uses a comprehensive process for staff evaluation.
- 1G: The ESU demonstrates actions that ensure the achievement of the ESUCC's purpose.
- 1H: The ESU Board, through board policies, understands and practices its defined roles and responsibilities to maintain an effective agency.

1I: ESU programming and services fulfill the requirements of Rule 84.

## Domain 2: Programs and Services

- 2A: ESUs use a data-driven process to systematically identify the needs of districts to develop an agency service plan.
- 2B: The ESU ensures its services are developed and delivered, have clear and measurable outcomes, and are aligned with evidence-based practices.
- 2C: The ESU has established a process to assess implementation of targeted programs and services.
- 2D: Learning opportunities are provided to ESU staff in order to develop and enhance the skills necessary for delivering the agency service plan.
- 2E: The ESU fosters an innovative and collaborative culture to optimize program and service delivery.

## Domain 3: Stakeholder Relationships and Communication

- 3A: ESU staff provide internal and external stakeholders with opportunities to collaborate and inform the development of the agency's purpose, programs, and services.
- 3B: ESU staff communicate efficiently and effectively with internal and external stakeholders.
- 3C: The ESU provides an induction process to their service agency for new district leadership.
- 3D: The ESU is an active partner in activities and initiatives of the ESUCC, and formally engages with and collaborates with the Nebraska Department of Education.

## Domain 4: Resource Capacity

- 4A: The ESU utilizes strategic planning to align human, material, and fiscal resources to meet the short and long term goals of the agency.
- 4B: The ESU allocates human, material, and fiscal resources to optimize agency efficiency and effectiveness.
- 4C: The ESU recruits, employs and retains highly qualified staff.
- 4D: The ESU provides induction, mentoring, professional learning opportunities for staff to grow and improve.