



SUTTER COUNTY SUPERINTENDENT OF SCHOOLS

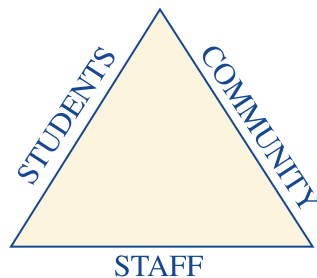
Dr. Baljinder Dhillon

May 2018



VISION STATEMENT

Service and Leadership for Success



MISSION STATEMENT

Sutter County Superintendent of Schools is committed to preparing all students for success!

*We collaboratively provide educational leadership, exemplary services,
and customized resources to local educational agencies and our diverse community
through ethical and transparent actions.*

STRATEGIC PLAN OVERVIEW

The **Sutter County Superintendent of Schools** Strategic Plan, adopted by the Board of Trustees, is the management plan for the Sutter County Superintendent of Schools. The following is a description of the purpose, components, definitions, process, and timelines related to the plan.

The Strategic Plan is a **political, accountability, compliance, and inspirational document** that serves three main purposes.

- First, the plan engages stakeholders and provides the Board's **political** direction and **accountability** in addressing the Sutter County Superintendent of Schools' vision, mission, ranked objectives, expected annual outcomes, metrics, and actions.
- Second, the Strategic Plan provides the source document, which provides for **compliance** with the requirements established by the State and Federal Government.
- Lastly, after taking into consideration input from the Stakeholders, the District Superintendents, and the County Board of Trustees, the County Superintendent of Schools will rank the objectives, which will provide clarity and **inspiration** to the districts and to the staff of the Office of Education.

The components of the Strategic Plan are defined below:

VISION

What the Sutter County Superintendent of Schools is striving to do.

MISSION

What the Sutter County Superintendent of Schools will accomplish by the end of the five-year Plan.

SUTTER COUNTY SUPERINTENDENT OF SCHOOLS RANKED OBJECTIVES

The ongoing designing, development, implementation, and evaluation of the objectives are to ensure a continuous improvement process in place. The objectives present the definition and priority of the services to be accomplished, in which progress is evaluated on an annual basis.

EXPECTED ANNUAL MEASURABLE ESSENTIAL OUTCOMES

The described and specific expected measurable outcomes.

ESSENTIAL METRICS

The tools or standards of measurement used to evaluate the Sutter County Superintendent of Schools Ranked Objectives.

(for outcomes and metrics, and full report see website see www.sutter.k12.ca.us)



Fiscal Integrity of the Sutter County Superintendent of Schools

The Strategic Plan is designed to ensure that the human, financial, and capital resources are efficiently and effectively allocated based upon the priorities established by the Sutter County Superintendent of Schools, with the fiscal integrity of the Sutter County Superintendent of Schools as the cornerstone foundational requirement of the Strategic Plan.

Sutter County Superintendent of Schools' determination of fiscal integrity requires that sufficient funds are in reserve that would address the challenges that may come to the Sutter County Superintendent of Schools, both short-term and long-term. Accordingly, the Board commits to establish reserve levels, as well as their fund balances, to meet State and local priorities. Additionally, the Board commits to save for potential future expected and unexpected expenditures and for eventual economic downturns. The Board is committed to ensuring the fiscal integrity of the Sutter County Superintendent of Schools by providing the necessary funding to maintain prudent reserves.

The Board is committed to a balanced budget and ensuring the fiscal integrity of each Sutter County Superintendent of Schools by providing the necessary funding to maintain the State required Economic Uncertainty Reserve. Additionally, the Board is committed to ensuring the fiscal integrity of Sutter County Superintendent of Schools by providing the necessary funding to maintain the following prudent assigned assets:

Fund	Reserve	Percent	Actual Amount
01	Reserve for Economic Uncertainty (3 months of payroll. The long term goal is to build up for 6 months of payroll)	10%	\$4,000,000
17	Equipment and Technology Reserve	2.75%	\$1,100,000
40	Capital Reserve (Maintain fund for future building)	5%	\$2,000,000
67	Other Post-Employment Benefits – OPEB	11.5%	\$4,600,000
	Total	29.25%	\$11,700,000.00



Strategic Objectives and Content Areas – In Priority Order

#1 - External Professional Development Services (Core and Menu of Services):

Design, implement, evaluate, and improve instructional programs and services to ensure every student succeeds.

- Core
- Menu of Services

#2 - Internal Business Services:

Design, implement, evaluate, and improve Internal Business Services.

- Budget and Accounting
- Medi-Cal Administration

#3 - External Business Services (Services to Districts):

Design, implement, evaluate, and improve External Business Services.

- Core
- Menu of Services

#4 - Human Resources:

Recruit, select, develop, evaluate, and retain the highest quality staff serving Sutter County Superintendent of Schools.

- Bargaining Unit Relationships and Agreements
- Evaluation/Standards and Procedures
- Managing Complex Employment Laws
- Recruitment and Retention

#5 - Special Education Services:

Design, implement, evaluate, and improve Special Education programs and services to support school districts and the County Office.

- Centralized Programs
- Regional Programs
- Professional Development
- Special Education Expenditure Model



#6 - SELPA and District Special Education Support Services:

Design, implement, evaluate, and improve the SELPA services provided to the districts and Sutter County students.

- **Program Service Model**
- **Budget/Fiscal Model**

#7 - Substitute Consortium Services:

Recruit, train, support, mentor and improve substitute services to support school districts and the county office programs.

8 - Credentialing Services:

Teachers and administrators are appropriately assigned, and fully credentialed in the area(s) for which they are teaching.

#9 - Career and College Readiness:

Design, implement, evaluate and improve programs designed to increase students who are college and career ready.

- **Tri-county ROP/Career Technical Education**
- **California Career Pathways Trust Grant (CCPT)/STREAM**
- **CTE Teach/Foundations Grants**

#10 - Tri-county Induction Program:

Design, implement, evaluate, and improve accredited teacher and administrative preparation programs to support school districts in the state of California through the Commission on Teacher Credentialing.

#11 - Shady Creek Outdoor School:

Design, implement, evaluate, and improve the outdoor education experience, at Shady Creek, for all students.

- **School Programs**



#12 - Student Support Services:

Design, implement, evaluate, and improve programs and services to support the physical, mental, socio-emotional, wellness, and academic well-being in all students.

- **Foster and Homeless Youth(Grant)**
- **Tobacco Use and Prevention (Grant)**
- **SARB**
- **County Office LCAP**

#13 - Communication and Community Outreach:

Ensure that communications with the community and school districts served by the Sutter County Superintendent of Schools Office is open and transparent. The focus is in communicating to develop community support and involvement in providing services to the students served by the Sutter County Superintendent of Schools Office. Examples of such involvement include grant development, educational foundations, and community sponsored clubs, internships, and activities for students and families.

- **Community Partnerships**
- **Communication**

#14 – New and Modernized Technology and Equipment:

Maximizing federal, state and local resources to provide new and modernized technology, equipment, and consultation support to address the needs of the students and staff, in the most efficient and effective manner possible.

#15 - Feather River Academy:

Providing an alternative educational setting for expelled youth.

#16 - Adult Education:

Design, implement, evaluate, and improve the adult education services provided to adults.

- **Adult Education – High School Equivalency(HSE, HISE, GED)**
- **Adult Education – ESL**
- **Adult Education – High School Diploma – HSD**
- **Adult Education Block Grant – Local**
- **Adult Education Block Grant – Regional**
- **Adult Education Family Literacy Act Grant – WIOA Title 2**



#17 - Sutter One Stop Service:

Design, implement, evaluate, and improve “Sutter One Stop Services” for the Community and School Districts.

- **Community Services**
- **Resources**
- **Partnerships**
- **Vocational training/workforce development**

#18 - Facilities, Maintenance, and Operation Services:

Provide an environment that is safe, clean, and attractive that promotes student learning and fosters student, staff, and community pride.

- **Facility Master Plan/Five-year Deferred Maintenance Plan**
- **New and Modernized Facilities**
- **Clean, Safe, Functional and Attractive Facilities and Grounds**
- **Small District Technical Support**

#19 - Educator Support Services:

Design and implement teacher intern preparation, Tier I and II administrative credential program

#20 - School Options:

Support districts and county office staff to provide oversight of charter schools by providing support and training to district staff, school boards, and county office of education staff.



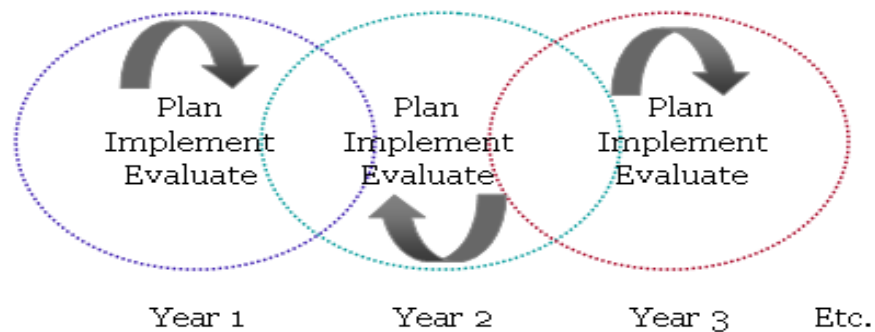
Sutter County Superintendent of Schools Strategic Plan Process and Timeline

Strategic Planning Process:

The implementation of the Strategic Plan follows a yearly updated cycle to ensure that the Plan reflects the priorities defined by the Superintendent. Implementation of the Plan continues throughout the year and is evaluated, analyzed, and revised annually.

Timeline

Continuous process



Strategic Plan and Timeline 2018-2019 - Initial Stage

Target Dates	Strategic Plan (SP)
April 2018	2018-2019 Strategic Plan Developed by Stakeholders, District Representatives and the Board of Trustees, with the approval of the Superintendent.
June 2018	Final Approval by the Superintendent of 2018-2019 Strategic Plan, with Outcomes and Metrics.
June 2018	First Meeting on 2018-2019 Budget, reflecting the priorities within the 2018-2019 Strategic Plan.



Strategic Plan Evaluation Timeline 2018 - 2019

Target Dates	Strategic Plan (SP)
July 1, 2018 to June 30, 2019	Implement Approved 2018-2019 Strategic Plan.
December 2018	Discuss and include any minor Outcome and Metric changes that would improve the 2019-2020 Strategic Plan for implementation in the 2019-2020 School Year. <i>(Note: Since the Sutter County Superintendent of Schools has not fully implemented the initial 2018-2019 Strategic Plan and presented the data on the Plan, which will be done in December of 2019, the 2018-2019 Strategic Plan will be continued into 2019-2020, with the minor changes.)</i>
February 2019	Final Approval, by the Superintendent, of 2019-2020 Strategic Plan Outcomes and Metrics.
May 2019	First Meeting on 2019-2020 Budget, reflecting the priorities within the 2019-2020 Strategic Plan.
June 2019	Approval of Annual Budget, reflecting the priorities within the 2019-2020 Strategic Plan.

Strategic Plan Evaluation Timeline 2019 - 2020

Target Dates	Strategic Plan (SP)
July 1, 2019 to June 30, 2020	Implement Approved 2019-2020 Strategic Plan.
September to October 2019	Collect and Organize data on Outcomes and Metrics from 2018-2019, in preparation for the 2018-2019 Annual Strategic Plan Report.
December 2019	Provide Annual 2018-2019 Strategic Plan Report to the Board and District Superintendents, addressing the Outcomes and Metrics
December 2019 January 2020	Provide 2018-2019 Strategic Plan Report at Stakeholder/Superintendent Meetings and seek Additional Input on the 2020-2021 Strategic Plan Outcomes and Metrics.



February 2020	Final Approval, by the Superintendent, of 2020-2021 Strategic Plan, with updated Outcomes and Metrics.
May 2020	First Meeting on 2020-2021 Budget, reflecting the priorities within the 2020-2021 Strategic Plan.
June 2020	Approval of Annual Budget, reflecting the priorities within the 2020-2021 Strategic Plan.
July 1, 2019 to June 30, 2020	Implement Approved 2019-2020 Strategic Plan.



ACRONYMS & TERMS

CALPADS:	California Longitudinal Pupil Achievement Data System
CASSPP:	California Assessment of Student Performance Progress
CCSS:	Common Core State Standards
CTE:	Career Technical Education
ELD:	English Language Development
ELs:	English Learners
FIT:	Facilities Inspection Tool
IEP:	Individual Education Plan
LCAP:	Local Control Accountability Plan
LCFF:	Local Control Funding Formula
NGSS:	Next Generation Science Standards
PFT:	Physical Fitness Test
Rtl:	Response to Intervention
Rtl2:	Response to Intervention and Instruction.
SARC:	School Accountability Report Card
SBE:	State Board of Education
SDAIE:	Specially Designed Academic Instruction in English
SES:	Socio-Economic Status (term typically used student achievement when referring to conditions related to poverty).
WILLIAMS:	<p>The Williams Case requires every California school to provide all students with sufficient instructional materials, safe schools, and quality teachers. Among other things, learning leaders make sure to provide each pupil with:</p> <ul style="list-style-type: none">• State-adopted instructional materials in the four core subjects (English-language arts, mathematics, history/social science, and science); and• Highly qualified teachers
VAPA:	Visual and Performing Arts





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