



SAN MATEO  
COUNTY  
OFFICE OF  
EDUCATION



# REPORT TO THE COMMUNITY

2026

Excellence and Equity in Education

# Vision, Mission, and Core Practices

## Vision

At the San Mateo County Office of Education, we continuously strive to realize our vision of excellence and equity in education, for every student, every educator, and every school.

## Mission

Our mission is to inspire students, invest in educators, invigorate leaders, and involve families and communities.



## Equity Statement

The San Mateo County Office of Education welcomes and embraces individuals from all backgrounds, races, ethnicities, disabilities, gender identities, sexual orientations, immigration statuses, and religions. At the County Office of Education, equity means providing every learner ages 0-22 with the education and support needed to thrive in school, career, and life, and every staff member with opportunities to grow and further deepen their impact.

## The County Superintendent of Schools

The County Superintendent of Schools serves as an essential link between the California Department of Education and our local school districts, providing support to all 23 school districts in San Mateo County. The Superintendent also serves as a strong partner to the board, working collaboratively toward a shared set of outcomes. The Superintendent oversees the County Office of Education, which reviews and approves the budget of every school district in the county, monitors school district compliance with state and federal laws, and reviews each district's Local Control and Accountability Plan.



# Superintendent's Message

## Marco A. Chávez

I am honored to have been appointed as County Superintendent of Schools to complete the term of Nancy Magee, who announced her retirement in February. She leaves a strong legacy that will continue. The progress you see in this year's Report to the Community is a testament to her work and her dedication to the children and families of San Mateo County.

During the 2025-26 school year, the County Office of Education continued to make significant progress towards the goals of the strategic plan.

First and foremost, we will continue to ensure that our schools remain safe environments for our students to learn and thrive, and where students, staff, and families alike feel physically, mentally, and emotionally safe.

We will continue to advance programs that support the social, emotional, and mental health of our young people and we will continue to advance literacy initiatives, as we know that prioritizing early literacy is one of the most effective strategies to improve academic and lifelong outcomes.

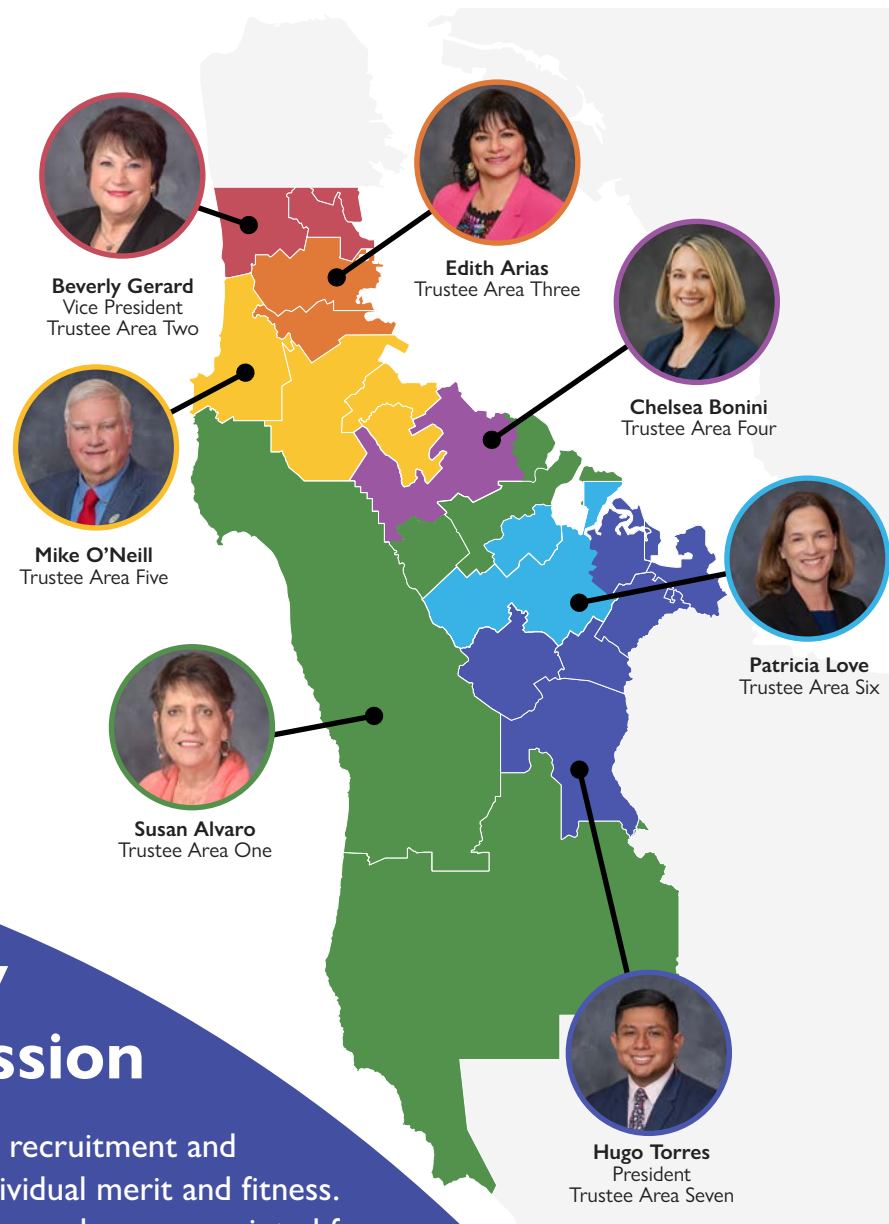
We will continue to help local schools become more climate-ready and sustainable, while working to increase students' environmental literacy across the state. Last year, we launched Seeds to Solutions, a free set of instructional materials for students grades K-12 available to all California educators.

I want to express my deep appreciation to our dedicated educators, support staff, families, and community partners for their tireless efforts to bring excellence and equity to education.



# San Mateo County Board of Education

The San Mateo County Board of Education serves as the governing board for the County Office of Education's Court and Community Schools Program, approves the County Office of Education's annual budget, and serves as the appellate body for charter school petitions, interdistrict attendance and expulsion appeals. Board members advocate for whole-child, whole-family policies across San Mateo County, the region, and the State, and work for education reform on behalf of their local constituencies.



## San Mateo County Personnel Commission

The Personnel Commission supports the recruitment and promotion of classified staff based on individual merit and fitness. The Commission consists of three members who are appointed for three-year terms and represent the Board of Education, the County Office of Education's bargaining units, and the organization at large. Personnel Commissioners must be residents of San Mateo County and be willing to learn and support the Merit rules.



**Annette Shreve**  
Personnel Commission  
Appointee



**Veronica Palmer**  
Classified Employees  
Appointee



**Karen Schwarz**  
Board of Education  
Appointee



# About the County Office of Education

The County Office of Education supports all students in San Mateo County by providing leadership and guidance, oversight, and safe and supportive programs and services that can be done more efficiently and economically at the county level.



## Federal

The federal government establishes policies, administers funding, and coordinates federal assistance to education while ensuring equal access and enforcing civil rights laws.



## State

Regulations, funding, and policies are established at the state level through the California Department of Education, the State Board of Education, and the state legislature.



## County

County Offices of Education provide valuable support and services for school districts in their counties, serve as a liaison with the state, and directly serve special populations of students.



## Local

Individual school districts are responsible for the day-to-day education of students. There are more than 1,000 school districts throughout California and 23 in San Mateo County.

# Functions of the County Office of Education

The San Mateo County Office of Education supports more than 84,000 students across 23 school districts by providing services that can be done more efficiently and economically at the county level. These include instructional and technical support, college and career readiness programs, and development of the education workforce. The County Office oversees district budgets and approves each district's Local Control and Accountability Plans to meet student needs. It also runs programs for students with significant disabilities, alternative instruction for learners in the juvenile court system, and an inclusive state preschool.



Learn more  
about the San  
Mateo County  
Office of  
Education:

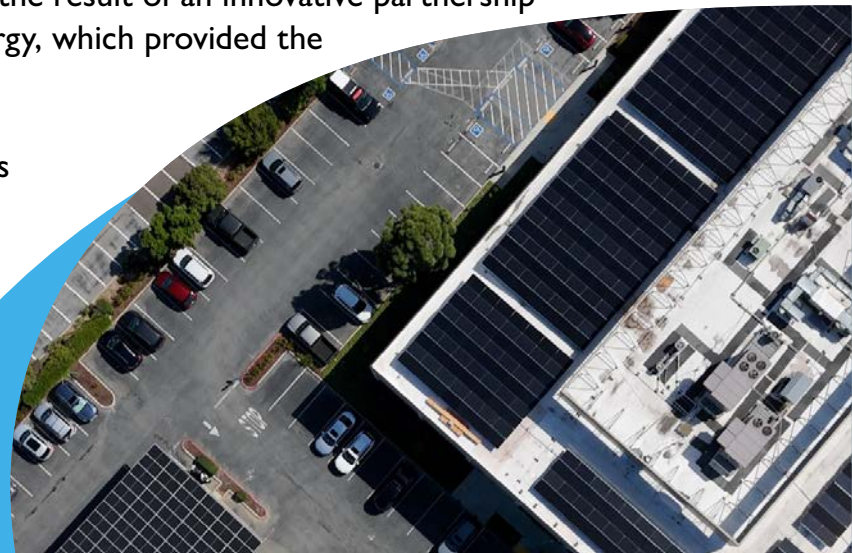


## Leadership in Sustainability

**The County Office serves as a beacon of sustainability for county schools, and models best practices that are environmentally, socially, and economically responsible.**

During the 2025-26 school year, the County Office constructed a new solar photovoltaic system that is forecasted to save taxpayers \$1.5 million in energy costs over the next 20 years. This project is the result of an innovative partnership with Peninsula Clean Energy, which provided the capital for construction.

The County Office also began the process of updating its Facilities Master Plan, centering sustainability while addressing the evolving needs of students, employees, and visitors.



# Building Belonging and Excellence

The County Office employs a diverse team of educators, administrators, and support professionals who work collaboratively to serve students, families, and local school districts.

Staff members work to ensure that every child in San Mateo County feels a sense of belonging and receives the high-quality education they deserve.

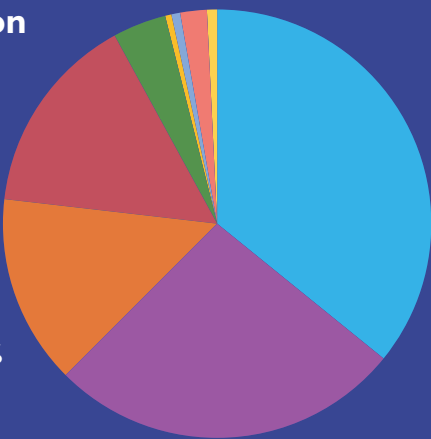
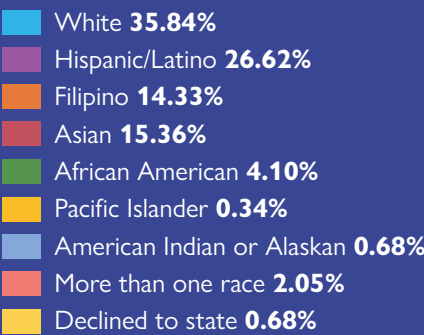
## 293 Employees

**32.8%**  
Certificated

**67.2%**  
Classified/  
Non-Instructional

**52.2%**  
Employed for more  
than 5 years

### County Office of Education Racial Diversity



## Staffing Across San Mateo County School Districts

**6,546**  
Certificated Employees

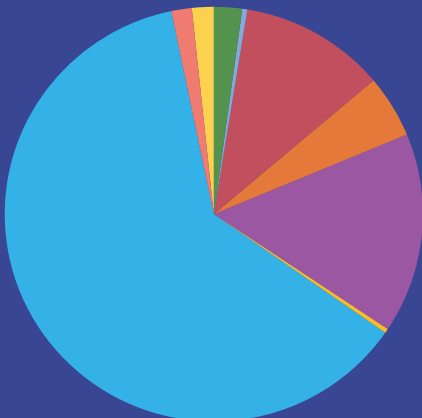
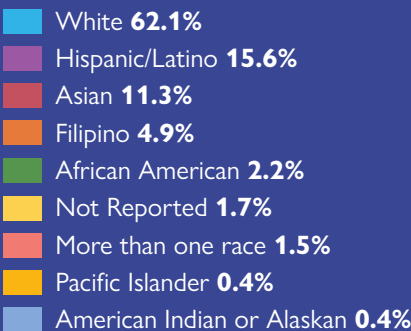
**4,387**  
Classified Employees

During the 2025-26 school year, San Mateo County school districts continued to strengthen their staffing, building their capacity to better serve students, schools, and families; and ensure every child receives the care, connection, and high-quality education they deserve.

Learn more about  
school district  
staffing:



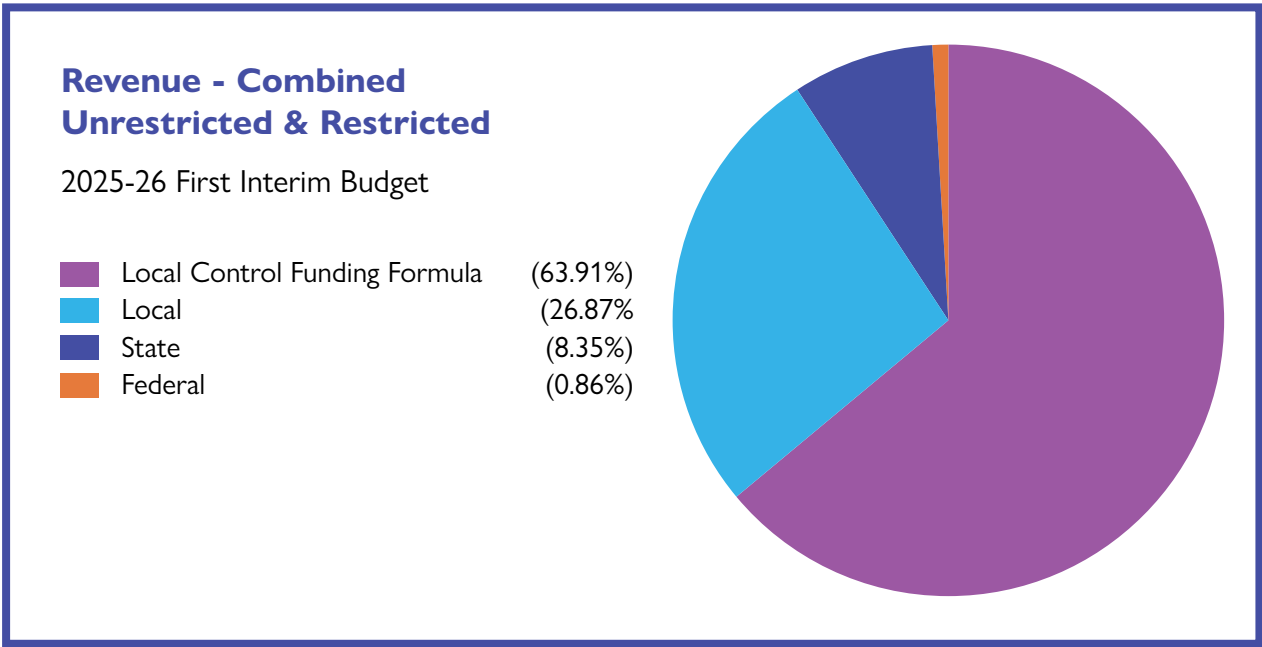
### Staff Race for Certified Staff



# Funding Our Programs and Services

Each year, the County Office of Education manages nearly \$117.98 million in state, local, and federal funding to support students and schools.

These funds pay for educational programs, specialized services for school districts, and small school programs that serve students with the most significant needs, including students with disabilities and students in the juvenile justice system.



## Expenditures

Combined Unrestricted  
& Restricted

2025-26 First Interim Budget

|                                |        |
|--------------------------------|--------|
| Other Outgo                    | 34.33% |
| Services and Operating         | 18.93% |
| Employee Benefits              | 13.75% |
| Management Salaries            | 13.43% |
| Certificated Non-Mgt. Salaries | 11.73% |
| Classified Non-Mgt. Salaries   | 4.91%  |
| Books and Supplies             | 2.90%  |
| Capital Outlay                 | 0.03%  |



# Addressing Funding Inequities

Each year, the State of California requires the County Office to return a significant portion of its revenue from excess property taxes, listed as “other outgo,” to fund other state programs. In the 2025-26 fiscal year, the state will require the County Office to return approximately \$41.57 million in excess property taxes.

In 2025, the San Mateo County Board of Education and Superintendent Nancy Magee formed a joint task force to address per-pupil funding inequities for districts in high-cost counties. The School Funding Task Force included county board members, County Office staff, and school district representatives, focusing on the impacts of these discrepancies and possible solutions.

The Board of Education accepted the School Funding Task Force report in October 2025, which included recommendations designed to inform state legislators as they develop proposals to address funding inequities. The state’s Legislative Analyst’s Office is studying these recommendations, and is expected to issue its own report in late summer or early fall 2026.

Learn more about  
school funding:



# School District Enrollment

## Student Enrollment per District

### Elementary

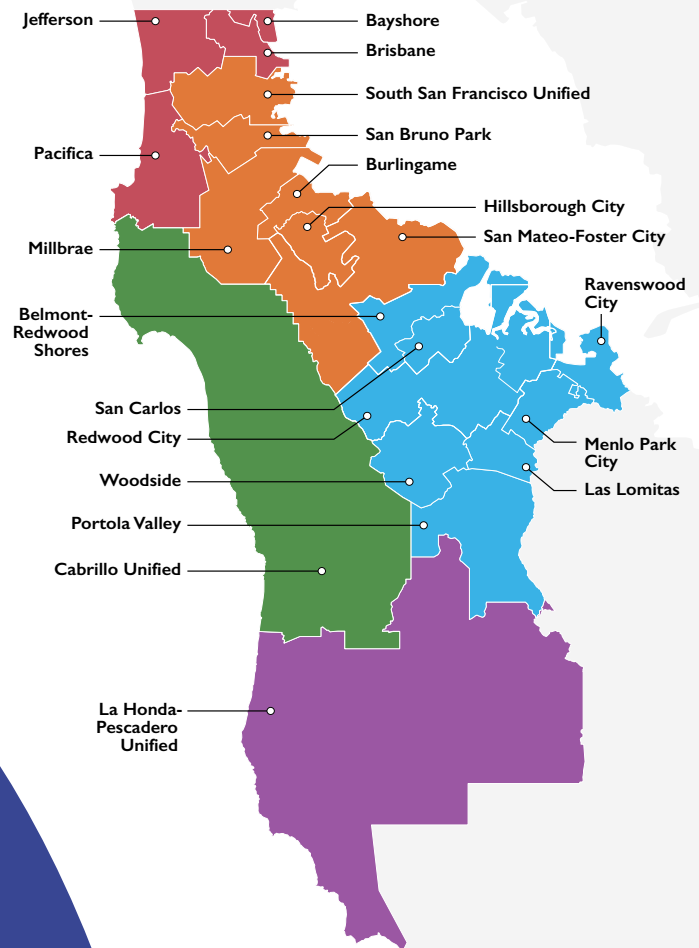
|                                   |       |
|-----------------------------------|-------|
| Bayshore Elementary               | 342   |
| Belmont-Redwood Shores Elementary | 3,914 |
| Brisbane Elementary               | 484   |
| Burlingame Elementary             | 3,380 |
| Hillsborough City Elementary      | 1,241 |
| Jefferson Elementary              | 6,088 |
| Las Lomitas Elementary            | 1,138 |
| Menlo Park City Elementary        | 2,685 |
| Millbrae Elementary               | 2,107 |
| Pacifica                          | 2,652 |
| Portola Valley Elementary         | 495   |
| Ravenswood City Elementary        | 2,532 |
| Redwood City Elementary           | 7,523 |
| San Bruno Park Elementary         | 2,003 |
| San Carlos Elementary             | 3,254 |
| San Mateo-Foster City             | 9,926 |
| Woodside Elementary               | 385   |

### High School

|                      |       |
|----------------------|-------|
| Jefferson Union High | 4,173 |
| San Mateo Union High | 9,342 |
| Sequoia Union High   | 9,505 |

### Unified

|                                      |        |
|--------------------------------------|--------|
| Cabrillo Unified                     | 2,562  |
| La Honda-Pescadero Unified           | 272    |
| South San Francisco Unified          | 7,664  |
| San Mateo County Office of Education | 188    |
| San Mateo County                     | 83,855 |



Learn more about  
school district  
enrollment:



# Student Demographics

## Across San Mateo County

Spanning coastal towns, suburban neighborhoods, and urban corridors, San Mateo County is home to a diverse population of students who bring a wide range of cultures, languages, and experiences to their schools.



**83,855**

students enrolled in  
San Mateo County  
public schools

**30,494**

(36.4%)  
Socioeconomically  
Disadvantaged

**28,817**

(34.4%)  
Received Free/Reduced  
Price Meals

**17,064**

(20.3%)  
English Learners

**10,782**

(12.9%)  
Students with  
Disabilities

**2,236**

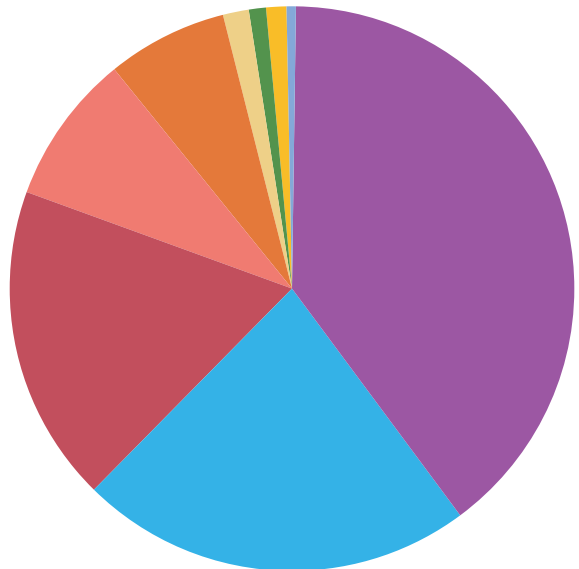
(2.7%)  
Experiencing  
Homelessness

**59**

(0.1%)  
Foster Youth

## Racial Diversity

|                                  |                |
|----------------------------------|----------------|
| Hispanic or Latino               | 33,431   39.9% |
| White                            | 18,855   22.5% |
| Asian                            | 15,244   18.2% |
| Two or More Races                | 7,184   8.6%   |
| Filipino                         | 5,802   6.9%   |
| Pacific Islander                 | 1,168   1.4%   |
| Not Reported                     | 1,031   1.2%   |
| African American                 | 946   1.1%     |
| American Indian or Alaska Native | 194   0.2%     |



### Stability Rate

**93.8%**

of San Mateo County students received a full year of learning in the same school in 2024-25, which is 2.3 percentage points higher than the state average.

# Supporting Multilingual Learners

Many students begin school speaking a language other than English. These multilingual learners are classified by the California Department of Education as English Learners and grouped into different categories based on their English knowledge and proficiency. Students who develop strong English skills, for example, are reclassified as fluent in English.

Teachers and school staff provide multilingual learners with individualized resources, tools, and support to help them build their English skills and participate fully in the classroom, no matter where they are in their education.

## Improving Outcomes for Long-Term Multilingual Learners

English Learners who have been learning English for six years or more and have not yet been reclassified are designated as Long-Term English Learners. One goal of the County Office is to reduce the percentage of Long-Term English Learners so more students can access advanced coursework and learning opportunities.

Through district-wide coaching, differentiated assistance, and high-quality professional development, County Office staff help schools identify and remove systemic barriers and implement innovative, data-informed strategies that meet the needs of students and families.

As a result, San Mateo County has steadily reduced the percentage of Long-Term English Learners over time, with rates dropping from more than 25% in the 2018-19 school year to under 16% in the 2024-25 school year. This long-term trend shows strong, consistent progress in supporting multilingual learners on their path to English proficiency.

### Top Five Languages Spoken by San Mateo County English Learner Students (by percentage)

1. Spanish, Castilian **(76.64%)**
2. Philippine languages **(3.01%)**
3. Cantonese **(2.75%)**
4. Arabic **(2.75%)**
5. Mandarin (Putonghua, Guoya) **(2.70%)**

| Year    | Multilingual Learners | Long-Term English Learner (LTEL) Students |
|---------|-----------------------|-------------------------------------------|
| 2018-19 | 33,883                | 25.45%                                    |
| 2019-20 | 36,406                | 14.80%                                    |
| 2020-21 | 32,941                | 29.70%                                    |
| 2021-22 | 32,432                | 28.35%                                    |
| 2022-23 | 31,718                | 17.14%                                    |
| 2023-24 | 31,445                | 16.79%                                    |
| 2024-25 | 30,830                | 15.98%                                    |

## 30.7%

of school districts received a High (Green) or Very High (Blue) score on the 2025 California School Dashboard Long-Term English Learner progress indicators.



For more information on the English Learner demographics, assessment performance, and district performance.



For more information on the English Learner Progress indicator.

# Academic Outcomes

## English

### Several Student Groups Improved on the 2025 California School Dashboard

The 2025-26 school year saw a deeper shift towards science-based literacy instruction, also known as the science of reading, which uses evidence-based teaching methods that reflect how the human brain learns to read. Early learning and grade school educators engaged in professional development and literacy programs to develop more high-quality opportunities for students to grow as confident, skilled readers.

#### Program Highlight: Literacy Coaches

This year, the County Office launched the Literacy Coach Network, a countywide community of practice designed to help instructional leaders strengthen science-based literacy instruction in their schools. Nearly 50 instructional leaders from 14 districts learned instructional coaching and the science of reading to deepen their knowledge and apply evidence-based best practices in their own districts.



Learn more about the  
Literacy Coach Network:

#### Program Highlight: The Big Lift

Through partnerships between the San Mateo County Office of Education, local school districts, and national experts, The Big Lift has scaled the Science of Reading in eight San Mateo County school districts. Each year, the initiative reaches 750

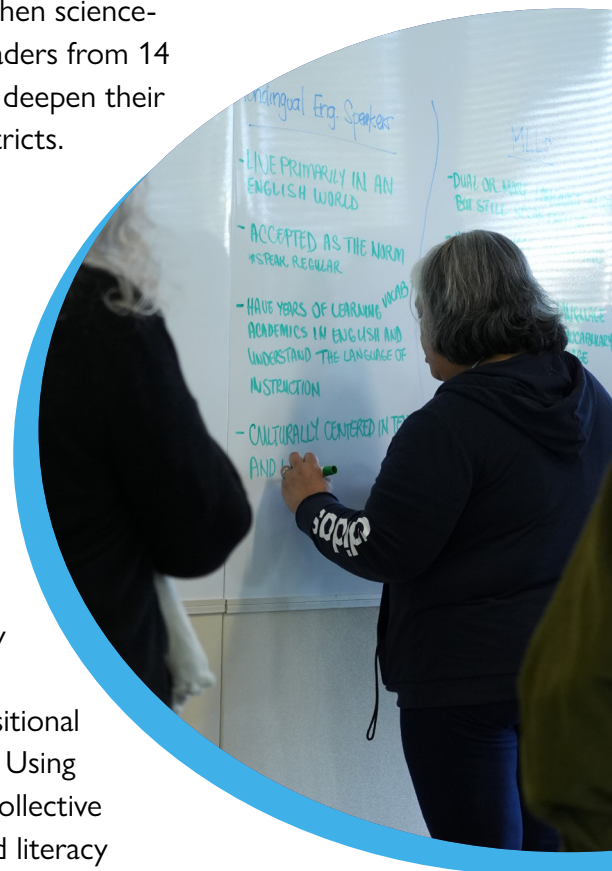
low-income preschool students and 8,000 transitional kindergarten through third-grade students. Using shared metrics to guide decisions, this collective impact initiative supports coordinated literacy planning, high-quality curriculum in classrooms, and ongoing coaching to help site leaders and teachers strengthen reading instruction.

#### Qualitative and Quantitative Data

Teachers have reported that their MLL students, inclusive of newcomers, are **growing** in confidence, talking more, willing to collaborate and take risks. Overall, teachers report that students are **confident** and **engaged** during their ENTIRE school day. Teachers notice an increase in **belonging** as newcomers and emerging students have a **connection** to another **trusted** Teacher. ELD Teachers have sat in on all emerging/newcomer Parent Teacher Conferences, **communication** and connection to school.

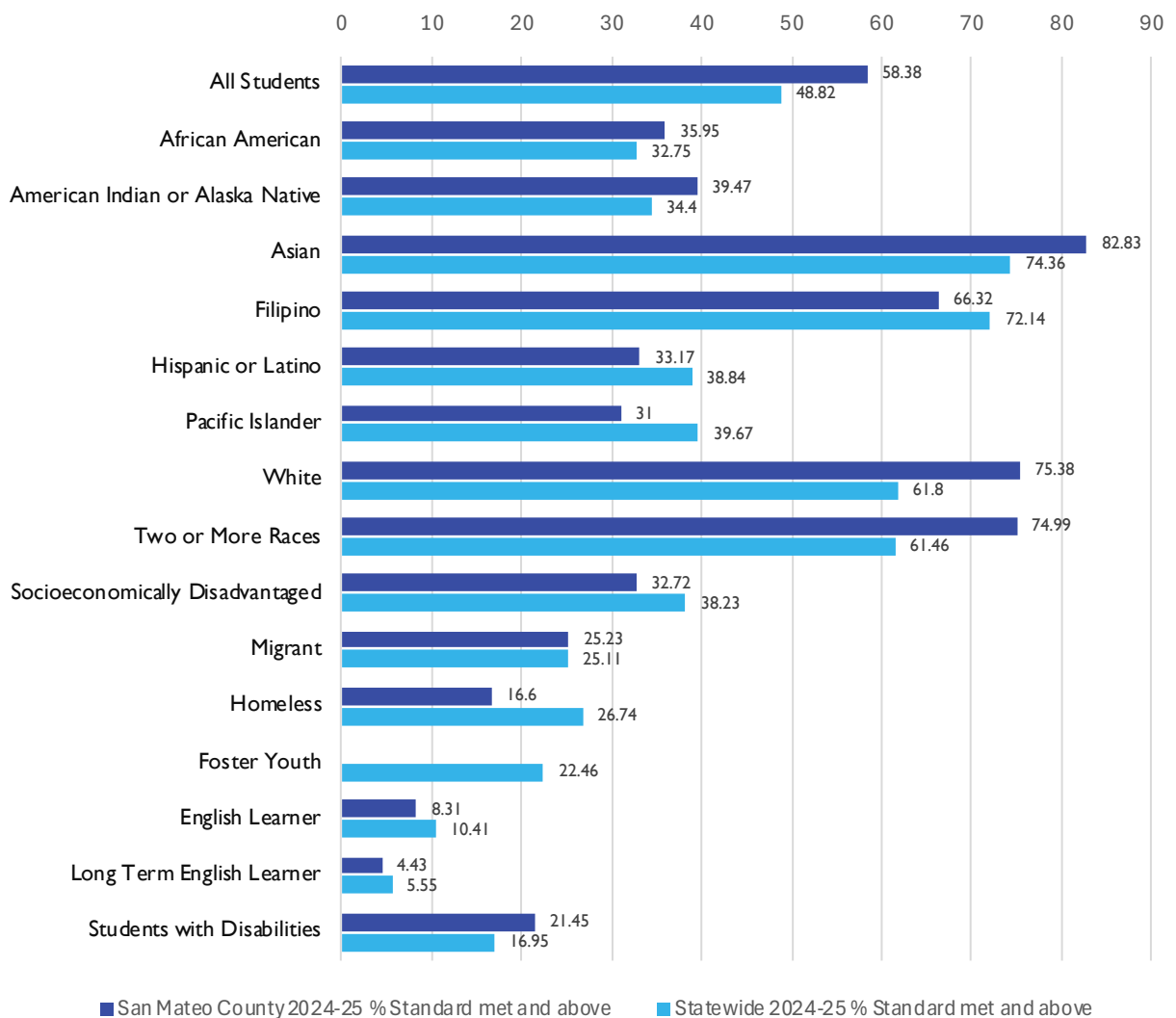
|                                     | Spring 22 | Spring 23 | Spring 24 | Spring 25 |
|-------------------------------------|-----------|-----------|-----------|-----------|
| Percentage of Students Proficient   | 9.89%     | 6.32%     | 10.78%    | 11.11%    |
| Percentage of Students Reclassified | 63%       | 85%       | 70%       | 100%      |

DEL Work to Read Implementation



Learn more about  
the Big Lift:

# English/Language Arts Standard Met and Above



**58.4%**

of San Mateo County students met or exceeded grade-level standards in English Language Arts – 9.6 percentage points above the state average

**85%**

of school districts showed average or above average growth for all students compared to the 2023-24 school year

Learn more about the California Assessment of Student Performance and Progress (CAASPP):



# Math and Science

## San Mateo County Outperforms Statewide in Math and Science Across Most Student Groups

San Mateo County school districts continued to steadily increase the percentage of students meeting math and science standards. Despite persistent equity gaps, the County Office supported districts in implementing standards-aligned instruction, boosting student engagement, and providing targeted support.



51.3%

of San Mateo County students met or exceeded grade-level standards in the 2024-25 CAASPP mathematics assessment

14 percentage points above the state average



85%



of school districts showed average or above average growth from 2023–24 to 2024–25 school year



44.1%

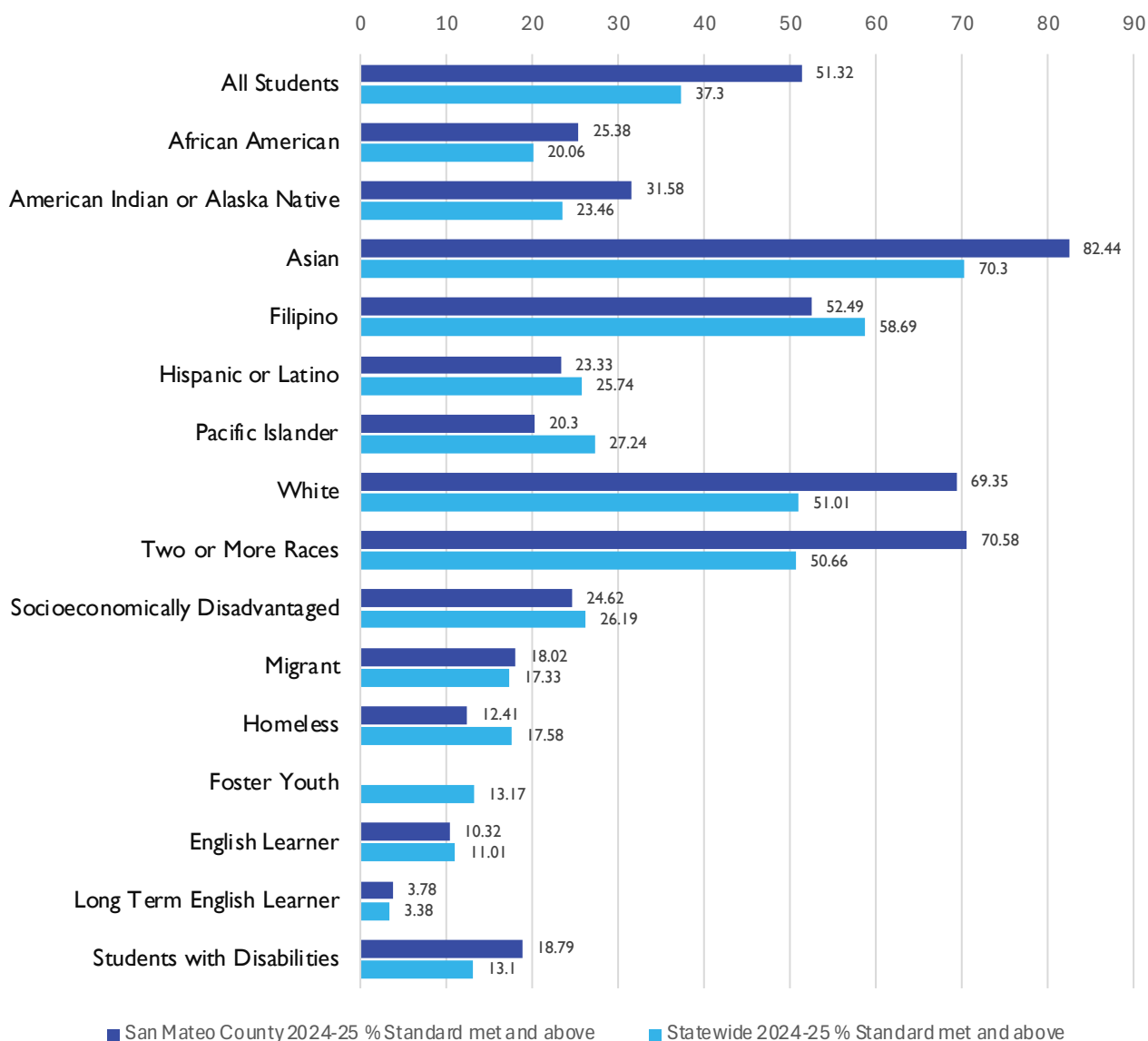


of San Mateo County students met or exceeded grade-level standards in Science

11.5 percentage points above the state average



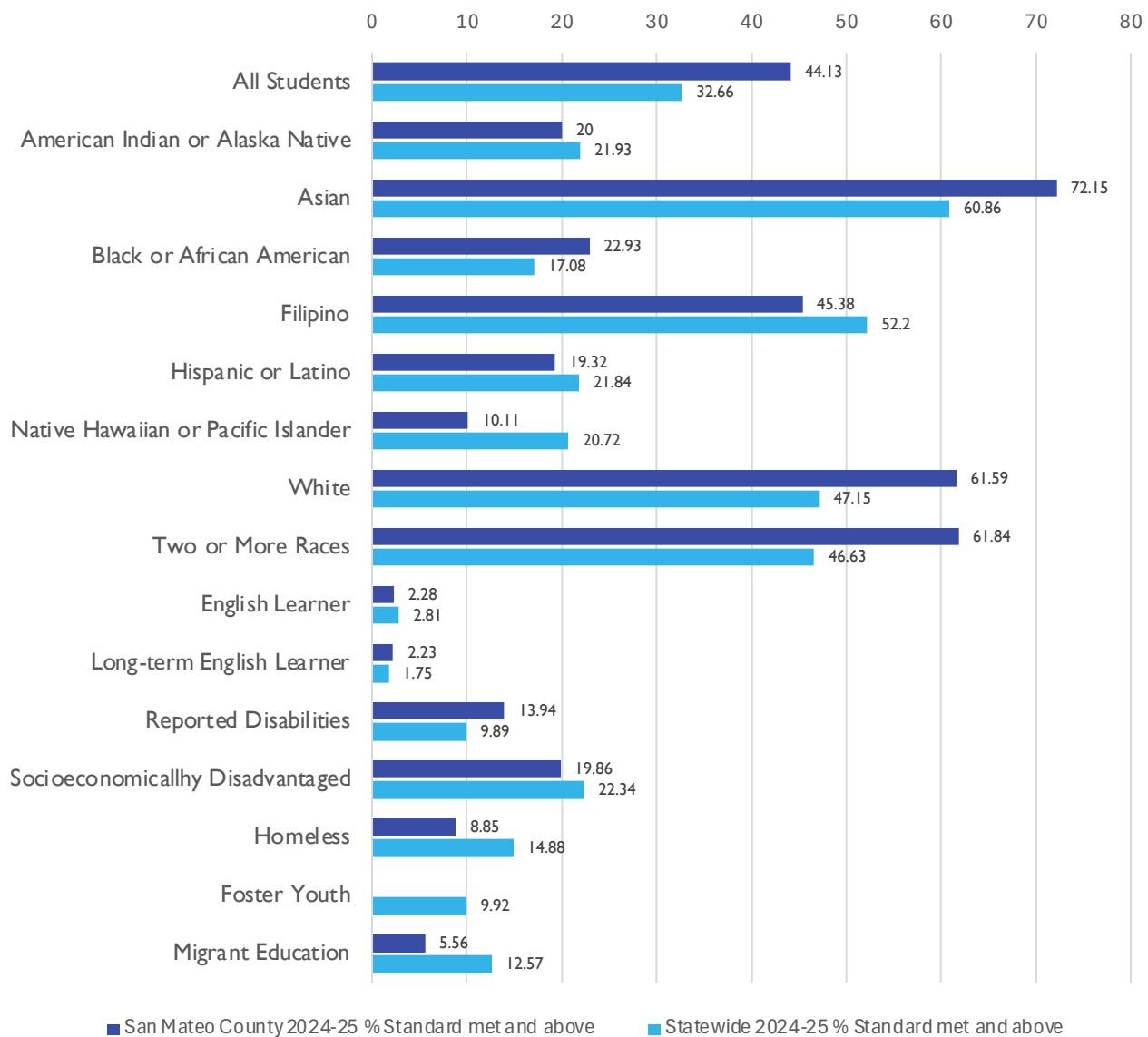
# Math Standard Met and Above



Learn more about the California Assessment of Student Performance and Progress (CAASPP):



# Science Standard Met and Above



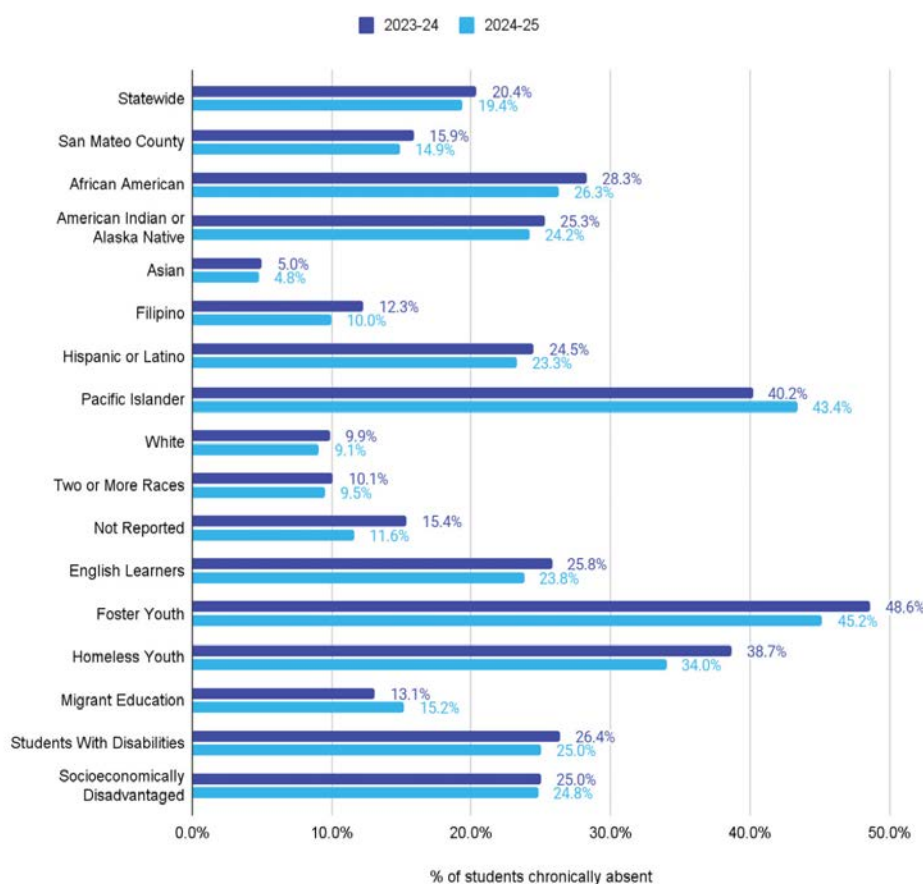
# Addressing Chronic Absenteeism

## San Mateo County School Districts Continue to Lower Chronic Absenteeism Rates

When students attend school, they have a better chance at succeeding in school and life. High chronic absenteeism, by contrast, can signal disengagement, unmet family needs, or the need for additional academic support.

To promote attendance, the County Office supports districts with a Student Attendance Review Team (SART) toolkit featuring prevention strategies, best practices, and ready-to-use resources. It has also streamlined its Student Attendance Review Board (SARB) process to connect students and families to services. As a result, nearly all student groups saw a decline in chronic absenteeism compared to the previous school year.

### Chronic Absenteeism Rates by Student Group



14.9%

of San Mateo County students were chronically absent in the 2024-25 school year

1 percentage points lower than the 2023-24 school year

4.5 percentage points below the state average

Learn more about chronic absenteeism:



### County Office Studies Chronic Absenteeism

To help local school districts struggling with chronic absenteeism, the County Office's Center for Learning Analytics designed a foundational study to identify community-level factors and patterns influencing chronic absenteeism and inform more equitable support for students and communities. The research paper was selected from more than 13,000 submissions to be presented at 2026 American Educational Research Association (AERA) Conference.

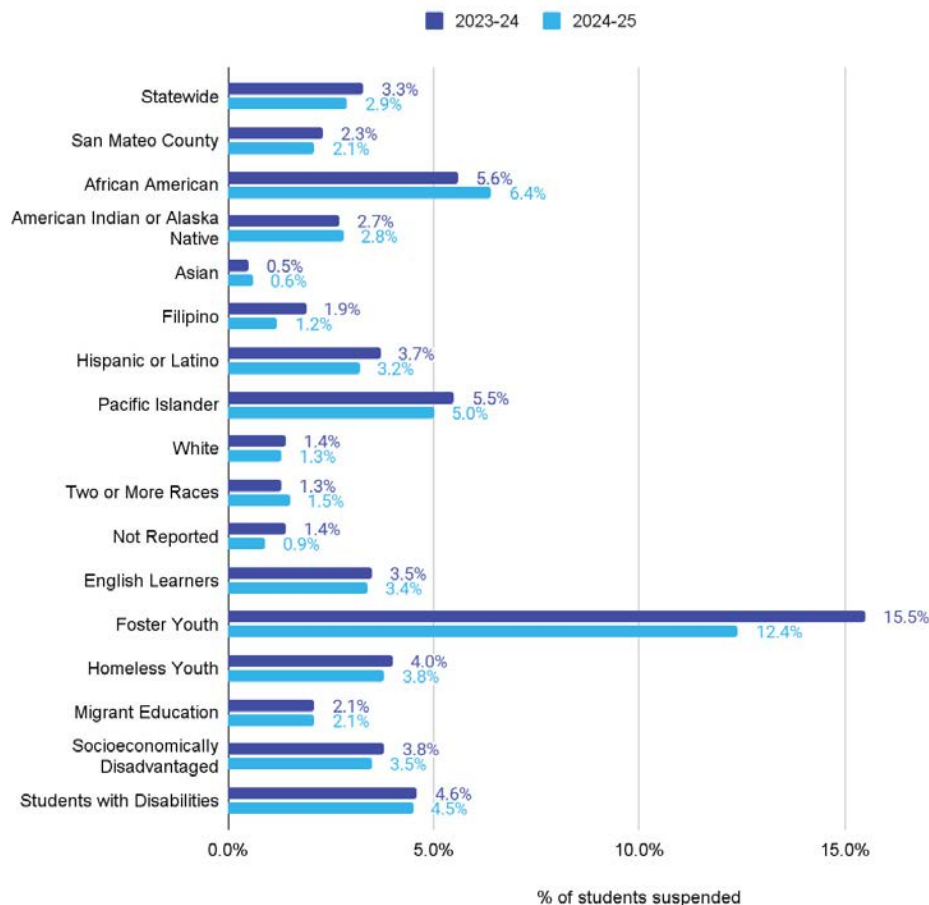
# Lowering Suspension Rates

## Suspension Rates Remain Lower than State Average on the 2025 California School Dashboard

High suspension rates often point to a need for stronger student support and more proactive, inclusive discipline approaches.

Fortunately, in San Mateo County, suspension rates have been on a steady downward trend due to investments in restorative justice practices, student wellness, counseling, positive behavior interventions and supports, and other proactive strategies to address behavior and build supportive environments. The County Office works with districts on all of these initiatives.

### Suspension Rate by Student Group



2.1%

of San Mateo County students were suspended in the 2024-25 school year

0.2 percentage points lower than the 2023-24 school year

0.8 percentage points below the state average

Learn more about suspension rates:







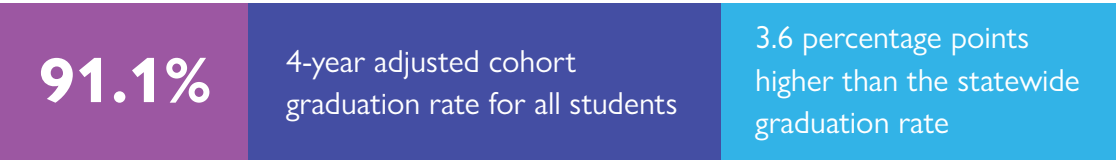


# College and Career Readiness

## 2025 California School Dashboard

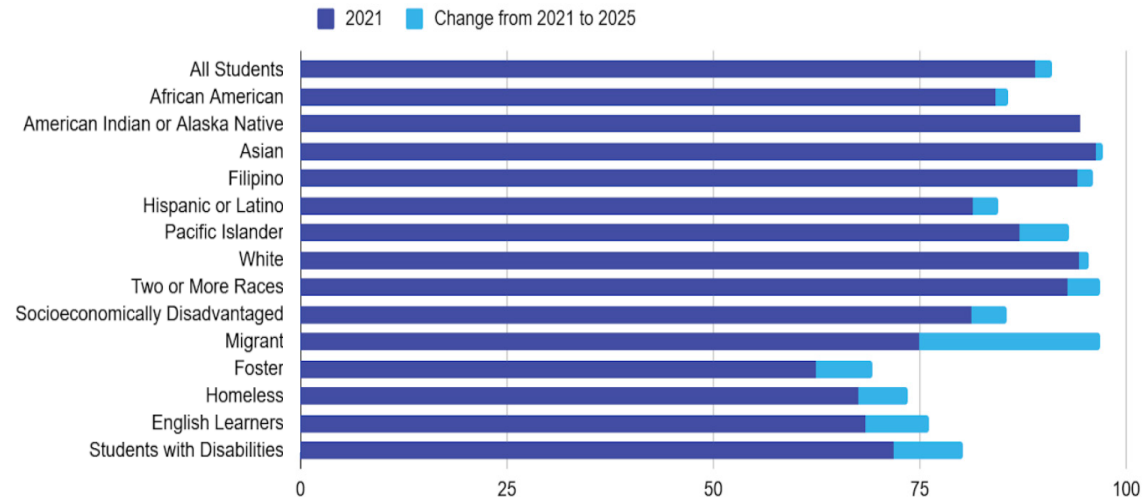
### Graduation Rate

San Mateo County's graduation rate continues to rise higher than the state average. Since 2021, six student groups (Pacific Islander, Migrant, Foster Youth, students experiencing homelessness, English learners, and students with disabilities) have increased their graduation rates by more than five percentage points, with nearly all groups improving overall. These gains show strong progress in helping more students stay on track and graduate.



### Graduation Rate by Student Group

Change from 2020-21 School Year



## UC/CSU Requirements

Since the 2020-21 school year, San Mateo County has seen a marked improvement in the percentage of students meeting UC/CSU requirements, showing how schools are expanding equitable access to college-preparatory pathways. Eleven student groups increased the percentage of students meeting UC/CSU requirements since 2021, with African American and Filipino students seeing an increase of 11.4 and 15.7 percentage points, respectively.

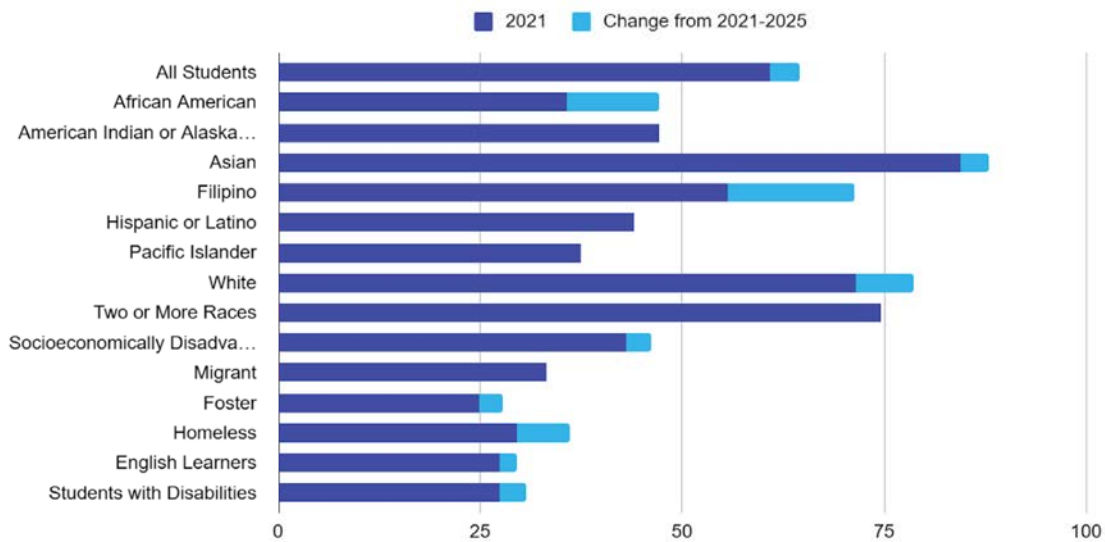
**64.6%**

of graduating students met UC/CSU requirements

10.7 percentage points higher than the statewide percentage



Percentage Meeting UC/CSU Requirements by Student Group



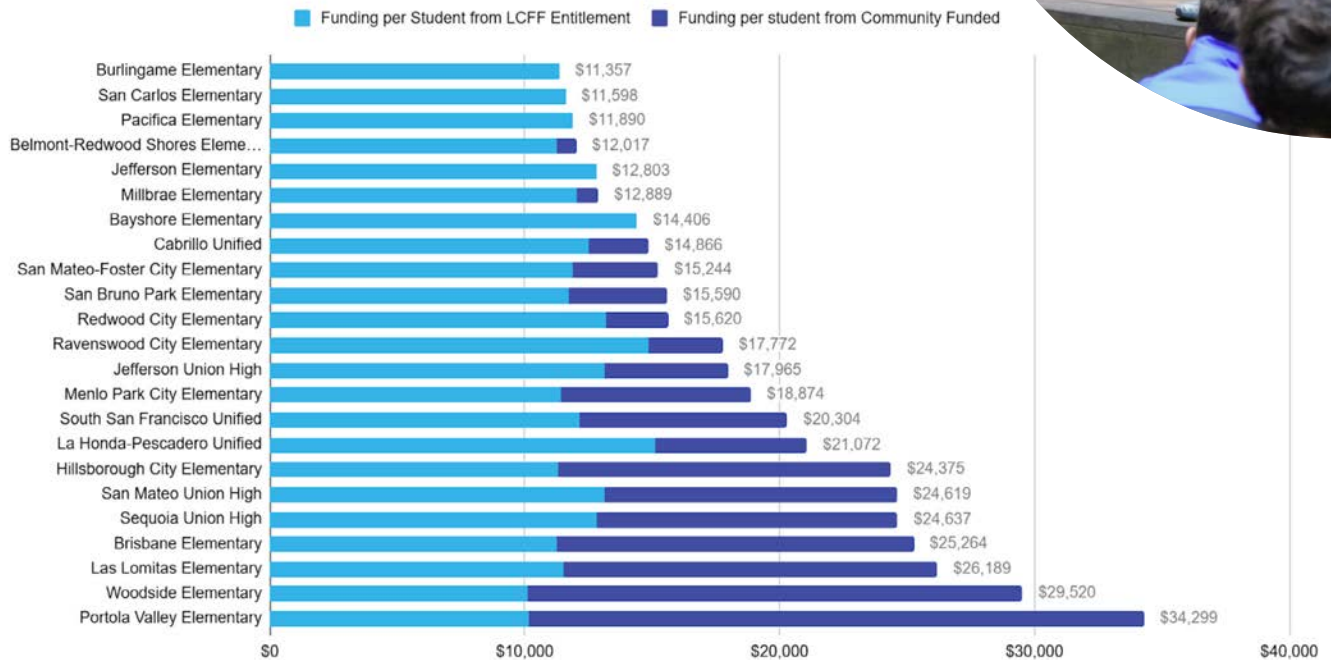
# School Funding

California provides a base amount of funding for every school district through the Local Control Funding Formula (LCFF) to help support students and schools. Some districts receive additional funding because of higher local property taxes. These districts are often called “community-funded” districts.



Funding per Student, LCFF vs Community Funded

2025-26 (LCFF First Interim)



5

school districts are funded solely through the Local Control Funding Formula (LCFF)

18

school districts receive community funding

Unless addressed by parcel taxes, community foundations, supplemental grants or other solutions, this funding difference can affect classrooms, programs, and student supports, impacting thousands of students across San Mateo County.

In 2025, the San Mateo County Board of Education and Superintendent created a task force to study and explore options for addressing funding inadequacies for LCFF districts in high-cost counties such as San Mateo. As a result of the task force’s advocacy with local legislators, the California Legislative Analyst Office is now studying this issue, with a report to be issued in late summer 2026.

## Addressing Funding Inequities

Even though San Mateo County has strong property tax revenue overall, some local school districts do not receive this extra funding. As a result, they may have fewer resources than nearby districts, even when they serve similar communities.

Learn more  
about school  
funding:



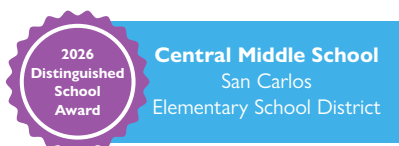


# Award-Winning Schools and Districts

**San Mateo County schools continue to be recognized for creating strong learning environments, supporting student well-being, and helping students succeed. These honors reflect the dedication of educators, school leaders, and staff who work every day on behalf of students and families.**

## 2026 Distinguished Schools Awards

Six San Mateo County schools received a 2026 California Distinguished School Award from the California Department of Education for strong student performance and their success in closing achievement gaps.





### **2026 California Green Ribbon Schools**

San Mateo County schools and districts continued to earn recognition through the California Green Ribbon Schools program for their leadership in sustainability, health, and environmental learning. Ravenswood City School District was named a Green Achiever—the program’s highest honor—for its long-term commitment, visionary leadership, and strong partnerships advancing sustainability and environmental justice. Green Hills Elementary (Millbrae Elementary School District) and Menlo Park City Elementary School District also received Bronze recognition for their sustainability efforts.



### **2026 Model Continuation High School**

Thornton High School, part of the Jefferson Union High School District, was named a 2026 Model Continuation High School by the California Department of Education. This recognition highlights Thornton’s commitment to student success through personalized learning, strong relationships, and supportive programs that help students stay engaged, graduate, and prepare for college and careers.



### **2025 Golden Bell Awards**

The Redwood City School District received a 2025 Golden Bell Award from the California School Boards Association for its Counseling Services Program. This award-winning program ensures students have access to vital mental health support through licensed clinicians, who offer therapy, crisis response, and social-emotional learning that break down barriers to success.



### **2025 Positive Behavioral Interventions and Supports (PBIS) Recognition**

With the support of the County Office, 13 schools across five San Mateo County school districts received statewide recognition for their implementation of Positive Behavioral Interventions and Supports (PBIS) – an evidence-based, tiered framework for supporting students’ behavioral, academic, social, emotional, and mental health.



**George Washington  
Elementary**  
Jefferson Elementary



**Margaret P. Brown  
Elementary**  
Jefferson Elementary



**Westlake Elementary**  
Jefferson Elementary



**Garden Village Elementary**  
Jefferson Elementary



**McKinley Elementary**  
Burlingame



**Taylor Middle**  
Millbrae Elementary



**Susan B. Anthony  
Elementary**  
Jefferson Elementary



**Ingrid B. Lacy Middle**  
Pacifica



**Ortega Elementary**  
Pacifica



**Vallemar**  
Pacifica



**Fiesta Gardens  
International Elementary**  
San Mateo-Foster City



**Cabrillo Elementary**  
Pacifica



**Sunset Ridge Elementary**  
Pacifica

“

We are very fortunate in San Mateo County to have school leadership that is dedicated to fostering safe, supportive, and positive learning environments, especially for those who have faced persistent achievement gaps.

”

Marco A. Chávez | San Mateo County Superintendent of Schools



# Celebrating Nancy Magee's Leadership and Service

After more than 30 years in public education, including 15 years at the County Office, County Superintendent Nancy Magee retired in February 2026. She passed away peacefully in April, surrounded by loved ones. A dynamic and visionary leader, Superintendent Magee leaves a lasting legacy of service marked by equity, innovation, and an unwavering commitment to the well-being of children and families across San Mateo County.

During her tenure, Superintendent Magee strengthened supports for behavioral health, environmental literacy, and school safety while championing high-quality, inclusive, and engaging instruction for every student. She guided school districts through the unprecedented challenges of the COVID-19 pandemic, strengthened systems to ensure safe and welcoming learning environments, prioritized investments in early learning, and built strong partnerships to serve students and families throughout the region.

# Awards and Accolades

## Leadership Awards

**2021** Pillar of the County Award – San Mateo County School Boards Association

**2021** Special Commendation Award – American Academy of Pediatrics

**2022** Superintendent of the Year – Association of California School Administrators, Region 5

**2026** Golden Oak Award – 17th District PTA

**2026** Tom Mohr “Champion of Education” Award – Chamber San Mateo County

## County Office Awards under Her Leadership

**2019** Green California Leadership Award

**2020** Sustainability Award – Sustainable San Mateo County

**2023** Golden Bell Award – California School Boards Association

**2024** California Green Ribbon Schools Award (Gold) – California Department of Education

**2025** California Green Ribbon Schools Award (Green Achiever) – California Department of Education

**2025** Medium County Office of the Year Award – California County Superintendents



“A passionate and highly respected leader, Nancy has dedicated her career to empowering educators and students alike. Through her innovative vision and thoughtful leadership, she has built coalitions and mobilized change in ways that have influenced educational policy and practice statewide.”

Karen Stapf Walters, Executive Director,  
California County Superintendents

“Nancy’s influence extends far beyond San Mateo County. As a leader, she models equity, prioritizes mental health, and supports cradle-to-career resilience.”

Karen Cowe,  
Chief Executive Officer of Ten Strands



“Superintendent Magee’s unwavering commitment to a culture of safety and disaster preparedness across all educational institutions in San Mateo County has created a model for the region, as well as school systems statewide and beyond.”

Jake Wolf, Assistant Secretary  
Emergency Services and Sustainability



# Supporting Whole-Child Student Outcomes

The County Office of Education seeks to foster positive relationships and learning environments that help students achieve personal and academic success. Supporting whole-child student outcomes has two components: 1) objectives for all students and schools in San Mateo County, and 2) objectives focused on students in County Office of Education programs, including special education, court and community schools, and early learning classrooms.

## Strengthening Teaching and Learning Across the County

The County Office supports high-quality teaching and learning in both early learning and school district settings by providing instructional guidance aligned with state standards, leading professional development opportunities and networks, creating relevant resources backed by research and best practices, and providing job-embedded coaching and technical assistance. Through these strategies, the County Office helps schools at every level strengthen teaching, advance equity, and ensure every student has the opportunity to thrive academically, socially, and emotionally.

## Partnering with School Districts to Address Gaps

The County Office partners with school districts identified on the California School Dashboard to address gaps in student performance through its Differentiated Assistance program. By building strong relationships and offering flexible, customized guidance, the County Office helps districts identify root causes of issues and strengthen strategies for improving outcomes for students and families across San Mateo County.

**9** school districts and one charter school were eligible for Differentiated Assistance during the 2025-26 school year

**4** school districts transitioned to their second year of Differentiated Assistance

**3** school districts exited Differentiated Assistance during the 2025-26 school year

## Implementing Seeds to Solutions across Classrooms

After launching Seeds to Solutions—a free K-12 set of instructional materials focused on California environmental issues—the County Office has continued to partner with the environmental literacy nonprofit Ten Strands to support schools in bringing the lessons into classrooms. Together, they are providing teacher trainings, instructional resources, and opportunities for educators to learn from one another. This support helps teachers implement the curriculum effectively and create engaging classrooms where students build critical thinking skills, collaborate with peers, and connect learning to real-world issues.



# Addressing Youth Behavioral Health through United for Youth

After launching the United for Youth: Vision 2030 Plan of Action in 2024, the Coalition for Safe Schools and Communities—with the County Office serving as its backbone agency—moved from planning to action to strengthen youth behavioral health. This year, the County Office convened educators and community partners, provided technical assistance, and elevated shared strategies through trainings and countywide events.

Using Measure K funds, the County Office awarded four grants to the following school districts and nonprofits expanding school- and community-based services, prevention supports, and behavioral health workforce pathways.

**Jefferson Elementary School District:** Expanding access through Wellness Coaches

**Ravenswood Wellness Partnership:** Strengthening local behavioral health services

**Redwood City Together:** Building a behavioral health career pipeline

**Sequoia Union High School District:** Expanding multitiered social-emotional learning

240

United for Youth events ranging from staff training, classroom presentations, community outreach, job training, and targeted convenings to distribute school supplies and food.

33%

of grants served, African-American, Latinx, Pacific Islander, foster youth, and juvenile justice-involved youth, far exceeding its initial target of 5%



## Advancing Belonging and Access through the Inclusion Academy

The Inclusion Academy is a yearlong learning opportunity for educators to create more welcoming, inclusive classrooms by reviewing current policies, practices, and structures and establishing more inclusive opportunities. Led by the San Mateo County Special Education Local Plan Area (SELPA) in partnership with Supporting Innovative Practices, the academy focuses on strategic improvement and planning to ensure that students with disabilities can learn alongside their peers whenever possible.

11

school districts and County Office departments participated in the 2025-26 Inclusion Academy to strengthen systems that foster belonging and success for all students.

**Thank you so much for doing the best in our school.  
You make the school a better place.**

Student through STOPit  
anonymous reporting tool



Expanded STOPit anonymous reporting to 16 school districts and supported all San Mateo County schools in using anonymous reporting tools to address bullying, substance use, and other behavioral challenges

Supported five county offices of education in adopting the Student Threat Assessment Protocol, which uses trauma-informed strategies while addressing youth who may pose a serious threat

Organized a statewide School Safety Conference attended by more than 140 educators, board members, law enforcement, and community partners

## 2025-26 Accomplishments

Co-hosted a Health and Life Science Careers Expo to support mental health and well-being and promote greater workforce diversity in healthcare pathways

Convened a Bay Area Arts Education Conference featuring hands-on workshops and speakers focused on arts integration, student well-being, equity, and access for multilingual learners

Served 94 youth in the foster care system through an annual Holiday Gift Drive, delivering a total of 224 gifts to those who normally receive support from The Children's Fund through the San Mateo County Human Services Agency





# School Program Highlights

The County Office operates specialized school programs for students whose needs are best served at the county level. Led by a dedicated team of educators and support staff, these programs provide safe, inclusive learning environments that help students re-engage with school, build skills, and plan for their future.

## Court and Community Schools

The Court and Community Schools program serves students referred by school districts or the County Probation Department. Students are served at three sites: Hillcrest School, which serves incarcerated youth at the San Mateo Youth Services Center; Canyon Oaks, a residential treatment program offering therapeutic supports for students with social-emotional, mental, and behavioral health needs; and Gateway Community School, which supports students referred by their school district to re-engage with learning.

## K-22 Special Services Center

Our Special Services program serves students with special needs from kindergarten through age 22. The program includes six special day classes at a center site in San Bruno. Students are referred by their local school district through the Individualized Education Program (IEP) process.

## Anne Campbell Center for Children and Families

The Anne Campbell Center for Children and Families houses a number of organizations and programs geared towards serving young children and their families, including our Child Development Center, Early Start Program, Related Services, and several private and nonprofit agencies that serve children and their families.

## By the Numbers (2025-26 School Year)

62

students enrolled in Anne Campbell Child Development Center (CDC), Early Start, and Special Day Class

154

students enrolled in Court and Community School Programs

40

students enrolled in K-22 Special Services from 2 school districts and one charter schools





## 2025-26 School Year Highlights

**97.3%** average attendance in the Court and Community School program, a 9.0 percentage point increase from the 2024-25 school year

### Canyon Oaks Youth Center:

Canyon Oaks increased its attendance rate from **85.0% in 2024-25** to **86.6% in 2025-26**, representing a **1.6 percentage point increase** in attendance.

### Gateway:

Gateway improved from **80.0% to 83.0%**, a **3.0 percentage point increase** in attendance.

### Hillcrest:

Hillcrest declined slightly from **100.0% to 99.4%**, a **0.6 percentage point decrease**.

Across the program, the overall Court and Community Schools attendance rates increased from **88.3% in 2024-25 to 97.3% in 2025-26, representing a 9.0 percentage point increase** in overall attendance. (The overall program attendance rate is not weighted by school size)

**42** Court and Community School students participated in Career Technical Education (CTE) courses, earning high school and/or college credit

Overall: **42 students**  
Hillcrest: **34 students**  
Gateway: **9 students**  
Canyon Oaks Youth Center: N/A

**972** lessons mastered through TeachTown curriculum at the K-22 Special Services Center

**33.1** percentage point increase in post-test scores at the K-22 Special Services Center, from 18.2% to 51.3%

All graduating and long-term students at Hillcrest were successfully referred to Youth Employment Initiative (YEI) services

**88.9%** of Court and Community School students in attendance have been recognized for positive behavior through 5-Star Students

**“There is not one person on this site that my child does not like. They enjoy going to school every day, and for me, that is the biggest relief.”**

Parent, Anne Campbell  
Child Development Center

Parent, Gateway  
Community School

**“We are so thankful for all the Gateway staff for always supporting [our child] in every aspect...[and for] all the support, understanding, patience, discipline, and love from the Gateway staff.”**

## Implementing Positive Behavioral Interventions and Supports

This year, the County Office strengthened Positive Behavioral Interventions and Supports (PBIS)—a framework that helps schools create safe, supportive environments by teaching and reinforcing positive behavior in its Court and Community Schools program. Staff focused on continuing to implement PBIS systems and expanding the 5-Star Students recognition system. As a result, PBIS implementation showed improvements in school climate, student engagement, and consistent behavioral supports and decreased behavioral incidents.



# Building the Workforce for Student Success

In San Mateo County, the County Office of Education prioritizes creating a culturally and linguistically diverse workforce committed to equitable practices.

## Supporting the Early Learning Workforce

With funding from Measure K and the Silicon Valley Community Foundation, the County Office helped hundreds of current and future early learning professionals complete coursework, find jobs, and access professional development to strengthen the early learning workforce — focusing on communities with the least access to education and employment resources.



**65+**

new individual navigation sessions with current and prospective Early Learning and Care professionals between July 1, 2025 and March 31, 2026

**22**

educators applied for a new or upgraded to a higher level Child Development permit

**38**

working professionals participated in an Early Childhood Education (ECE) Infant Toddler Development in Spanish cohort course in Summer 2025

**32**

working professionals participated in an Early Childhood Education (ECE) cohort course in Half Moon Bay (3 courses from Fall-Spring)

**397**

providers applied to the County Office's Early Learning and Care Stipend Program to engage in college coursework or professional development

**50+**

people attended a new job and resource fair to explore open positions and learn about grants, stipends, and other resources to advance their careers in early learning



### Building the Teacher Pipeline

The County Office's Teacher Residency program, in partnership with Alder Graduate School of Education, has grown exponentially over the last two years, helping to build a more diverse workforce by helping prospective educators earn their Master's in Education and teaching credentials.

61

educators have completed the Teacher Residency program since the 2021-22 school year

66.7%

of whom are underrepresented groups

“

**Honestly, I think being in this program has helped me develop more as an educator, as a student, as a person in general.**

”

Kassandra Rueda, Teacher Residency Graduate and Education Specialist in Belmont-Redwood Shores School District



### Connecting Site Leaders for Greater Impact

To better support school leaders, the County Office launched SPIN—the Site Principal Impact Network, a countywide network that connects principals across San Mateo County. Led by a cross-departmental team with diverse expertise, SPIN creates meaningful opportunities for school leaders to learn from one another, share challenges, and build solutions together, strengthening leadership and collaboration across schools.



# Strengthening Advocacy and Partnerships

The County Office of Education fosters excellent and equitable educational opportunities by improving connections to schools and child care programs, aligning efforts, and collaborating with the broader community. The County Office of Education's approach to advocacy and partnerships is grounded in meeting the needs of the whole child from age 0-22, valuing the diverse voices of the community, supporting the education workforce, and creating equitable systems.

## Supporting Immigrant Students and Families

The County Office supports immigrant students and families through coordinated, compassionate systems that help them feel safe, welcomed, and supported so learning can continue without interruption. During the 2025-26 school year, County Office staff provided tools and resources to help communities understand state laws and guidance, trained school district staff on creating inclusive, welcoming environments, and partnered with community and legal organizations to meet families' needs.



## Launching the Child Care Blueprint Action Plan

After a yearlong process of gathering community input, reviewing data, and collaboratively planning, the Children's Collective, a cross-agency, countywide coalition of child care and early education stakeholders, launched the Child Care Blueprint Action Plan in January 2026.

The plan, adopted by the Child Care Partnership Council as its 2026-2030 strategic plan, aims to ensure that every child in San Mateo County from birth to age 12 has equitable access to high-quality child care, supported by a well-paid, diverse workforce in safe, climate-resilient settings.





## Goals of the Child Care Blueprint Action Plan

### Goal 1

High-quality child care is affordable, easy to find, and supportive of all families and children.

### Goal 2

Child care teachers and staff are highly trained, well-supported, valued as professionals, and paid competitive wages.

### Goal 3

Child care facilities are developed, maintained, and renovated to ensure safety, high quality, and climate resilience.

### Goal 4

The child care ecosystem is well-funded and coordinated.

## Partnering to Build the Clean Energy Workforce

The County Office and its partners are helping students prepare for high-demand green careers through the Electric Vehicle (EV) Collaborative, which focuses on clean energy and electric vehicle industries. Through this partnership, funded by WestLight Energy (formerly Peninsula Clean Energy) students in northern San Mateo County gain hands-on learning, industry-aligned training, and opportunities to earn certifications that open doors to careers in sustainability, engineering, and clean transportation. This supports both student success and California's clean-energy future.



“

I am grateful for the collaboration, and moving forward together to strengthen EV offerings and prepare students for clean energy careers

”

David Dyssegard, Automotive Teacher, Jefferson Union High School District

## 2025-26 Accomplishments

- Developed an E-Bike Toolkit and held a series of webinars to provide educators and families with strategies to promote safe, responsible riding among students
- Released a three-year report highlighting the School Travel Fellowship's impact on safe, active student travel
- Engaged more than 900 middle and high school leaders through the TUPE+ program to advance youth wellness—empowering students to lead prevention efforts that address tobacco, vaping, and cannabis use.
- Allied with local youth and partners to shape a wellness agenda for San Mateo County youth through the Futures Commission

Learn more about the clean energy workforce:





# Embodying OneSMCOE Vision and Values

All staff at the County Office of Education demonstrate and embody the organization's vision, values, and core practices. This includes everyone in the office as well as a team of highly dedicated school staff.

## Building a Strong Foundation for New Staff

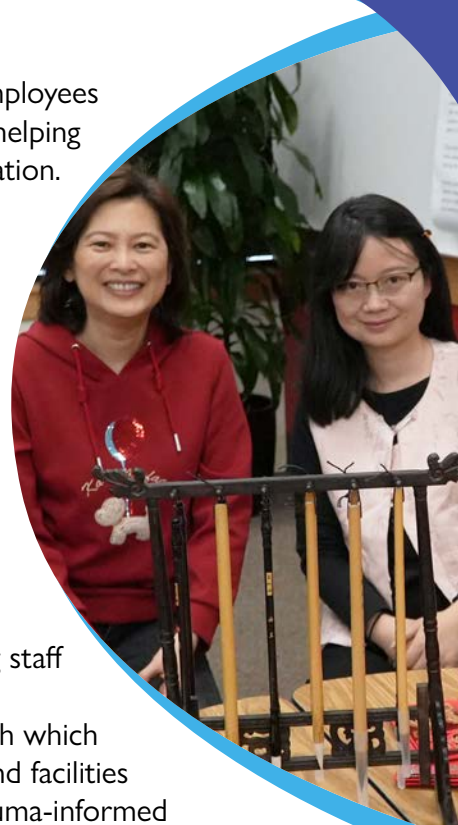
The County Office has initiated a five-month onboarding experience for new employees to learn about its mission, core values, equity, programs, policies, and practices, helping ensure consistency, shared purpose, and strong collaboration across the organization. New employees also participate in stay interviews after their first year, allowing leadership to continuously improve internal practices.

## Strengthening Equitable Practices and Commitments

The County Office's Equity Leadership Team brings together staff from across departments to help ensure all policies and practices are fair and inclusive. During the 2025-26 school year, the team worked to elevate the voices of those served, use data to track progress, and identify shared priorities—such as more equitable budgeting, workplace policies, and leadership development—to guide improvement across the organization.

## 2025-26 Accomplishments

- Held its inaugural Day of Discovery professional development event, bringing staff together across the organization to learn, connect, and grow together
- Began developing a Facilities Master Plan with Sustainability Initiatives, through which the County Office identified priority projects to improve staff workspaces and facilities
- Assessed internal policies and practices to ensure they are equitable and trauma-informed



87%

of staff find fulfillment in their work

82%

of employees agree or strongly agree that their effort is valued

7

out of ten employees would recommend working at the County Office

“

What I enjoy most about working here is the people. I'm fortunate to work with some colleagues who are both incredibly smart and genuinely wonderful in personality.

-County Office Employee

”



## Excellence and Equity in Education



[smcoe.org](http://smcoe.org)