



BUILDING TO SERVE

Strategic Plan
2023-2028



SAN JOAQUIN COUNTY
OFFICE OF EDUCATION

BUILDING TO SERVE



Education prepares students for success in life. Education does not just improve the lives of individuals – it is key to the success of our whole community.

San Joaquin County is home to more than 152,000 students in public education. Whether those students are in one of 14 school districts, charter schools, or in one of our own programs here at the San Joaquin County Office of Education (SJCOE) – it is our role at the SJCOE to provide services and support for those students and families. It is our mission as a service organization to educate, innovate, and inspire in order to build a bright future for San Joaquin County.

We have developed a strategic plan for the SJCOE to define us as an organization and steer us as we move ahead over the next five years. Our strategic plan is called *Building to Serve* because all that we do at the SJCOE is rooted in service. *Building to Serve* will guide our work and support our core values. It will act as our compass and allow us to align our efforts as we reach for our common goals.

At the heart of *Building to Serve* are five priorities. Identifying and defining these strategic priorities is just the beginning. They build on progress we have made in these areas, and they light the way forward as we coordinate our efforts working toward common goals. And we will move forward together. For each one of these priorities, a team consisting of employees from across our organization will meet frequently to keep us on track.

The San Joaquin County Office of Education has worked diligently to become the organization it is today. We play a vital role in education and beyond, and *Building to Serve* will help guide us as we continue to move ahead, understanding and addressing the ongoing and future needs of our community.

Troy A. Brown, Ed.D.

OUR CORE VALUES

EDUCATE

We embrace the opportunity to educate our community from cradle to career.

INNOVATE

We anticipate the needs of our community so that we can continuously develop and improve programs and services.

INSPIRE

We believe that a culture of inspiration empowers others and strengthens our organization and the community.

STRATEGIC PRIORITIES



Employee Connection and Development

We will recruit the best talent possible, invest in relevant professional learning, foster career advancement opportunities, and value employee voice.



Exemplary Support and Service

We will provide high-level customer service with integrity while maintaining the highest standard of knowledge and resources.



Diversity, Equity, Inclusion, and Access

We will ensure every student and staff member has access to support and services to ensure opportunities for success. We will embed equity in policies, practices, and planning.



Instructional Leadership

We will use data to drive countywide instructional change to improve student learning outcomes. We will be an exemplar of high-leverage strategies and instructional practices.



Workforce Development

We will elevate academic programs and community partnerships designed to produce positive community members and workforce-ready graduates.



SJCOE

EDUCATE • INNOVATE • INSPIRE

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