2023-28 Strategic Goals

GOAL 1
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.

GOAL 2
Build the Workforce for Student Success
Prioritize and strengthen a culturally and linguistically diverse workforce committed to equitable and antiracist practices.

GOAL 3
Strengthen Advocacy and Partnerships
Establish a strong advocacy and partnership system centering community voices.

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.

SAN MATEO COUNTY
OFFICE OF EDUCATION

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

2023-28 Strategic Plan
**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

**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 Support educators in providing high-quality instruction
- 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