

# WORKFORCE SBCSS 2025-28 STRATEGIC ACTION PLAN

## SBCSS MISSION

The mission of San Bernardino County Superintendent of Schools is to **transform lives through education.**

Working in collaboration with school districts, families, community partners, and other agencies, we will provide leadership, advocacy and services to ensure equitable, innovative and inspiring educational practices.

This endeavor is essential to the quality of life and economic vitality of our communities.

## WORKFORCE SBCSS COMMITMENT

Workforce SBCSS will transform lives through career education, driven by innovative outreach, engaging partnerships, and transformative outcomes.

## WORKFORCE SBCSS VISION

Equip our communities to thrive economically.

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### STRATEGIC ACTION PLAN GOALS

1. Foster partnerships with school districts, industry, community partners and other agencies to enhance workforce readiness.
2. Prepare students with the skills they need to succeed in their careers.
3. Implement technology to enhance learning, engagement, and effectiveness.

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### STUDENT LEARNING OUTCOMES (SLOS)

1. Students will participate in high quality work-based learning experiences.
2. Students will practice essential, in-demand work readiness skills.
3. Students will acquire industry-specific technical skills needed for employment.

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# Workforce SBCSS

# WORKFORCE SBCSS 2025-28 STRATEGIC ACTION PLAN

## GOAL #1

Foster partnerships with school districts, industry, community partners and other agencies to enhance workforce readiness.

## STUDENT LEARNING OUTCOMES ADDRESSED

#3: Students will acquire industry-specific technical skills needed for employment.

STRATEGY	METRICS	TIMELINE
1. Provide the technical assistance needed by districts to navigate private, state, and federal funding streams.	<ul style="list-style-type: none"> <li>• Number of grants written and successfully awarded.</li> <li>• Number and type of projects we serve as fiscal agent.</li> <li>• Number and impact of professional development sessions and support initiatives provided to districts on grant funding usage.</li> <li>• List of districts served, and the level of services rendered.</li> </ul>	Yearly
<b>Lead person(s): Administrator, Program Managers</b>		
2. Collaborate and engage with regional entities.	<ul style="list-style-type: none"> <li>• Number and types of strategic partnerships formed, categorized by industry sector and purpose.</li> <li>• Number and types of engagement activities conducted with partners.</li> <li>• Number and types of initiatives launched each year, detailing the focus areas such as workforce development, technology integration, or curriculum enhancement.</li> </ul>	Yearly
<b>Lead person(s): Administrator, Program Managers, Coordinators, Curriculum Specialists, Project Manager</b>		

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# WORKFORCE SBCSS 2025-28 STRATEGIC ACTION PLAN

## GOAL #2

Prepare students with the skills they need to succeed in their careers.

### STUDENT LEARNING OUTCOMES ADDRESSED

- #1: Students will participate in high quality work-based learning experiences.
- #2: Students will practice essential, in-demand work readiness skills.
- #3: Students will acquire industry-specific technical skills needed for employment.

STRATEGY	METRICS	TIMELINE
1. Develop, promote, and share Work-Based Learning models and career education resources.	<ul style="list-style-type: none"> <li>• Number and types of online resources.</li> <li>• Number and types of industry events.</li> <li>• Number and types of K-12 and Adult Learner offerings.</li> <li>• Engagement, attendance, and/or enrollment.</li> </ul> <p style="text-align: center;"><b>Lead person(s): Program Managers, Coordinators, Curriculum Specialists, Project Manager</b></p>	Yearly
2. Expand adult programming aligned to regional labor market needs.	<ul style="list-style-type: none"> <li>• Number and types of programs.</li> <li>• Labor Market Information that demonstrates need for programs.</li> <li>• Enrollment and completion data.</li> <li>• Number and types of industry partnerships.</li> </ul> <p style="text-align: center;"><b>Lead person(s): Program Manager, Coordinator</b></p>	2025 - 2028
3. Provide training and professional development for teachers and staff.	<ul style="list-style-type: none"> <li>• Number and types of events.</li> <li>• Content covered.</li> <li>• Attendee survey results.</li> <li>• Number and types of attendees.</li> <li>• Number of districts served.</li> </ul> <p style="text-align: center;"><b>Lead person(s): Program Managers, Coordinators, Curriculum Specialist, Project Manager</b></p>	Yearly

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## GOAL #3

Implement technology to enhance learning, engagement, and effectiveness.

### STUDENT LEARNING OUTCOMES ADDRESSED

- #1: Students will participate in high quality work-based learning experiences.
- #2: Students will practice essential, in-demand work readiness skills.
- #3: Students will acquire industry-specific technical skills needed for employment.

STRATEGY	METRICS	TIMELINE
1. Implement data-driven decision-making.	<ul style="list-style-type: none"> <li>• Implement and monitor the adoption of data analytics tools.</li> <li>• Number and types of staff training sessions conducted on data literacy and analysis techniques.</li> <li>• Analysis of participation data.</li> </ul>	Ongoing
<b>Lead person(s): All management</b>		
2. Use technology to improve efficiency.	<ul style="list-style-type: none"> <li>• Number and types of technologies used to provide services, build resources, or manage operations.</li> <li>• New technology adoptions and implementation.</li> <li>• Usage rates of technologies among staff.</li> </ul>	Ongoing
<b>Lead person(s): Administrator, Program Managers, Coordinators</b>		

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