**Vision**

Excellence and Equity in Education

Every Student • Every Teacher • Every School

**Core Practices**

**Growth Mindset**
Believing that everyone can learn, grow, and move the organization forward.

**Cultural Humility**
Holding a humble and respectful attitude toward individuals of other cultures that push us to challenge our cultural biases and approach learning about other cultures as a lifelong process.

**Trauma-Informed**
Adopting principles and practices that promote safety, empowerment, healing, and shared responsibility for all.

**Sustainability**
Ensuring the County Office of Education and schools countywide meet the needs of present and future students through practices that are environmentally, socially, and economically responsible.

**Accountability**
Taking personal responsibility to lean in, develop goals, measure progress, and serve as both a positive team member and a leader within one’s sphere of influence.
Superintendent’s Message

Nancy Magee  
County Superintendent of Schools

The year 2020 was one like no other. Schools faced many challenges including transitioning to distance learning, addressing acts of hate and violence in the community, responding to natural disasters, and planning for the return to in-person instruction. Despite these challenges, our school communities rallied together, deepening their commitment to excellence and equity. Educators across the county made tremendous efforts to continue educating students, improving access to technology, connecting families to community resources, and addressing the equity gaps exposed by the pandemic.

This report shares the ways in which the San Mateo County Office of Education supported schools, teachers, and students throughout the 2019-2020 school year. It highlights innovative programs and initiatives and shares county-wide data to help educators strengthen their efforts. Thank you for learning more about our work as described in this report and partnering with us to ensure all students in San Mateo County public schools access and benefit from an excellent and equitable education.

Role of the County Office of Education

California’s 58 county offices of education provide programs and services that meet the changing needs of school districts and can be offered more efficiently and economically at the county level. These services can include supporting business and personnel systems, developing county-wide protocols, and training district staff to implement new standards. County offices also provide a range of instructional programs, including career and technical education services, programs for youth with exceptional needs and interrupted schooling, and instruction in juvenile detention facilities. These roles expanded during the COVID-19 pandemic to help schools move to distance learning and return to in-person instruction.

Key Functions of the San Mateo County Office of Education:

• Provide fiscal oversight of San Mateo County school districts
• Ensure San Mateo County school districts meet federal and state guidelines
• Provide direct instruction to students in special populations
• Develop the education workforce
• Lead high-impact county-wide initiatives
• Offer professional development to help districts serve students
Leadership

Superintendent of Schools
In addition to leading the County Office of Education and its programs, County Superintendent of Schools Nancy Magee serves as an advocate for public education and facilitates public awareness of educational and legislative issues, trends, and activities. As the county’s education leader, she promotes and supports collaboration among school districts, higher education, governmental agencies, community organizations, and elected officials to support children, families, and schools.

Board of Education
The San Mateo County Board of Education serves as the governing board for County Office of Education student programs, approves the annual budget, and serves as the appellate body for charter school petitions, interdistrict attendance, and expulsion appeals. Its members are advocates of public education.

Personnel Commission
The Personnel Commission consists of three members, appointed to serve three-year terms, who represent the Board of Education, the County Office of Education’s bargaining units, and the organization at large. Personnel Commissioners must be residents of San Mateo County and be willing to learn and support the Merit principles.
School Districts Receive Funds to Address Challenges Due to COVID-19

To support school districts in responding to COVID-19, the County Office of Education launched the COVID-19 Education Partnership with the Silicon Valley Community Foundation and Santa Clara County Office of Education. Thirteen San Mateo County public school districts received a combined $400,000 to implement nutritional, mental health, and other programs that addressed immediate school district needs.

County Office of Education Develops Distance Learning Resources

To help educators and administrators adjust to distance learning, the County Office of Education produced a biweekly newsletter, offered technical assistance, and developed a comprehensive COVID-19 Response and Resources section on its website. The information includes distance and hybrid learning tools and resources to address hate incidents, meet nutritional and technology needs, and support mental health.

San Mateo County Launches Teacher Training Program

During summer 2020, the County Office of Education and the San Mateo County Community College District (SMCCCD) launched a joint series of training programs to help teachers deepen their skills in online instruction. The program assisted approximately 1,000 teachers in successfully teaching in both hybrid and distance learning environments.

San Mateo County Expands Wireless Connectivity for Students

The County Office of Education, County of San Mateo, and other public and private organizations partnered to improve high-speed internet access by expanding the SMC Public Wi-Fi network, subsidizing the cost of internet programs, and providing mobile wireless hot spots. As a result, thousands of students in rural communities and low-income households gained additional access to reliable internet service.
County Office of Education Releases Visual, Performing, and Media Arts Strategic Plan
In January 2020, the County Office of Education officially launched its Visual, Performing, and Media Arts Strategic Plan, to give all students equitable access to arts education. The plan, which aligns with the California County Superintendents Educational Services Association’s Arts Initiative, envisions arts education being integrated across the curriculum as well as delivered as a stand-alone pathway.

San Mateo County Responds to the 2020 Census
Recognizing that an accurate count in the U.S. Census is critical to provide adequate funding for education, the County Office of Education worked with the County of San Mateo and local school districts to engage students in the 2020 Census by sharing curriculum, hosting census-related activities, and participating in a robust campaign to reach all communities. As a result, San Mateo County was the highest self-responding county in the State with a rate of 78.5 percent, 5.4 percent higher than the 2010 Census.

Environmental Literacy and Sustainability Initiative
Since its inception in 2017, the Environmental Literacy and Sustainability Initiative (ELSI) has jump-started an array of programs to integrate environmental sustainability and climate-ready practices across schools. The initiative earned a 2020 Sustainability Award from Sustainable San Mateo County for its many accomplishments. It continued to lead the state in environmental literacy education in 2020 and became a leader in outdoor learning in response to the COVID-19 pandemic.

2020 in Review
Program Spotlight
San Mateo County Supports Early Learning and Care Providers

Many child care and early learning providers continued serving children and families in person and virtually throughout the pandemic. To support this critical sector, the County Office of Education partnered with early care and education leaders to coordinate child care relief and recovery efforts.

- Partnered with early care and education leaders to offer technical assistance, lead trainings, create newsletters, and develop other resources for families and providers.
- Coordinated funding and organized advocacy to address pressing needs in the child care field.
- Served more than 500 rising kindergarten to third-grade students through The Big Lift’s 2020 Inspiring Summers program while following the Four Pillars of the Pandemic Recovery Framework.
- Received a $5 million grant from the California Department of Education to expand access to high-quality, inclusive early learning opportunities.

County Office of Education Addresses Mental Health

The challenges presented by the COVID-19 pandemic has led to large numbers of students, staff, and families experiencing stress, anxiety, and other symptoms of trauma. Since March 2020, when schools first transitioned to distance learning, the County Office of Education has mobilized to address mental health needs across the county.

- Expanded mental health care coordination services to all 23 San Mateo County school districts and began creating a comprehensive database of mental health resources.
- In partnership with the county's behavioral health department, received a state grant for $6 million over four years to build the capacity of schools to provide mental health supports to their students.
- Launched training and implementation plans to help schools provide students with trauma-informed social-emotional learning curriculum and mental health supports.
- Held virtual events and gatherings to offer mental health resources for staff, such as mindfulness exercises, self-care and creativity tips, and restorative circles.
2020 in Review

Equity in Education

Equity, inclusion, and racial justice became top priorities across school communities in response to the countless incidents of violence, abuse, and harassment towards communities of color. These acts of hate and racism have a lasting impact on children and add to the stress and challenges faced during the COVID-19 crisis.

County Office of Education Expands Respect! 24/7

After seeing an alarming increase in incidents of hate speech and violence against people of Asian and Pacific Islander heritage, Superintendent Magee and the San Mateo County Board of Education adopted a resolution calling for unity against racism and xenophobia. In May 2020, the County Office of Education launched a messaging campaign to help schools build kind and caring communities and share antiracism and injustice resources for educators and families.

County Office of Education Expands Efforts to Eradicate Institutional Racism

In response to the tragic killing of George Floyd, Superintendent Magee and County Board of Education President Hector Camacho, Jr., released a statement in June 2020 calling on educators to eradicate institutional racism. As a result, the County Office of Education engaged staff in ongoing conversations about racism in America, deepened its commitment to create equitable programs, and hired a new executive director to prioritize this work.

Civil Grand Jury Report Examines Hate at Schools

In response to a 2019-20 San Mateo County Civil Grand Jury report examining incidents of hate on school campuses, the County Office of Education released a statement condemning hate speech or behavior in any form. It reaffirmed its commitment to expand programs that explicitly support student health, safety, and well-being and provide opportunities for student leadership around social justice issues.

County Office of Education Acknowledges Unceded Homeland of Ramaytush Ohlone People

During November 2020, the County Board of Education began its meetings with a land acknowledgment in honor of Native American Heritage Month. As part of the land acknowledgment, the Board recognized that San Mateo County is the unceded ancestral homeland of the Ramaytush Ohlone people and shared its respect and gratitude for the Ramaytush Ohlone’s work to educate residents about their history and culture.
2020 in Review
School District Highlights

Eight Elementary Schools Receive California Distinguished School Award
Eight elementary schools in seven San Mateo County school districts received the 2020 California Distinguished School Award for achieving exceptional student performance, the highest number since the program was renewed in 2018. The Distinguished School Award program honors schools based on their performance and progress on state indicators for two consecutive school years, as described on the California School Dashboard.

Belmont-Redwood Shores School District Receives a Blue Ribbon School Award
Fox Elementary School in the Belmont-Redwood Shores School District was one of 367 schools nationwide that received a 2020 Blue Ribbon School Award, which recognizes a school's overall academic performance or progress in closing achievement gaps among students. Over the past four years, Fox implemented data-informed instruction, interventions to improve student learning, and other efforts to increase student performance and reduce chronic absenteeism.

Ruby Bridges Walk to School Day Goes National
On November 18, 2020, 55 schools across seven states celebrated Ruby Bridges Walk to School Day. The initiative was started by students in the South San Francisco Unified School District to honor Ruby Bridges, a civil rights activist who, at six years of age, was the first African American student to integrate into an all-white school. Since many schools were teaching virtually, educators read books, led virtual activities, and encouraged students to take mindful walks while reflecting on Ruby’s courageous journey to school every day.
## School District Information

### Enrollment per District

#### ELEMENTARY
- Bayshore Elementary ........................................ 381
- Belmont-Redwood Shores .................................... 4,314
- Brisbane ......................................................... 476
- Burlingame ....................................................... 3,534
- Hillsborough City ............................................... 1,290
- Jefferson Elementary ........................................... 5,862
- Las Lomitas Elementary ....................................... 1,208
- Menlo Park City .................................................. 2,922
- Millbrae ........................................................... 2,349
- Pacifica ............................................................ 3,110
- Portola Valley .................................................... 551
- Ravenswood City ............................................... 2,061
- Redwood City .................................................... 7,196
- San Bruno Park .................................................. 2,454
- San Carlos ........................................................ 3,021
- San Mateo-Foster City ......................................... 11,571
- Woodside Elementary .......................................... 375

#### HIGH SCHOOL
- Jefferson Union High ............................................. 4,342
- San Mateo Union High .......................................... 9,297
- Sequoia Union High ............................................. 9,409

#### UNIFIED
- Cabrillo Unified .................................................. 3,121
- La Honda-Pescadero Unified ................................... 306
- South San Francisco Unified .................................. 8438

#### SMCOE SCHOOLS .................. 216

#### TOTAL ..................... 87,809

### San Mateo County Community College District

- Cañada College
- College of San Mateo
- Skyline College

Source: California Department of Education
Teaching in San Mateo County

Teacher and Student Ethnicity by Percentage

Source: DataQuest

County Office of Education Diversifies Education Workforce

The COVID-19 pandemic has increased teacher workloads and the likelihood that educators will leave the profession, exacerbating San Mateo County’s teacher shortage.

To support school districts in hiring and retaining highly qualified and diverse teachers, the County Office of Education partnered with Alder Graduate School of Education (Alder GSE) to launch a teacher residency program in the 2021-2022 school year.

The new residency program will recruit and educate teacher candidates who are already connected to a school or district and who reflect the diversity of their school communities. The County Office of Education is working with six local education agencies to recruit 14-16 residents for its inaugural program.

230 teachers participated in the County Office of Education’s teacher induction program, receiving individualized coaching and support, in the 2019-2020 school year

123 teachers cleared their general education or special education credential from San Mateo County Office of Education’s programs in 2020

25 administrators received their preliminary administrative credential from San Mateo County Office of Education’s program in 2020

30 San Mateo County administrators received their clear administrative credential in 2020

Source: California Commission on Teacher Credentialing
Language Diversity in San Mateo County

San Mateo County is home to a diverse population of students, with 59 languages other than English spoken at home.

46% of San Mateo County students spoke a language other than English at home during the 2019-20 school year.

7% have strong English language skills.

18% demonstrate English language proficiency after receiving services (Reclassified).

21% need additional support in developing their skills (English Learners).

Students designated as English Learners are given targeted language development support so that they can be reclassified as proficient in English.

Top Six Languages (Other than English) Spoken by San Mateo County Students

1. Spanish ....... 70.3%
2. Tagalog ........ 5.9%
3. Cantonese .... 4.0%
4. Arabic .......... 3.0%
5. Mandarin ...... 3.0%
6. Portuguese .... 3.0%

Source: DataQuest
A Closer Look at English Learners

It takes time, usually four to seven years, before a student designated as an English Learner achieves biliteracy. If a student enrolls in an English language development (ELD) program and performs well on various indicators – for example, on the English Language Proficiency Assessment for California (ELPAC) – they can be reclassified as fluent in English.

If a student struggles to achieve biliteracy after four years, they can fall into one of the following categories:

- At-Risk of Long-Term English Learner (LTEL): English Learners who have not met the reclassification criteria within 4-5 years.
- Long-Term English Learner (LTEL): English Learners who have not met the reclassification criteria within 6 years.

Ever ELs refers to all students who are currently identified as English Learners or who were formerly designated as English Learners.

San Mateo County English Learners Increase Fluency

One of the key ways educators know whether their English Language Development (ELD) programs are effective is through how many students remain classified as long-term English Learners (LTEL) or at-risk of LTEL status.

In the 2019-20 school year, the percentage of LTEL and students at-risk of becoming LTELs dropped to 14.8% and 10.1%, respectively – its lowest point since 2016. At the same time, 14.5% English Learners were also reclassified as fluent in English, the highest rate since 2017 and higher than the state average.

14.5% of English Learners were reclassified as fluent in English in the 2019-2020 school year, higher than the state’s average.

Source: DataQuest

Percentage of Students Redesignated as Fluent English Proficient (2017-2020)

Source: DataQuest
**College and Career Readiness**

Believe it or not, college and career readiness begins early and is an important step in a child’s education.

The County Office of Education works with school districts to increase readiness and build school pathways in 15 industry sectors.

One of the many factors that determines **college and career readiness** is high school graduation rates. California studies the number of graduates who completed high school within four years to determine whether student groups need additional support.

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**County Graduation Rates Increase Overall**

### 2020 Four-Year Adjusted Cohort Graduation Rate

<table>
<thead>
<tr>
<th>Student Group</th>
<th>2020 Rate</th>
<th>Change from 2017</th>
</tr>
</thead>
<tbody>
<tr>
<td>Asian</td>
<td>95.5%</td>
<td>+1.3</td>
</tr>
<tr>
<td>Filipino</td>
<td>94.0%</td>
<td>+1.5</td>
</tr>
<tr>
<td>White</td>
<td>93.3%</td>
<td>+1.2</td>
</tr>
<tr>
<td>Two or More Races</td>
<td>92.8%</td>
<td>-1.0</td>
</tr>
<tr>
<td>All Students</td>
<td>88.2%</td>
<td>+0.8</td>
</tr>
<tr>
<td>Pacific Islander</td>
<td>83.1%</td>
<td>-4.1</td>
</tr>
<tr>
<td>Migrant</td>
<td>82.5%</td>
<td>-1.1</td>
</tr>
<tr>
<td>African American</td>
<td>81.7%</td>
<td>+5.3</td>
</tr>
<tr>
<td>American Indian or Alaska Native</td>
<td>81.3%</td>
<td>+19.8</td>
</tr>
<tr>
<td>Hispanic or Latino</td>
<td>81.2%</td>
<td>+0.9</td>
</tr>
<tr>
<td>Socioeconomically Disadvantaged</td>
<td>80.8%</td>
<td>+1.3</td>
</tr>
<tr>
<td>Students with Disabilities</td>
<td>69.3%</td>
<td>+2.1</td>
</tr>
<tr>
<td>English Learners</td>
<td>67.4%</td>
<td>-0.5</td>
</tr>
<tr>
<td>Homeless</td>
<td>67.3%</td>
<td>-2.8</td>
</tr>
<tr>
<td>Foster</td>
<td>58.8%</td>
<td>-4.7</td>
</tr>
</tbody>
</table>

*Source: DataQuest - California Department of Education*

9 student groups increased graduation rates from 2017 to 2020.

88.2% of students graduated in 2020, higher than 2017 rates (87.4%) and the state average (84.3%)

*Source: DataQuest*
California Rankings in Education Spending

$13,200 average spending per student in 2019-20 (increased by 2.5% from 2018-19 school year)¹

20th in per-pupil funding in 2017, adjusted for regional cost differences²

3.1% total taxable resources were spent on education in 2017²

¹ Rankings of the States 2019 and Estimates of School Statistics 2020, National Education Association
² Quality Counts 2020: School Finance, EdWeek