

Excellence and Equity in Education

2019-21

Vision

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

Mission

Inspiring Students
Investing in Teachers
Invigorating Leaders
Involving Families and Communities

Core Practices

We put our values into action daily through these core practices.

Growth Mindset
Trauma-Informed
Cultural Humility
Sustainability
Accountability



Excellence and Equity in Education

GOAL #1:

**OneSMCOE
Culture**

Deepen organizational commitment to OneSMCOE Culture and Core Practices

Objective A: Complete a staffing study

Objective B: Share and promote shared language and understanding of SMCOE's core practices

Objective C: Establish and implement onboarding process for all new employees that connects them to Strategic Framework, Core Practices, and administrative procedures

Objective D: Monitor progress in promoting OneSMCOE culture through the employee survey and other feedback tools

Objective E: Integrate opportunities to express gratitude and celebrate success

GOAL #2:

**Workforce Development
for Student Success**

Build and strengthen a diverse workforce to support learners ages 0-22

Objective A: Finalize and promote map of the educator/workforce pipeline

Objective B: Prepare a report on the demographic data of all learners and educators across the county to understand needs and target supports

Objective C: Create a measurement tool to evaluate how our professional development programs align with the MTSS framework

Objective D: Develop and implement a teacher residency program

Objective E: Explore and seek funding for a high-quality intern teaching credential or permit program

GOAL #3:

**Alignment for Improved
Outcomes for All Students**

Integrate SMCOE programs and services under the Multi-Tiered System of Supports (MTSS) framework for improved outcomes for all learners ages 0-22 across all learning communities.

Objective A: Continue to create and strengthen innovative instruction and supports for SMCOE programs and services

Objective B: Promote a shared understanding of MTSS among SMCOE staff and external stakeholders through workshops, tools, and communication

Objective C: Organize and map SMCOE services, programs, centers, and staff directory to MTSS (also supports Goal #1)

Objective D: Identify, collect, and analyze data to assess the impact of SMCOE programs and services

Objective E: Prepare a plan for upgrading technology, business, and facilities infrastructure to ensure excellence and equity for every learner age 0-22

GOAL #4:

**Advocacy and
Community Partnerships**

Create understanding and act on critical educational issues in the county to disrupt and address inequities in the educational system

Objective A: Raise awareness, increase understanding, and promote the importance of equity and access in public education

Objective B: Map, link, and leverage community resources that align with SMCOE's Core Practices and Strategic Goals

Objective C: Help build and support countywide coalitions to address priority regional and community issues (e.g. school funding, access to early care and education, education and workforce housing, transportation)

Definitions

Vision

- **Excellence:** delivering high-quality services, programs, and materials to our stakeholders
- **Equity:** providing every learner age 0-22 and staff member with the opportunities, resources, and supports needed to thrive in school, career, and life

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 pushes one to challenge their own cultural biases and approach learning about other cultures as a lifelong goal and process
- **Trauma-Informed:** adopting principles and practices that promote safety, empowerment, healing and shared responsibility for all
- **Sustainability:** ensuring SMCOE 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, make goals, measure progress, and serve as both a leader and a positive team member

Other Definitions for Shared Understanding

- **Inclusion:** ensuring the right of each learner, regardless of their circumstances, to participate in a broad range of activities and contexts as full members of families, schools, communities, and society
- **MTSS:** a framework within which all initiatives and resources are aligned to respond and serve the needs of all students and learners using data-based decision making.

