

## VISION

Excellence and Equity in Education  
Every Student • Every Educator • Every School

## MISSION

Inspiring Students  
Investing in Educators  
Invigorating Leaders  
Involving Families & Communities

## CORE PRACTICES

### Growth Mindset

We believe everyone can learn, grow, and move the organization forward.

### Accountability

We take personal responsibility to lean in, set goals, measure progress, and serve as leaders and team members.

### Trauma-Informed Approach

We adopt principles and practices that promote safety, empowerment, healing, and shared responsibility.

### Sustainability

We ensure the County Office of Education and schools countywide serve present and future students through practices that are environmentally, socially, and economically responsible.

### Cultural Humility

We challenge our personal biases and embrace learning about ourselves and others as a lifelong process.

Learn more at:

[www.smcoe.org/strategicplan](http://www.smcoe.org/strategicplan)

# 2023-28 Strategic Goals

## GOAL 1

**Support Whole-Child Student Outcomes**



## GOAL 2

**Build the Workforce for Student Success**



## GOAL 3

**Strengthen Advocacy and Partnerships**



## GOAL 4

**Embody OneSMCOE Vision and Values**



### Support Whole-Child Student Outcomes

Foster positive relationships and learning environments that help students achieve personal and academic success. This goal addresses A) all schools and B) San Mateo County Office of Education schools, specifically.



### Build the Workforce for Student Success

Prioritize and strengthen a culturally and linguistically diverse workforce committed to equitable and antiracist practices.



### Strengthen Advocacy and Partnerships

Establish a strong advocacy and partnership system centering community voices.



### Embody OneSMCOE Vision and Values

Demonstrate and embody the County Office of Education's vision, values, and core practices at every level of the organization.



2023-28  
**Strategic Plan**



GOAL 1

### Support Whole-Child Student Outcomes

Foster positive relationships and learning environments that help students achieve personal and academic success

**Goal 1A. All Students and Schools:** Foster positive relationships and learning environments that help students achieve personal and academic success.

- A.1 Support educators in providing high-quality instruction
- A.2 Coordinate and strengthen quality behavioral health and social-emotional supports for students, educators, and families
- A.3 Dismantle silos in programs serving students with disabilities and multilingual learners with full access to high quality learning environments and instruction
- A.4 Provide tiered supports for districts and early learning providers based on need and size

**Goal 1B. San Mateo County Office of Education Students and Schools:** Align systems through collaboration to support better outcomes for youth in the County Office of Education's school programs

#### K-22 Special Education Program

- B.1 Engage students in a comprehensive curriculum that reflects state standards, provides access for all student skills and abilities, and fosters growth toward Individualized Education Program (IEP) goals
- B.2 Identify and use common strategies and practices that support all students through Positive Behavioral Interventions and Supports
- B.3 Research and implement evidence-based Social-Emotional Learning (SEL) curriculum that values students' identities and increases students' sense of belonging

#### Court and Community Schools

- B.4 Identify and implement teaching strategies that support students' various learning modalities
- B.5 Identify and use common strategies and practices that support all students through Positive Behavioral Interventions and Supports
- B.6 Create and maintain a continuous system of care that increases students' social-emotional competencies across the five established SEL domains

#### Anne Campbell Center for Children and Families

- B.7 Expedite and maximize student access and engagement in curriculum through a streamlined and accessible referral process, improved information sharing and capacity building with partners, and a robust transition-planning process
- B.8 Develop accessible supports and engage staff in professional development on behavior principles and interventions that consider a student's disability and how it impacts their access to education
- B.9 Improve knowledge in the Collaborative for Academic, Social, and Emotional Learning (CASEL) competencies to identify and support student social-emotional and mental health needs while also increasing family and caregiver engagement, empowerment, and participation



GOAL 2

### Build the Workforce for Student Success

Prioritize and strengthen a culturally and linguistically diverse workforce committed to equitable and antiracist practices

- 2.1 Address barriers to recruiting, retaining, and developing a culturally and linguistically diverse workforce.
- 2.2 Expand and strengthen pathways into the education workforce



GOAL 3

### Strengthen Advocacy and Partnerships

Establish a strong advocacy and partnership system centering community voices

- 3.1 Enhance processes for soliciting, analyzing, and applying broad community input
- 3.2 Establish and promote a San Mateo County cradle-to-career initiative that provides learners with health, social, and educational supports from birth through college and career
- 3.3 Create and implement an effective advocacy strategy that reflects community priorities
- 3.4 Secure resources to address funding inequities across San Mateo County



GOAL 4

### Embody OneSMCOE Vision and Values

Demonstrate and embody the County Office of Education's vision, values, and core practices at every level of the organization

- 4.1 Deepen the employee experience through sustained onboarding and professional learning
- 4.2 Develop communication products that are 'About OneSMCOE; For OneSMCOE' to share data and trends with staff
- 4.3 Create a professional development framework to guide personalized professional growth plans
- 4.4 Create opportunities to celebrate OneSMCOE organizational culture and diversity
- 4.5 Sustain current and competitive job classifications

