



NAPA COUNTY OFFICE
OF
EDUCATION

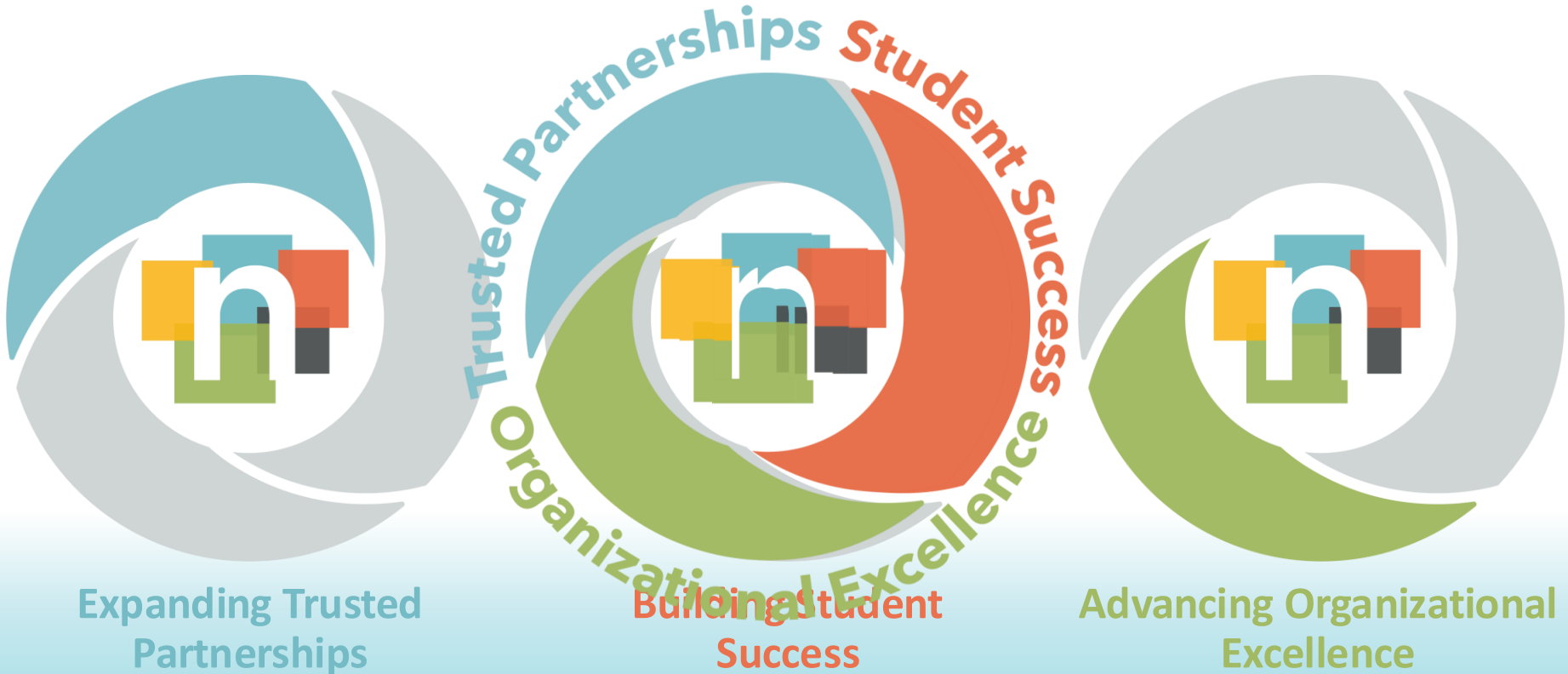


2026-2031 *Strategic Plan*





STRATEGIC PRIORITIES





STRATEGIC PLAN PROCESS 2026

January: Studer Education Selected as Consultants

March: Staff Steering Committee Launches

April: Four Community Forums Held

March - May: 12 Focus Groups Hosted

May: Staff and Community Survey Opened

September: NCOE Board Reviews Plan



Key Implementation Components

- Priority Committees and Strategy Work Groups
- Implementation Plans developed for each Strategy
- Comprehensive Evaluation Plan
- Public Dashboard detailing progress towards outcomes



NCBOE Trustee Role

- Approve the Plan
- Serve as Ambassadors for the Plan
- Build Trusted Partnerships with District and Community Leaders
- Participate in Priority Committees



Budget Aligned to Strategic Priorities

\$15.3m - 15%

Major programs include: Literacy Programs, Systems of Support, DR Access, Induction, Mental Health Coordination, and ASPEN

\$8.3m - 8%

Major programs include: HR, Communications, Internal Fiscal, External Business, IT, TTSS, General Services, Professional Development, Community of Belonging



\$52.1m - 50%

Major programs include: Early Learning Services, Infant Programs, Expanded Learning, Student Wellness, AmeriCorps, Camille Creek, Crossroads, College and Career Readiness

**Remaining percentage includes property tax, SELPA distribution, NCOE Foundation*

VISION



Building an equitable learning community where students, families, and educators thrive together.

MISSION



Championing student success locally and across the state by fostering trusted partnerships and advancing an organizational culture that supports every family and community we serve.



CORE VALUES





Expanding Trusted Partnerships

Build proactive and collaborative partnerships that address evolving district and community needs locally, regionally, and statewide. Create a deeply integrated system of support where partnerships with NCOE advance shared goals, contribute to partners' success, and result in strengthened capacity and lasting impact.

Expanding Trusted Partnerships



GOAL 1

Build trust in relationships
with partners



1A. STRATEGY

Create systems of support
that build understanding and
cultivate trust



● ● ● ● OUTCOMES

Measured by positive change in partner and NCOE staff
feedback

Expanding Trusted Partnerships



GOAL 1

Build trust in relationships
with partners



STRATEGY

Improve effectiveness of
communication
with partners



● ● ● ● OUTCOMES

Measured by document review and positive change in partner
and NCOE staff feedback

Expanding Trusted Partnerships



GOAL 2

Be a leader and resource to support partner success



STRATEGY

Develop and align our expertise to better meet partner needs



● ● ● ● OUTCOMES

Measured by document review and positive change in partner and NCOE staff feedback

Expanding Trusted Partnerships



GOAL 2

Be a leader and resource to support partner success



STRATEGY

Convene partners to more effectively address community needs



● ● ● ● OUTCOMES

Measured by document review and positive change in partner and NCOE staff feedback

Expanding Trusted Partnerships



GOAL 2

Be a leader and resource to
support partner success



STRATEGY

Show NCOE's
value as a partner



● ● ● ● OUTCOMES

Measured by positive change in partner feedback

Expanding Trusted Partnerships



GOAL 3

Enhance partner capacity to
improve outcomes



STRATEGY

Provide high-quality technical
assistance and collaborative support
tailored to local, regional,
and state priorities



● ● ● ● OUTCOMES

Measured by document review and positive change in partner
and NCOE staff feedback



Building Student Success

In collaboration with districts and community partners, support a fully integrated educational system where students and families are proactively connected to a clear pathway from early childhood to career, providing every student the opportunity to graduate with a plan for their future and the lived experience of being valued, heard, and supported.

Building Student Success



GOAL 4

In partnership with districts, deliver high-quality tailored direct service programs that improve student outcomes, including for specific groups



STRATEGY

Early childhood (age 0-TK): Expand high-quality Early Learning Services to meet the needs of young students and their families



● ● ● ● OUTCOMES

Measured by positive change in assessment and observation data, and partner feedback

Building Student Success



GOAL 4

In partnership with districts, deliver high-quality tailored direct service programs that improve student outcomes, including for specific groups



STRATEGY

Elementary and middle school (grades TK-8): Administer and support exemplary Expanded Learning programs



● ● ● ● OUTCOMES

Measured by positive change in student, family, and partner feedback

Building Student Success



GOAL 4

In partnership with districts, deliver high-quality tailored direct service programs that improve student outcomes, including for specific groups



STRATEGY

Middle and high school (grades 6-12): Strengthen wellness services to meet student health needs



● ● ● ● OUTCOMES

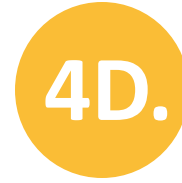
Measured by document review and positive change in student, family, and partner feedback

Building Student Success



GOAL 4

In partnership with districts, deliver high-quality tailored direct service programs that improve student outcomes, including for specific groups



STRATEGY

Middle and high school (grades 6-12): Provide wrap-around services to system-impacted students through the Juvenile Court and Community Schools



● ● ● ● OUTCOMES

Measured by positive change in assessment data, educational outcomes, student surveys, and partner feedback

Building Student Success



GOAL 4

In partnership with districts, deliver high-quality tailored direct service programs that improve student outcomes, including for specific groups



STRATEGY

Elementary, middle, and high school (grades TK-12): Support districts in expanding high-quality work-based learning and College and Career Readiness opportunities



● ● ● ● OUTCOMES

Measured by positive change in program participation and completion data, CTE pathway data, and partner feedback

Building Student Success



GOAL 5

Optimize student
and family access to
needed services



STRATEGY

Increase student and family
sense of belonging and access
to the educational system



● ● ● ● OUTCOMES

Measured by document review and positive change in family
feedback



Advancing Organizational Excellence

Be a values-driven, high-performing organization grounded in a culture of belonging where people thrive, innovation empowers our work, and resilient systems create measurable impact across all communities we serve.

Advancing Organizational Excellence



GOAL 6

Cultivate a
thriving, inclusive
workplace culture



STRATEGY

Support employee career
development and
professional growth



● ● ● ● OUTCOMES

Measured by document review and positive change in NCOE
staff feedback

Advancing Organizational Excellence



GOAL 6

Cultivate a
thriving, inclusive
workplace culture



STRATEGY

Support employee
physical and mental
well-being



● ● ● ● OUTCOMES

Measured by document review and positive change in NCOE
staff feedback

Advancing Organizational Excellence



GOAL 6

Cultivate a
thriving, inclusive
workplace culture



STRATEGY

Create conditions for a positive,
inclusive workplace culture
where belonging is prioritized



● ● ● ● OUTCOMES

Measured by document review and positive change in NCOE
staff feedback

Advancing Organizational Excellence



GOAL 7

Innovate systems
and operations



STRATEGY

Optimize operational
efficiency through
organizational innovation



● ● ● ● OUTCOMES

Measured by document review and positive change in NCOE
staff feedback

Advancing Organizational Excellence



GOAL 7

Innovate systems
and operations



STRATEGY

Connect and share
expertise across the
organization



● ● ● ● OUTCOMES

Measured by document review and positive change in NCOE staff feedback

Advancing Organizational Excellence



GOAL 7

Innovate systems
and operations



STRATEGY

Improve effectiveness of internal
and external communication
across the organization



● ● ● ● OUTCOMES

Measured by document review and positive change in partner
and NCOE staff feedback

Advancing Organizational Excellence



GOAL 8

Strengthen
organizational
resilience



STRATEGY

Practice responsible
fiscal stewardship



● ● ● ● OUTCOMES

Measured by document review and positive change in NCOE staff feedback

Advancing Organizational Excellence



GOAL 8

Strengthen
organizational
resilience



STRATEGY

Ensure facilities are safe,
welcoming, and adequately
equipped for all users



● ● ● ● OUTCOMES

Measured by document review and positive change in NCOE
staff feedback

Advancing Organizational Excellence



GOAL 8

Strengthen
organizational
resilience



STRATEGY

Preserve the
security of business
operations



● ● ● ● OUTCOMES

Measured by document review and positive change in NCOE staff feedback



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THANK YOU

