



Educational Agenda 2017-2018

Be a support service center to the school districts/education community of Sonoma County

- Implement and provide guidance about the Local Control Funding Formula (LCFF) and required Local Control Accountability Plan (LCAP) with all districts and charters in Sonoma County.

→ **Lead Departments | Business Services (external)/Educational Support Services**

STATUS: Currently five districts are receiving direct support from SCOE because of their LCFF economic condition. The SCOE Leadership Team has met with all five district administrative teams.

This year Business Services-External Fiscal staff and Educational Support Services worked together to redesign the process for reviewing LCAPs based on feedback from district partners, as well as other data on the process. For 2018-19 LCAP, the redesigned process will involve joint review of LCAPs and joint meeting with district teams.

Business Services-External Fiscal staff have participated in various improvement science workshops and meetings to develop a collaborative 2018-19 LCAP review process. Throughout the year, Business Services staff have provided LCFF and LCAP information to districts at workshops, user group meetings, and through direct contact with district business managers.

- Provide support and feedback to districts in their implementation of the LCAP in order to ensure sound budgeting practices within the districts of Sonoma County.

→ **Lead Departments | Business Services (external)/Educational Support Services (ESS)**

STATUS:

Education Services: Two LCAP Forums were provided earlier this year. The forums focused on gathering feedback from district partners on the LCAP process and the shifts in the approach for providing support to districts. Five districts were identified under the new state accountability system (CA Dashboard) for Differentiated Assistance. SCOE's ESS staff is currently providing assistance. SCOE's ESS and Business Services (external) staff are engaged in building relationships between departments to share information in order to deliver service to district's holistically.

In addition to meetings with SCOE's ESS LCAP review team, Business Services staff have presented LCAP budget information at Business Manager Meetings, Quarterly CBO Meeting, fiscal workshops, and discussed the LCAP review process individually with district CBOs.

- Continue to develop and implement the instructional practice strategies of 21st century teaching themes (creativity, critical thinking, collaboration, and communication) through State Standards integration.

→ **Lead Departments | Educational Support Services/ CCRS**

STATUS: ESS/CCRS have continued to offer professional learning opportunities focused on instructional practices that foster students' creativity, critical thinking and collaboration and communication skills. These 21st Century skills are infused through the following professional development opportunities: Arts Integration and the New Standards, a seven part series, Living 21st Century Science in the NGSS Classroom, E³ Community of Practice (Empathy, Equity and Engagement) and C³ Integrated Project Based Learning Institute (CCRS). In addition, ESS has launched a Making Spaces Regional Hub, through a partnership with Google, Maker Ed, and the Children's Museum of Pittsburgh. The regional hub is part of a larger effort to build a nationwide network for implementing Maker education in schools. Nine schools in the county are participating in the hub.

This year the summer institute will focus on deepening instructional practices through Universal Design for Learning. Six district teams, consisting of district administrator, site administrator and teachers will participate.

- Implement, support, and assist districts in the California Dashboard through differentiated support strategies.

→ **Lead Departments | Educational Support Services/Business Services (data management/CALPADS)**

STATUS: Five districts in Sonoma County are eligible for Differentiated Assistance based on the Fall 2017 dashboard results. Initial phone calls to superintendents were made in early December. Initial meetings with District leadership teams are scheduled for January to begin the process of analyzing data and engaging in root cause analysis. Business Services IT Department continue to hold trainings on CALPADS.

ESS has completed the Differentiated Assistance process with the five districts who were determined to be eligible earlier this year. The process involved facilitating analysis and dialog with district teams focused on dashboard results and local data. Through the process, teams engaged in a root cause analysis related to a problem of practice and identified a theory of action for moving forward. Feedback from district teams has been overwhelmingly positive. Teams have reported that the process has been valuable in helping them developing insights into their systems and areas of focus for their next steps.

Business Services IT staff offered CALPADS and attendance reporting workshops, open labs, user group meetings, and individual trainings throughout the year to support districts with data management. IT collaborated with College and Career Readiness and ESS on data and dashboard Workshops for districts.

- Align closing the achievement gap by monitoring LCAP activities with best practice strategies. Assist districts with implementation of LCAP activities and professional learning activities (systems coherence support).
 - **Lead Departments | Educational Support Services/SELPA/Special Education**

STATUS: The Special Education and Educational Support Services Department have partnered to provide professional learning activities to assist districts with LCAP activities that focus on school climate. The Special Education and Education Support Services Department personnel have met together to review common areas of need and have sought out technical assistance on best practice strategies in this area. SCOE departments (ESS, Business Services, Special Education, SELPA) have been engaged in a process of piloting a new approach to supporting districts, as holistic systems, focused on continuous improvement.

- Implement and monitor new credentialing program. Initiate a new preliminary administrative credential program through SCOE's accredited North Coast School of Education.
 - **Lead Departments | Administrative Services/Human Resource Services/ North Coast Beginning Teacher Induction Program**

STATUS: The North Coast School of Education (NCSOE) submitted the Preliminary Administrative Services Credential (PASC) program to the California Commission on Teacher Credentialing (CTC) and was granted approval in March. Information meetings for next year's cohorts for PASC and administrator induction programs have been announced and posted.

NCSOE launched two Satellite Cohorts for mild/moderate (Special) Educational Specialist at Santa Cruz, Mendocino/Lake County Offices of Education. Candidates completed the Framework for Teaching Pre-Service and will now be ready for employment as Special Education Interns. NCSOE also opened its own (Special) Education Specialist cohort and a combined single subject/multiple subject cohort. Single subject candidates include emphasis in the following areas: math, science, Spanish, social science, english and physical education. The teacher induction program has fully realigned with new CTC standards for both years, one and two.

- Align North Coast School of Education credential programs with reciprocity units toward a masters/doctorate degree programs.
 - **Lead Departments | Human Resource Services/North Coast School of Education**

STATUS: NCSOE has accomplished partnerships with universities (Brandman, National, Dominican, and University of Pacific) to provide access to Masters or doctorate degree programs. It is important to note that candidates get credit through these universities for their work in induction for teaching and administrator programs. A partnership with Grand Canyon University is also under consideration.

- Create community/business partnerships that support the teaching profession/provides housing opportunities for the educational workforce.
 - **Lead Departments | Administrative Services/North Coast School of Education**

STATUS: NCSOE is promoting the partnerships related to teacher housing to candidates in the program. Promotion has included a presentation by the director of Community Partnerships and Innovation to community organizations, such as a local Rotary chapter.

Administrative Services is currently working with the Board of Supervisors in reviewing workforce housing finance options for entry professionals. Administration Services is also circulating a request for proposal regarding teacher/public employee housing at the Juniper/Amorosa site.

- Address school district and county board professional development needs by providing various workshops and symposiums.

→ **Lead Departments | All**

STATUS: The Educational Support Services and Special Education Services Department have provided workshops on trauma informed instructional practices, student resilience, leadership strategies to improve school climate. Administrative Services hosted three county-wide Board training workshops in an effort to provide professional development to all school Board members.

Business Services provides professional development workshops for all districts, including SCOE staff. Annual SCOE workshops included: Interim Reports, Budget Development, Year-End Closing, Next Fiscal Year, Charter School Workshops, Position Control, Finance User Groups, Mid-Year Cleanup, 1099 Workshops, ACA Reporting, and Unaudited Actuals. Special workshops by outside presenters for 2017-18 included: Ask the Auditor, CASH Workshop: School Facility Projects, Monitoring and Maintaining District Fiscal Health (FCMAT), Fiscal Aspects of Negotiations Workshop, Advanced Collective Bargaining Workshop, Special Education: Both Sides of the Equation, Food Service and Child Nutrition Workshop, Use Tax, School Services Budget/May Revise, and various workshops/meetings pertaining to fire recovery and CDE and FEMA funding. SCOE, through its membership with Capitol Advisors, has hosted free state budget workshops for districts. In addition, Business Services presents at the District Business User Group Meetings (DBUG), publishes SCOE Biz Bulletins, and hosts Large District CBO Meetings. IT staff have begun an assessment of district payroll practices procedures, which will be used to develop ongoing payroll training.

The Human Resource Services Department continued to provide quarterly meetings for district human resources personnel. Meetings are designed to address recent legislation, state directives and general personnel matters. The General Counsel of School and College Legal Services attends each meeting, providing answers to questions from districts provided in advance.

SCOE held an information meeting/orientation for 35 prospective school board candidates considering running for school board positions in November 2018. SCOE also hosted a CSBA Board Presidents workshop at no cost to districts.

Foster partnerships that strengthen educational opportunities for all students

- Foster and establish collaborative and collegial relationships between and among all SCOE stakeholders, departments, districts, and agencies.

→ **Lead Departments | All**

STATUS: Business Services has hosted Large District CBO meetings, monthly District Business User Group (DBUG) meetings, and various workshops, including presentations at Superintendent

Luncheon and visits to district offices. Staff from Business Services and other departments worked collaboratively with County OES, FEMA, CDE, and RESIG to provide information meetings and workshops pertaining to the October Firestorm and recovery. In addition, Business, Administration, and HR staff assisted in the distribution of cash donations to schools, teachers and students impacted by the fires.

The Administrative Services department hosted two Superintendent's Forum lunches between SCOE and district superintendents regarding SCOE support services.

The Administration department conducted the annual SCOE survey of districts to collect feedback on SCOE services and staff. SCOE received a 90% score in most areas, receiving 4s and 5s (on a 5-point scale) noting respondents were "very satisfied" with SCOE services.

Additionally, SCOE responded to school safety issues and concerns with training and quick-access wallet cards.

The Human Resource Services Department has representatives on the California Commission for Teacher

- Continue to partner with higher education, business, and community to create thought-provoking professional development opportunities (21st Century Summer Institute, ieSonoma, ReMake Education).

→ **Lead Departments | Educational Support Services**

STATUS: Here is a list of events and opportunities to date:

- 2017 21st Century Summer Institute: Fostering Innovation, Creativity, & Student Voice (58 attendees).
- 2017 ieSonoma: Creating schools that foster creativity, innovation, & student voice (690 attendees); launched the ieSonoma Innovation Fund providing over \$30,000 in grant funds to support innovative programs and projects in 16 local schools)
- 2017 reMAKE Education Summit (243 attendees)
- Opportunities planned for 2018 include:
 - 2018 21st Century Summer Institute: Universal Design for Learning (June 11-14)
 - 2018 ieSonoma: The Myth of Average Keynote Speaker: Todd Rose, Harvard Graduate School of Education (June 8)
 - 2018 reMAKE Education Summit (August 1-3)
- Introduce and develop Sonoma County Office of Education's new Mobile Learning Lab.
 - **Lead Departments | Educational Support Services**

STATUS: The Mobile Learning Lab (MLL) was completed and utilized at the Sonoma County Fair "Kids Day" as well as displayed at county regional parks throughout the summer. Planning next steps to include: Addition of "off-grid" solar power system to allow MLL to be fully self-contained, working with One Workplace to secure furniture for MLL, Design of exterior "wrap" and branding, working with the director of Operations to create a secure, fenced area to store the MLL in the newly purchased SCOE parking lot, developing partnership with Sonoma County Regional Parks to

allow use of MLL in County parks, finalizing legal and insurance considerations with School & College Legal Services and RESIG, developing marketing campaign (web page, press release, flier, etc.) to publicize the MLL and generate interest in its use.

- Continue with community public service announcement and promotion program acknowledging countywide school initiatives through various mixed media.
 - **Lead Departments | Administration**
STATUS: SCOE engaged in more than a dozen partnerships that promoted public education and the wellbeing of students and staff. These ranged from partnering with SMART to distribute railway safety information to school districts (new this year) to a longstanding partnership with Windsor School District to subsidize and promote the annual Sonoma County College and Career-Ready Fair. SCOE also led roughly eight public information campaigns to celebrate teacher excellence, attract new teachers, tell positive stories about Sonoma County schools, and inform the public about the good work SCOE does. These ranged from a new movie theater ad that explains SCOE's mission through engaging trivia; to an award-winning Teacher of the Month campaign conducted in partnership with a local radio station; to hosting a brand new Challenges of Youth conference in partnership with county and nonprofit organizations.

Build and maintain an internal organizational culture that supports best practices

- Redefine operational and support role of SCOE and Career Technical Education with Districts and community.
 - **Lead Departments | Educational Support Services/CTE**
STATUS: CCRS has worked to support districts and their communities in a comprehensive approach to student "College and Career Readiness" that includes: Developing and supporting high-quality technical education programs integrated with rigorous academics; work-based learning as an instructional strategy; supports to ensure that students and families are emotionally and cognitively prepared to take advantage of post-secondary opportunities; transition to Post-Secondary; industry and community engagement.
- Continue to support internal business and personnel systems to be more technologically accessible and user web-based.
 - **Lead Departments | Special Education/Human Resource Services/ Administration**
STATUS: The Special Education Services Department has instituted a pilot program in one region to report student learning data to parents and placing school districts on-line on a daily basis; the department is piloting virtual meetings between teachers, staff, and administrators from remote locations.

Human Resources: Conversion to online version of employee orientation system is underway. All existing information has been imported into the new system resulting in a comprehensive database of employee demographic and assignment information. Staff will be working on new online system to insure a personal approach to onboarding employees.

- Implement SCOE's Facilities Master Plan (Five Years) that addresses the support service and program needs of SCOE, while expanding its educational/enterprise opportunities. See the completion of the Teacher Learning Annex.

→ **Lead Departments | ALL**

STATUS: Members of NCSOE serve on all subcommittees for design and technologies related to the Teacher Learning Center/Annex. The Teacher Learning Center (TLC) was completed in July. Construction costs are budgeted for \$5.6M and the building is nearing completion. The building dedication is set for October 18, 2018. With the addition of the TLC, all NCSOE trainings will be hosted onsite for 2018-19.

Other projects completed or in progress included refurbishing doors, signage, and purchase of new tables/chairs for conference rooms; design of Oak Room/Reception area remodel, HVAC replacements, purchase of parking lot for overflow, and other upgrades to the SCOE building. Technology improvements included upgrades to room reservation system, dark fiber construction, high speed internet for rural districts, security upgrades, and improved access to phone conferencing features. The next step is to begin a multi-year modernization of the El Colegio school site in late June.

- Implement SCOE's Alternative Education Local Control Accountability Plan (LCAP) and goals.

→ **Lead Departments | Educational Support Services/Business Services (internal)**

STATUS: The Alternative Education Local Control Accountability Plan (LCAP) continues to drive the work of the department. Four stakeholder meetings were held in the Spring of 2018. Review of progress on measurable outcomes and required metrics is ongoing, with the primary goal strengthening instructional practice and improving outcomes for students. The formal stakeholder engagement meetings will take place again in the Spring of 2019.

- Promote positive and collaborative employee-employer relations through effective contract management and regularly scheduled SCOE Labor Relation Council meetings.

→ **Lead Departments | Administration/Human Resources/Special Education/Business Services**

STATUS: SEIU and ASCOE contracts current and completed June 2016. Work with CTETA is in place for completion this spring of a new three-year contract. Meetings have continued to yield successful results. Provided support system to SCOE staff and students during October fire store. Hosted a re-opening luncheon for all staff regarding trauma support.

SCOE hosted the first annual Family Day during Employee Appreciation Week. Other employee appreciation activities included Winter/Holiday celebration (December), employee barbecue (August), Team Player Award celebration, Employee Appreciation event with many raffle prizes from local businesses, Hot Dog Thursday (May), Ice Cream Wednesdays (June/July). SCOE also expanded the employee wellness program and activities.