



SDCOE Project Management Bootcamp (Cohort 2) End of Program Evaluation

Program Overview and Context

The **SDCOE Project Management Bootcamp** is a three-part, in-person professional learning series developed and facilitated by the Enterprise Project Management Office (EPMO). The Bootcamp is designed to strengthen project management knowledge, practices, and organizational consistency across San Diego County Office of Education (SDCOE) divisions and departments. SDCOE employees who plan, lead, coordinate, organize, support, or contribute to projects in any capacity, are encouraged to participate.

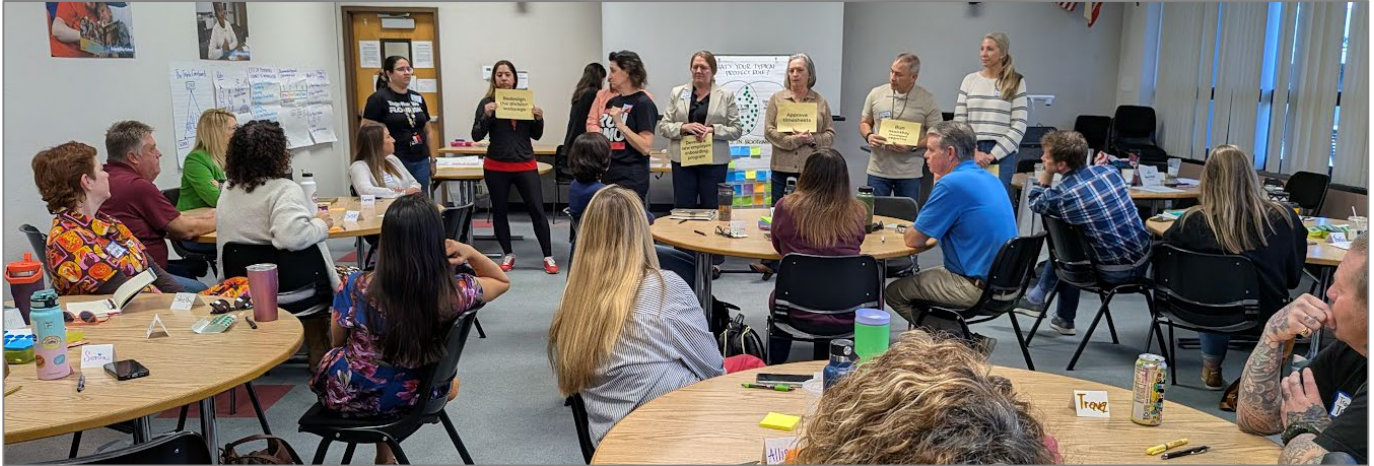
Across the three sessions, participants learn foundational project management concepts and practice applying them through hands-on activities, role plays, collaborative exercises, project planning activities, and guided work time. Participants work on their own real projects throughout the training so that the learning can be immediately applied. Major learning outcomes include:

- Understanding the phases, terminology, and structure of project management
- Writing and refining Project Charters
- Creating project plans and Work Breakdown Structures
- Organizing projects using project management software and planning tools
- Conducting kickoff meetings, status meetings, and standups
- Monitoring project execution and preparing status reports
- Communicating effectively with stakeholders
- Preparing for Go Live activities
- Conducting Lessons Learned and Project Closeout activities
- Building confidence and consistency in project management practices across SDCOE

These are the five goals of the SDCOE Project Management Bootcamp:

- **Goal 1:** The Bootcamp will increase SDCOE staff confidence in applying and modeling project management practices in their work.
- **Goal 2:** The tools, examples, and discussions from Bootcamp are practical and immediately applicable to SDCOE staff.
- **Goal 3:** The Bootcamp will contribute to greater consistency in how projects are planned and discussed across SDCOE.
- **Goal 4:** The Bootcamp will help SDCOE staff feel connected to a cross-division community of project management peers.
- **Goal 5:** The Bootcamp supports SDCOE's broader goals related to effectiveness, innovation, and organizational maturity.

About Cohort 2



In 2025-26, the EPMO team worked with Cohort 2 in February and March 2026. Cohort 2 included 30 participants representing **Business Services, Human Resources Services, Innovation, Learning and Leadership Services, and Student Services and Programs, including JCCS and SELPAs**. Participants included directors, managers, coordinators, project specialists, administrative assistants, analysts, and program leaders.

Bootcamp Participants by Division / Unit	Count
Business Services	3
Charter School Services	3
Human Resource Services	1
Teacher Effectiveness and Preparation	1
Innovation	4
College and Career Readiness	3
Data & Impact Center of Excellence (DICE)	1
Learning and Leadership Services	11
Curriculum and Instruction	2
Equity	2
MEGA	2
Migrant Education	2
Transformational Leadership & Systems of Support	3
Student Services and Programs, including JCCS and SELPAs	11
Attendance, Safety, and Student Engagement	2
Foster Youth Services Coordinating Program (FYSCP)	2
Juvenile Court and Community Schools (JCCS)	4
North Inland Special Education Region (NISER)	1
Student Wellness & School Culture	1
Whole Child & Community Design	1
Total	30

The Bootcamp took place through three full-day sessions at SDCOE:

- **February 6, 2026:** Plan Your Project
- **February 20, 2026:** Plan Your Project, Part 2
- **March 6, 2026:** Execute and Close Your Project



End of Program Evaluation

Based on the March 2026 participant survey (25 responses), the Project Management Bootcamp strongly met the stated program goals.

Overall Participant Sentiment

- The average Bootcamp rating was 4 out of 4 stars (★★★★)
- Participants consistently described the Bootcamp as:
 - “Engaging”
 - “Practical”
 - “Interactive”
 - “Transformative”
 - “Empowering”
 - “Informative”
- Many participants also described the Bootcamp as one of the best professional learning experiences they had participated in at SDCOE.

Goal 1: The Project Management Bootcamp will increase SDCOE staff confidence in applying and modeling project management practices in their work.

Assessment: Exceeded Expectations

This was one of the clearest themes throughout the survey results. Participants repeatedly described moving from informal or reactive project work to a more intentional, structured, and confident approach. Participants described:

- Learning formal project management practices for the first time
- Gaining confidence in planning, risk identification, communication, and execution
- Feeling better prepared to lead projects from beginning to end

Comments included:

- *“The Bootcamp helped me move from managing projects reactively to leading them with intention, clarity, and a stronger focus on completion and quality.”*
- *“I learned the actual steps of Project Management, versus just jumping into a project and seeing where it goes.”*
- *“The biggest takeaway I received was to develop a project plan that guides project execution through all phases of a project.”*
- *“Learn to start the charter (even on smaller projects) to weed out the risks ahead of time.”*

Many respondents also indicated they had already begun applying the practices before the Bootcamp concluded.



Goal 2: The tools, examples, and discussions from Bootcamp are practical and immediately applicable to SDCOE staff.

Assessment: Strongly Met

Participants overwhelmingly emphasized the practical, hands-on nature of Bootcamp. The immediate application of learning was one of the most consistent themes across responses. Participants highlighted:

- Seeing immediate relevance to their day-to-day responsibilities
- Working on real projects during the sessions
- Applying the templates and tools immediately to real projects
- Appreciating real-world examples and discussions

Comments included:

- *"We worked on a real project we need to complete."*
- *"We have a timeline with actionable items and person(s) responsible."*
- *"I found the bootcamp to be fun, informative, well-organized, and applicable, and it will change how I approach projects from the ground up."*
- *"I have already started to apply what I've been learning."*

Goal 3: The Bootcamp will contribute to greater consistency in how projects are planned and discussed across SDCOE.

Assessment: Strongly Met

Survey responses demonstrated that participants adopted a shared language, common planning structures, and repeatable project practices. Participants referenced:

- Project charters
- Defined project phases
- Timelines and actionable planning
- Risk identification
- Stakeholder communication practices
- Structured project execution

Comments included:

- *"We have a timeline with actionable items and person(s) responsible."*
- *"Develop a project plan that guides project execution through all phases of a project."*
- *"Learn to start the charter (even on smaller projects) to weed out the risks ahead of time."*



Goal 4: The Bootcamp will help SDCOE staff feel connected to a cross-division community of project management peers.

Assessment: Strongly Met

Survey responses showed clear evidence that participants valued the opportunity to connect with colleagues across SDCOE divisions and functions. Participants specifically referenced:

- Meeting and collaborating with staff from other departments
- Appreciating the interactive structure and group discussions
- Feeling energized by learning alongside peers who face similar project challenges
- Wanting continued engagement opportunities after Bootcamp

The strong interest in ongoing EPMO participation and continued collaboration suggests the Bootcamp successfully fostered a growing cross-divisional project management community.

Goal 5: The Bootcamp supports SDCOE's broader goals related to effectiveness, innovation, and organizational maturity.

Assessment: Strongly Met

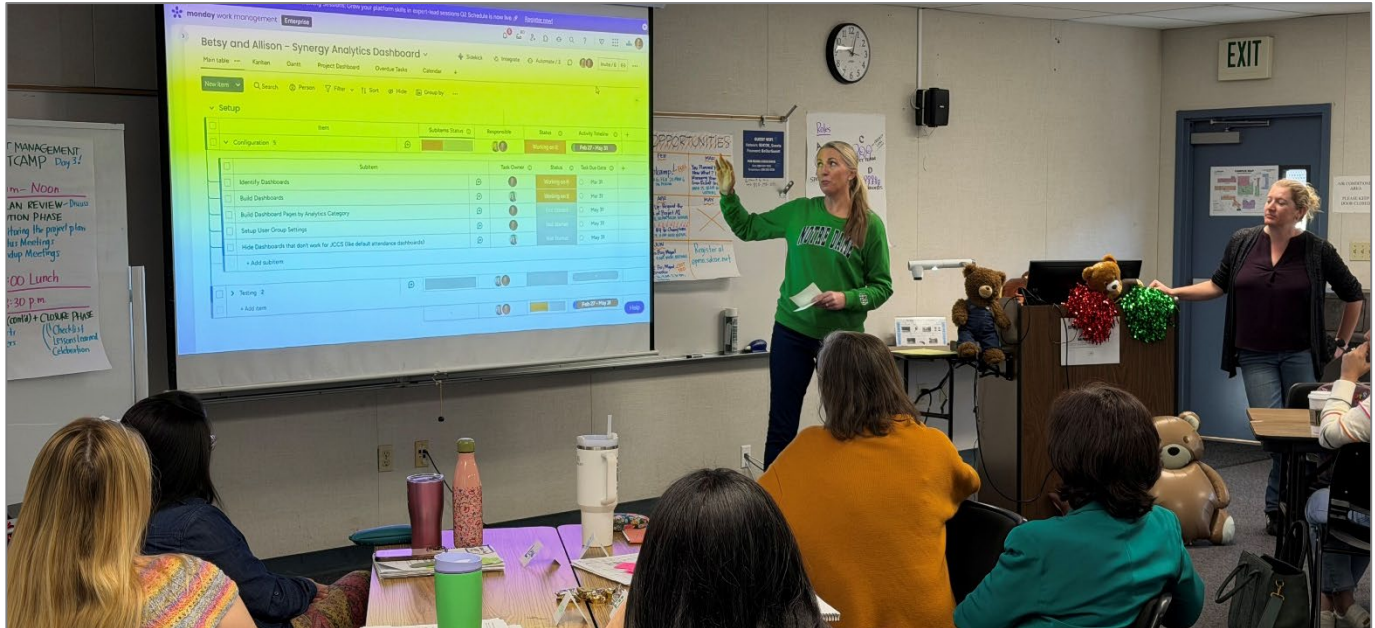
The survey responses suggest the Bootcamp contributed meaningfully to SDCOE's broader organizational goals. Participants described:

- Becoming more strategic and intentional in their work
- Improving project quality and completion
- Planning more proactively
- Better anticipating risks and roadblocks
- Building systems and structures that support sustainable project execution

Comments included:

- *"It will change how I approach projects from the ground up."*
- *"We thought about risks and roadblocks and I see our project actually being ready for Go Live because of our plan."*
- *"It helped me move from managing projects reactively to leading them with intention, clarity, and a stronger focus on completion and quality."*
- *The enthusiasm for continued participation with EPMO and ongoing project management engagement further suggests the Bootcamp is helping build long-term organizational project management maturity at SDCOE.*

Conclusion



The 2026 SDCOE Project Management Bootcamp Cohort 2 survey results indicate the program was highly successful in achieving its intended goals. Participants consistently reported:

- Increased confidence in project management practices
- Immediate application of tools and strategies
- Greater connection to peers across SDCOE
- Improved structure and consistency in project planning
- Strong alignment with broader organizational effectiveness goals

The overwhelmingly positive feedback, combined with participants' desire for continued engagement and ongoing project management community-building, suggests the Bootcamp is becoming an important contributor to SDCOE's organizational capacity and project management maturity. The EPMO plans to offer Cohorts 3 and 4 in 2026-27.