Vision
Excellence and Equity in Education
Every Student • Every Teacher • Every School

Goals

Successful Students
Champion student success by encouraging the development of learning environments and experiences where all students can imagine and achieve.

Inspired Teachers
Foster an exceptional county-wide climate for teachers and the teaching profession by innovatively using resources and by cultivating broad public will to advance the profession.

Effective School Districts
Encourage equitable academic outcomes across San Mateo County school districts through proactive outreach, responsive services, and collaboration.

Forward-Thinking Policies
Initiate transformative conversations about public education and advocate for effective educational policies at regional, state, and national levels.

Continuous Learning
Create an engaged, county-wide “learning community” through continuous open-minded inquiry and rigorous evaluation.
Superintendent’s Message

Nancy Magee
County Superintendent of Schools

Over the past year, the San Mateo County Office of Education (SMCOE) made strides in supporting excellence and equity in public education. We strengthened the teaching profession within the county, created innovative hubs to develop promising practices in education, and embedded equity and inclusion within our organization. Our increased role within California’s statewide system of support allowed us to further our partnerships with school districts to improve student outcomes. These efforts received recognition and support from across the county and state, especially our Environmental Literacy Initiative, which helps school communities become environmentally sustainable; the Project Change program, where we partner with the County of San Mateo and College of San Mateo to support students involved in the juvenile justice system; and The Big Lift, San Mateo County’s collaborative effort to ensure all third graders are reading proficiently. These accomplishments are recognized in this report, alongside those of many San Mateo County school districts that narrowed opportunity and achievement gaps.

This is an exciting time for public education and a golden moment for county offices of education across the state to respond to the needs of districts and schools. We at SMCOE are developing new deliverables focused on our core values and are making shifts to be more nimble, responsive, and aligned for greater impact and relevancy. Thank you for learning more about our work in this report and partnering with us to provide to all students in San Mateo County public schools 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 running 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 fragmented schooling, and instruction in juvenile detention facilities.

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 SMCOE 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 SMCOE’s student programs, reviews and approves SMCOE’s annual budget, serves as the appellate body for charter school petitions, and hears interdistrict attendance and expulsions appeals. Its members are advocates of public education.

Personnel Commission

The Personnel Commission consists of three members appointed to serve three-year terms. One is appointed by the Board of Education, one is appointed by the bargaining unit representing the largest number of classified employees, and the third is appointed by the other two Commissioners. Personnel Commissioners must be residents of San Mateo County and be known adherents of the Merit principle.
Culture & Climate

In 2018, SMCOE launched an annual employee survey to provide baseline information for creating a positive, forward-thinking, and inclusive culture as part of its strategic plan. Staff used the data to embed equity and inclusion into internal practices, improve communications, and support staff at all sites.

Accomplishments in 2018

- Trained 100% of managers in growth mindset and 74% of employees in concepts of cultural humility
- Promoted two-way communication through the use of staff suggestion boxes
- Initiated a weekly internal newsletter, “Connections,” to build community and inform staff across the organization
- Built cross-divisional partnerships to support quality-aligned project management, Local Control and Accountability Plan (LCAP) development, and personalized district assistance
- Supported staff at school sites through training, inclusive practices, and wellness initiatives

2018-19 Employee Survey Results

- 94.6% of employees feel their job helps SMCOE provide equitable services to San Mateo County students (+5.6%)*
- 87.9% of employees feel their role helps SMCOE accomplish its goals (+5.9%)*
- 76.2% of employees feel SMCOE has a strong commitment to action and follow-through on strategic plan initiatives (+9.3%)*

“I feel fortunate to work for an organization that really values equity and excellence in education for ALL children.”

*In comparison to the 2017-18 employee survey
Growing the Teaching Profession

Districts across California saw an increased interest in the teaching profession in 2018. While the teacher shortage still persists, SMCOE’s efforts to inspire a new generation of educators have had a positive impact over the last year.

12,184 new teaching credentials were issued by California institutions of higher learning in 2017-18, 3.6% more than 2016-17

26.7% of teachers hired in California in 2017-18 were hired in the Bay Area

671 teachers were hired by San Mateo County districts in 2017-18, up from 467 in 2016-17

Source: California Commission on Teacher Credentials

Program Highlight: Classified School Employee Teacher Credentialing Program

The Classified School Employee Teacher Credentialing Program assists school employees in non-teaching positions, such as paraeducators and administrative assistants, in earning their teaching credential.

“This is one of the best ways to get into teaching. Every day I come here, I am excited. I cannot wait to see my students and colleagues. It is a perfect fit, and I am right where I want to be. The program was a great opportunity for me, and I think it is a great opportunity for others, too.”

— Charlene Boysen, Teacher
Valleymar Elementary School, Pacifica School District

SMCOE Highlights

306 teachers participated in SMCOE’s teacher induction program in 2017-18

118 teachers cleared their general education credential in 2018

40 teachers cleared their special education credential in 2018

30 administrators received their preliminary administrative credential in 2018

35 administrators cleared their Tier II administrative credential in 2018
Excellence, Equity, & Innovation in Education

SMCOE promotes innovation through its six Think/Do Hubs – Environmental Literacy, Center for Learning Analytics, Maker-Centered Learning, Multi-Tiered System of Support, Lab Schools, and P-3 Alignment – which incubate educational ideas and promising practices.

Achievements through the Think/Do Hubs

- 23 districts were supported in analyzing data through the Center for Learning Analytics
- 11 schools completed SMCOE’s Making Spaces program to develop makerspaces at their sites
- 7 districts improved their preschool to third grade alignment through The Big Lift
- 3 districts were trained in California’s Multi-Tiered System of Support (MTSS) Framework

Program Highlight: Lab Schools at SMCOE

SMCOE’s Early Childhood Education (ECE) preschool program, alternative community schools, and K-12 Special Education program continued to develop lab school models where SMCOE content experts can test, model, and share best practices.

Accomplishments in 2018

- Launched a vision for an inclusive early learning center at 65 Tower Road, which was renamed the Anne Campbell Center for Children and Families in honor of outgoing Superintendent of Schools, Anne E. Campbell
- Created more opportunities for collaboration across SMCOE’s four divisions to improve inclusive strategies, practices, instruction, and support
- Established a Parent/Family Café model to support the families of children enrolled in SMCOE’s Early Start, Preschool, and K-12 special education programs
- Participated in Quality Counts, a county-wide quality rating and improvement system (QRIS) for early learning programs
State Updates in Education

State Board of Education Adopts Computer Science Standards

The State Board of Education adopted California’s first computer science standards in 2018 to help students solve authentic, community-based problems; develop their abilities to create, innovate, and think critically; and grow their potential for success in an increasingly global, technology-driven world.

California Department of Education Releases Updated California School Dashboard

In December 2018, the California Department of Education (CDE) released a redesigned version of the California School Dashboard to display the performance of schools, districts, and student groups on a set of state and local measures during the 2017-18 school year.

The new Dashboard uses gauge meters to provide graphic snapshots of school and district performance, offers quick comparisons to State averages, and aims to include complete and more accurate translations into Spanish. The CDE also added a Chronic Absenteeism indicator, data measures for alternative school settings, a stand-alone academic indicator for high school districts, and change data for the College and Career Indicator.

SMCOE Offers Differentiated Assistance to Nine School Districts

SMCOE provided nine San Mateo County school districts with the second level of support as defined by the new California System of Support (see chart at left). SMCOE staff worked in partnership with district leaders to analyze student data, determine priorities, and align strategies to improve student outcomes in specific areas identified through data reported on the California School Dashboard.
Excellence Across the County

Distinguished Schools

The California Department of Education (CDE) relaunched its Distinguished Schools Program to recognize schools that have demonstrated significant gains in student outcomes as displayed on the California School Dashboard. Six San Mateo County elementary schools were recognized as California Distinguished Schools:

- **Cipriani Elementary** (Belmont-Redwood Shores School District)
- **Sandpiper Elementary** (Belmont-Redwood Shores School District)
- **Lincoln Elementary** (Burlingame School District)
- **North Hillsborough** (Hillsborough City School District)
- **Encinal Elementary** (Menlo Park City School District)
- **College Park Elementary** (San Mateo-Foster City School District)

Excellence in Education and Equity Award

In 2018, the San Mateo County Board of Education created the Excellence in Education and Equity Award to recognize a team of educators for their collaborative work to close achievement and opportunity gaps in San Mateo County. The first award recipient was McKinley Institute of Technology (Redwood City School District) for its Family Literacy Initiative.

California Green Ribbon Award

The San Carlos School District was awarded the Gold or “Full Integration” California Green Ribbon Award and is recognized across the county as a leader in environmental education and sustainable practices. The CDE also awarded SMCOE the Bronze or “Entry Level” Green Ribbon award for its Environmental Literacy Initiative (see page 9 for more information).

Narrowing the Achievement Gap

SMCOE released a report highlighting five schools that showed improved outcomes for all students, including youth who are traditionally underserved. The report includes data tables, program and initiative highlights, and promising practices implemented by the schools according to a research-based framework. The report is part of SMCOE’s work to close achievement and opportunity gaps for historically underserved populations including youth involved in foster care, students with disabilities, and students who qualify as English learners.
Supporting Student Achievement

Project Change Receives County and Statewide Recognition

Project Change, a collaborative program of SMCOE, the San Mateo County Community College District, and the County of San Mateo, was recognized in 2018 for its success in creating pathways to postsecondary education for students involved in the juvenile justice system. The program received a Kent Award from the San Mateo County School Boards Association, a Golden Bell Award from the California School Boards Association, and a 2018 Apple for Excellence Award from the California County Boards of Education.

“When I was younger, folks gave up on me, and I gave up on myself. Education saved me. College is a way for me to show that I can accomplish what I set my mind to and prove people wrong who said I wouldn’t accomplish anything.”

— Jacqueline Rodriguez
College of San Mateo Student
Former Project Change Participant

The Big Lift Increases Student Kindergarten-Readiness

A study conducted by the RAND Corporation found that preschool students participating in the collective impact initiative The Big Lift in the 2017-18 school year were more kindergarten-ready than peers who are demographically similar and did not attend preschool. A collaborative effort of the County of San Mateo, SMCOE, and the Silicon Valley Community Foundation, The Big Lift aims to boost third grade reading proficiency by providing high-quality preschool, offering summer learning opportunities, improving school attendance, and engaging families.

Big Lift Student Gains in 2017-18

17 percentage points more likely to be ready for kindergarten
0.6 percent higher reading levels than their peers
Promoting Safety and Sustainability

SMCOE Receives a $100,000 Grant to Increase Access to Safe Routes

SMCOE’s Safe Routes to Schools program and the County of San Mateo’s Health Policy and Planning Division received a $100,000 grant from the California Office of Traffic Safety. The grant will be used to improve safe transportation methods for 10 schools identified in a study that are located in traditionally underserved areas and within a quarter mile of intersections with a large number of pedestrian and bicyclist collisions.

Study Findings

- 470 traffic collisions in San Mateo County each year involve a person walking or biking
- 91% of youth living near one of the identified schools are people of color
- 27% of collisions involving a person walking or biking near the identified schools involve a child

SMCOE Earns a California Green Ribbon Award

SMCOE’s Environmental Literacy Initiative won the Bronze or “Entry Level” California Green Ribbon Award for supporting school communities in advocating for and prioritizing whole-school sustainability integration and environmental literacy for all students. The initiative’s San Mateo Environmental Literacy Collaborative, for example, builds teacher capacity for designing and delivering learning experiences that integrate real-world environmental and social issues.

“This unit is one of the achievements I am most proud of in my teaching career. Students were proud of their work and were self-motivated and engaged. The unit was both relevant and authentic, and students had a sense of purpose. They knew they made a difference and they felt honored.”

— San Mateo Environmental Learning Collaborative Participant, 2017-18 Cohort

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— San Mateo Environmental Learning Collaborative Participant, 2017-18 Cohort
2017-18 Spending per Student

**ELEMENTARY**
- Bayshore Elementary ............ $12,924
- Belmont-Redwood Shores .......... $11,019
- Brisbane .......................... $16,695
- Burlingame ......................... $10,308
- Hillsborough City .................. $19,790
- Jefferson Elementary ............. $11,930
- Las Lomitas Elementary ........... $19,384
- Menlo Park City .................... $16,583
- Millbrae ................................ $9,859
- Pacifica .............................. $10,179
- Portola Valley ....................... $24,337
- Ravenswood City ................... $10,853
- Redwood City ....................... $12,296
- San Bruno Park ..................... $12,924
- San Carlos .......................... $12,834
- San Mateo-Foster City ............. $11,503
- Woodside Elementary ............. $25,025

**HIGH SCHOOL**
- Jefferson Union High ............... $12,615
- San Mateo Union High .............. $17,787
- Sequoia Union High ................. $17,546

**UNIFIED**
- Cabrillo Unified ..................... $11,951
- La Honda-Pescadero Unified ....... $19,497
- South San Francisco Unified ...... $13,589

County Average ....................... $14,975

**SAN MATEO COUNTY COMMUNITY COLLEGE DISTRICT**
- Cañada College
- College of San Mateo
- Skyline College

Source: California Department of Education
Student Demographics

95,155

STUDENTS ENROLLED IN PUBLIC SCHOOLS IN SAN MATEO COUNTY

32% receive free and reduced-price lunches

37% are socio-economically disadvantaged

23% are English learners

BY ETHNICITY
- American Indian (161)
- African-American (1,434)
- Pacific Islander (1,788)
- Two or More Races (6,611)
- Filipino (7,194)
- Asian (14,454)
- White (26,342)
- Hispanic or Latino (35,771)
- Not Reported Enrolled (680)

BY GRADE LEVEL
- 66,174 K-Grade 8
- 28,981 Grade 9-12

NUMBER OF STUDENTS ENROLLED BY DISTRICT

<table>
<thead>
<tr>
<th>ELEMENTARY</th>
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<tbody>
<tr>
<td>Bayshore Elementary</td>
<td>378</td>
</tr>
<tr>
<td>Belmont-Redwood Shores</td>
<td>4,324</td>
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<td>Brisbane</td>
<td>470</td>
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<td>Burlingame</td>
<td>3,507</td>
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<td>Hillsborough City</td>
<td>1,405</td>
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<td>Jefferson</td>
<td>6,821</td>
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<td>Las Lomitas</td>
<td>1,341</td>
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<td>Menlo Park City</td>
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<td>Millbrae</td>
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<td>Portola Valley</td>
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<td>Woodside</td>
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<tr>
<td>Cabrillo Unified</td>
<td>3,207</td>
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<tr>
<td>La Honda-Pescadero Unified</td>
<td>316</td>
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<tr>
<td>South San Francisco Unified</td>
<td>8,707</td>
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Source: Dataquest, California Department of Education
2017-18 Student Academic Achievement

**English Language Arts**
Percentage of students who met or exceeded the ELA standard on the Spring 2018 California state assessment

<table>
<thead>
<tr>
<th>Ethnicity</th>
<th>Percentage</th>
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<tbody>
<tr>
<td>African-American</td>
<td>32.8%</td>
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<tr>
<td>American Indian</td>
<td>50.6%</td>
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<tr>
<td>Asian</td>
<td>81.8%</td>
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<tr>
<td>Filipino</td>
<td>64.2%</td>
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<tr>
<td>Hispanic or Latino</td>
<td>38.3%</td>
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<tr>
<td>Pacific Islander</td>
<td>30.9%</td>
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<tr>
<td>White</td>
<td>77.8%</td>
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<tr>
<td>Two or More Races</td>
<td>76.6%</td>
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**Mathematics**
Percentage of students who met or exceeded the Mathematics standard on the Spring 2018 California state assessment

<table>
<thead>
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<th>Ethnicity</th>
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<td>African-American</td>
<td>22.3%</td>
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<tr>
<td>American Indian</td>
<td>38.2%</td>
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<tr>
<td>Asian</td>
<td>81.4%</td>
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<tr>
<td>Filipino</td>
<td>51.1%</td>
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<td>Hispanic or Latino</td>
<td>27.9%</td>
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<tr>
<td>Pacific Islander</td>
<td>22.7%</td>
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<tr>
<td>White</td>
<td>71%</td>
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<tr>
<td>Two or More Races</td>
<td>70.8%</td>
</tr>
</tbody>
</table>

**By Ethnicity**

**By Status**

**Graduation Rates**
Several high school and unified districts in San Mateo County improved or significantly improved high school graduation rates for historically underserved student groups.

87.7% of students graduated with their cohort in the 2017-18 school year
75.7% of students who graduated in the 2017-18 school year are enrolled in college
71% Socioeconomically Disadvantaged
67% English Learners
67% Black/African-American

Source: California Department of Education
### 2017-18 School Climate

**Chronic Absenteeism**
Rate of chronic absenteeism during the 2017-18 school year.

**Suspension**
Rate of student suspension during the 2017-18 school year.

#### BY ETHNICITY

<table>
<thead>
<tr>
<th>Ethnicity</th>
<th>Rate of Chronic Absenteeism</th>
<th>Rate of Suspension</th>
</tr>
</thead>
<tbody>
<tr>
<td>African-American</td>
<td>20.1%</td>
<td>9.3%</td>
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<tr>
<td>American Indian</td>
<td>25.7%</td>
<td>7.0%</td>
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<tr>
<td>Asian</td>
<td>2.9%</td>
<td>0.8%</td>
</tr>
<tr>
<td>Filipino</td>
<td>6.3%</td>
<td>1.9%</td>
</tr>
<tr>
<td>Hispanic or Latino</td>
<td>13.6%</td>
<td>4.8%</td>
</tr>
<tr>
<td>Pacific Islander</td>
<td>22.6%</td>
<td>6.0%</td>
</tr>
<tr>
<td>White</td>
<td>6.7%</td>
<td>1.7%</td>
</tr>
<tr>
<td>Two or More Races</td>
<td>6.8%</td>
<td>2.0%</td>
</tr>
<tr>
<td>Not Reported</td>
<td>9.3%</td>
<td>3.1%</td>
</tr>
</tbody>
</table>

#### BY STATUS

<table>
<thead>
<tr>
<th>Status</th>
<th>Rate of Chronic Absenteeism</th>
<th>Rate of Suspension</th>
</tr>
</thead>
<tbody>
<tr>
<td>In Foster Youth</td>
<td>34.4%</td>
<td>12.7%</td>
</tr>
<tr>
<td>Homeless</td>
<td>20.9%</td>
<td>3.8%</td>
</tr>
<tr>
<td>Economically Disadvantaged</td>
<td>15.0%</td>
<td>5.1%</td>
</tr>
<tr>
<td>English Learner</td>
<td>12.2%</td>
<td>3.6%</td>
</tr>
</tbody>
</table>

**Source:** California Department of Education