



Teaming Up for Success!

# Teaming up for Success....



Draft



# Our Mission

California will provide a world-class education for all students, from early childhood to adulthood. The Department of Education serves our state by innovating and collaborating with educators, schools, parents, and community partners. **Together, as a team,** we prepare students to live, work, and thrive in a multicultural, multilingual, and highly connected world.

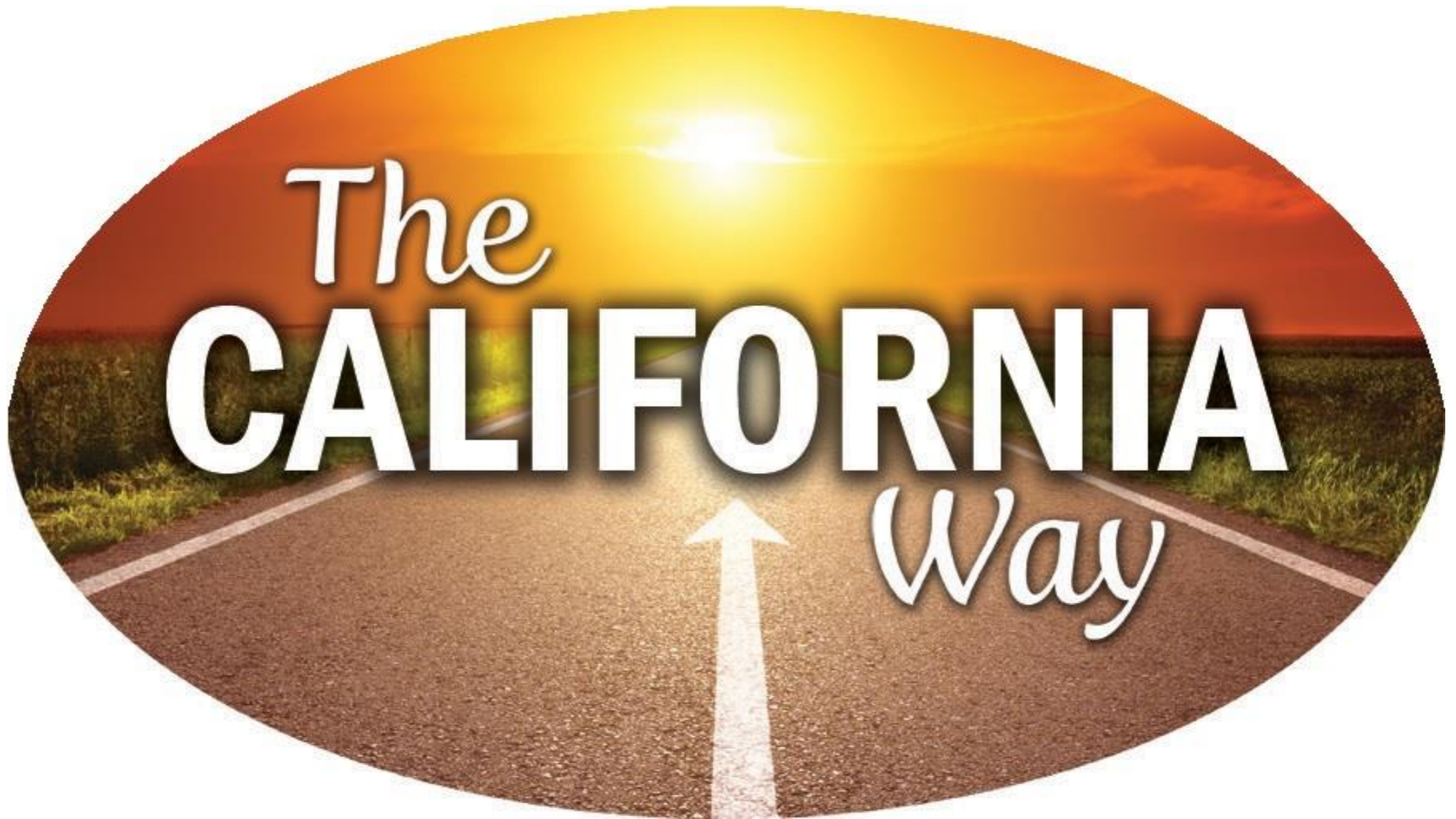






Teaming Up for Success!

# The California Way



Draft



## Overview Presentation: Topics

- Why? The Rationale and Case for Realignment
- Team Methodology, and Theory of Change
- CDE's Structural Evolution: 2011-2016
- CDE 2017 Realignment: **Overview**
- Conclusion



Draft



## Topic: Why?

- Why? The Rationale and Case for Realignment







## Background

- In 2013, California adopted the Local Control Funding Formula (LCFF), a **sweeping overhaul** of school funding systems, prioritizing support for Low-income, English learner, and Foster Youth students.
- In the fall of 2016, the State Board of Education approved a new accountability system formally **moving California** away from standardized testing as a sole indicator of educational success **towards a multiple measure-based system of accountability and continuous improvement.**
- These changes coupled with the passage at the federal level of the Every Student Succeeds Act by President Obama in 2015, gives California a **unique opportunity** to align state and federal education policies to **develop an integrated local, state, and federal accountability and continuous improvement system** grounded in LCFF.





# Our Charge:

- Promote coherence across programs to better serve the needs of California's multidimensional local educational agencies (LEAs), schools, educators, and students, in a way that exemplifies the California Way.
- Continue to build on our team's strengths to create continuously more effective systems and supports for public education in California.





## Why now? Strategic Action is Necessary Now To:

- Accelerate creation of SSPI-inspired Team-based systems focused on service and support
- Realize potential of LCFF (service and support for **local** control)
  - ✓ Maximize CDE capacity to contribute to continuous improvement systems –
- Maximize opportunities afforded by ESSA
  - ✓ See ESSA Guiding Principles (see: <http://bit.ly/2joLrHK>)







## The Realigned CDE Must:

- ✓ Reflect the "California Way" and the Department's mission;
- ✓ Facilitate the "vertical" and "horizontal" integration of key department functions, services, and priorities;
- ✓ Enable implementation of high-priority recommendations emerging from LCFF, LCAP, Blueprint 2.0, subsequent Task Force work, and ESSA State Plan process;
- ✓ Reflect California's shift to local control, recent adoption of LCFF Evaluation Rubrics, and the shift to support of continuous improvement



Draft



## The Realigned CDE Must:

- ✓ Respond to changing conditions, resources, and staff feedback;
- ✓ Balance work loads; and
- ✓ Convey that **each member** of the CDE team (current and future) **is valued**.





Teaming Up for Success!

# Topic: Team Methodology and Theory of Change

- Methodology and Theory of Change



Draft





# Teaming up for success...

We seek to implement:

- Blueprint 2.0 recommendation 3.14: *In order to better serve and support districts and LEAs, work toward alignment of California's system of learning supports...for optimal collaboration and efficiencies. Continue work to build the CDE's capacity for service and support.*



Draft



Teaming Up for Success!

## Building Capacity for Continuous Improvement

California must now focus on Continuous Improvement...

- "...The board must move now from the back end of accountability to the front end of capacity."

-SBE President Mike Kirst

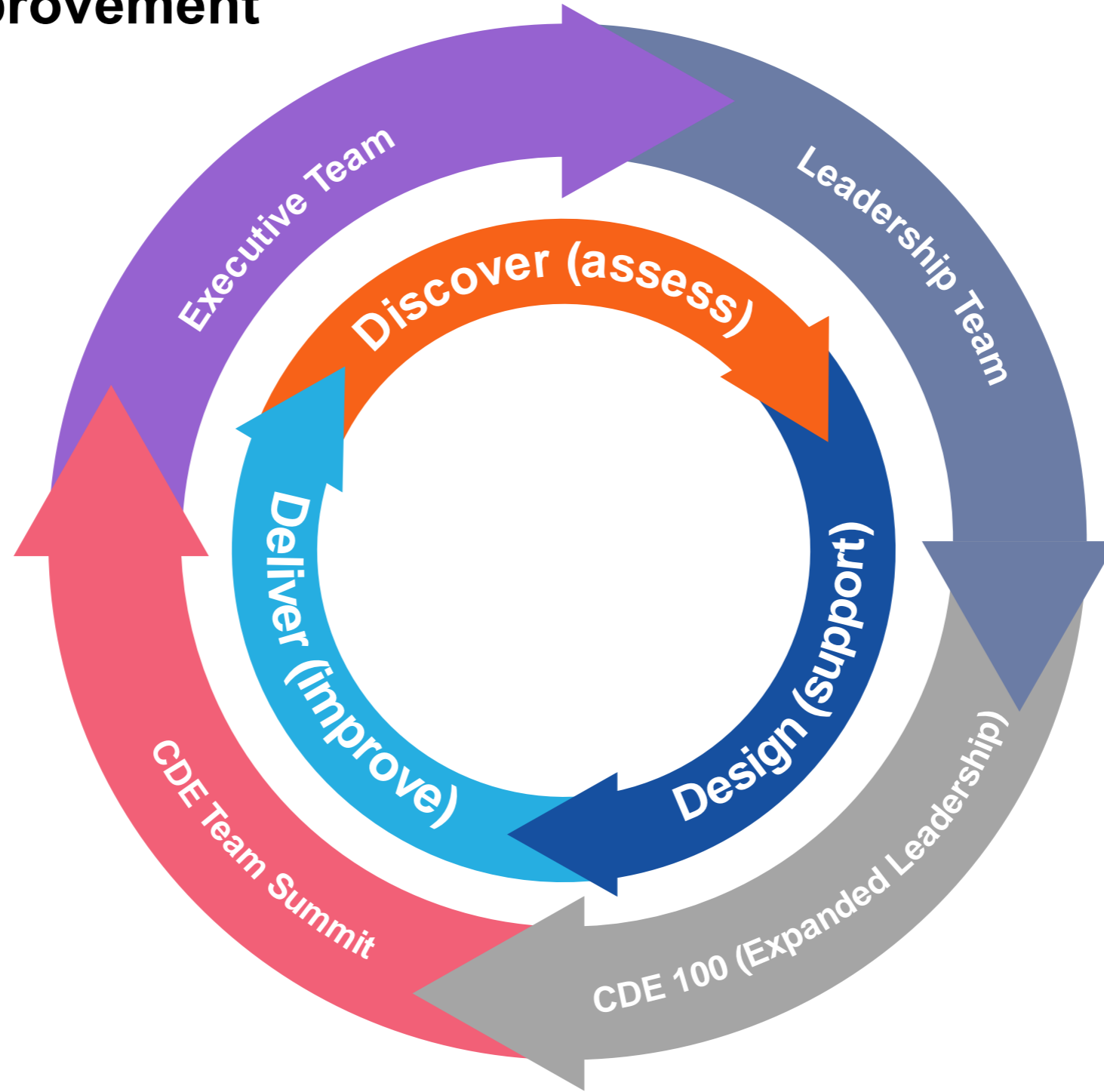


Draft



Teaming Up for Success!

## CDE Team Engagement in Continuous Improvement

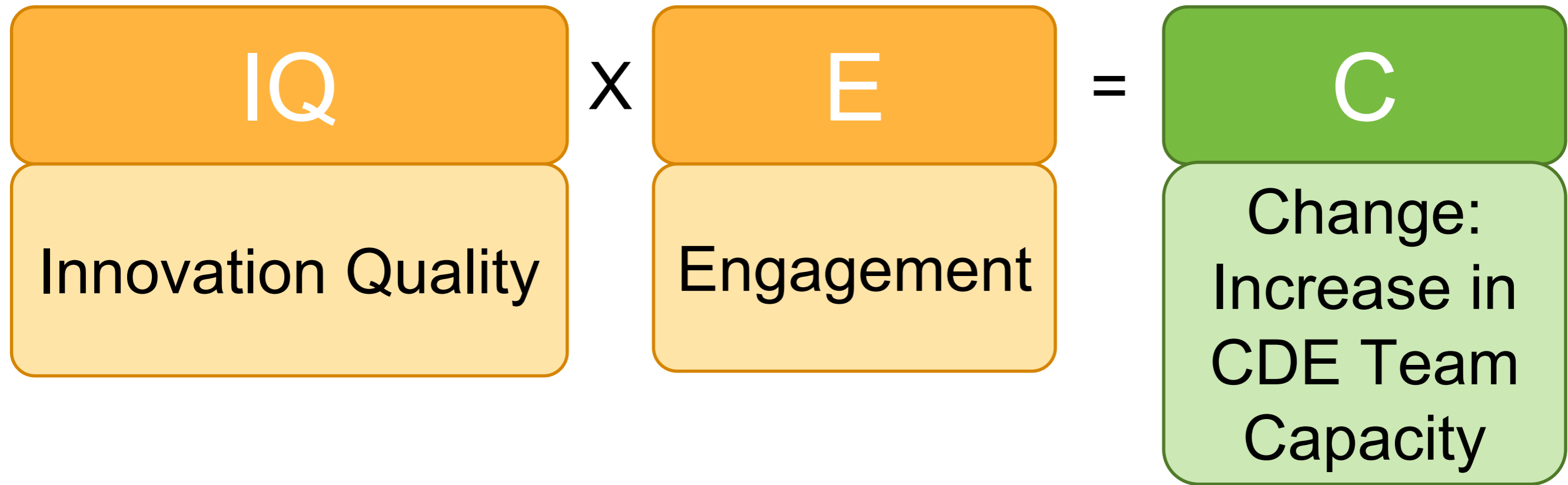


Draft





# Another view: Our Theory of Change



Draft



## Topic: CDE's Structural Evolution

- Why? The Rationale and Case for Realignment
- Context, Methodology, and Theory of Change
- CDE's Structural Evolution: 2011-2016

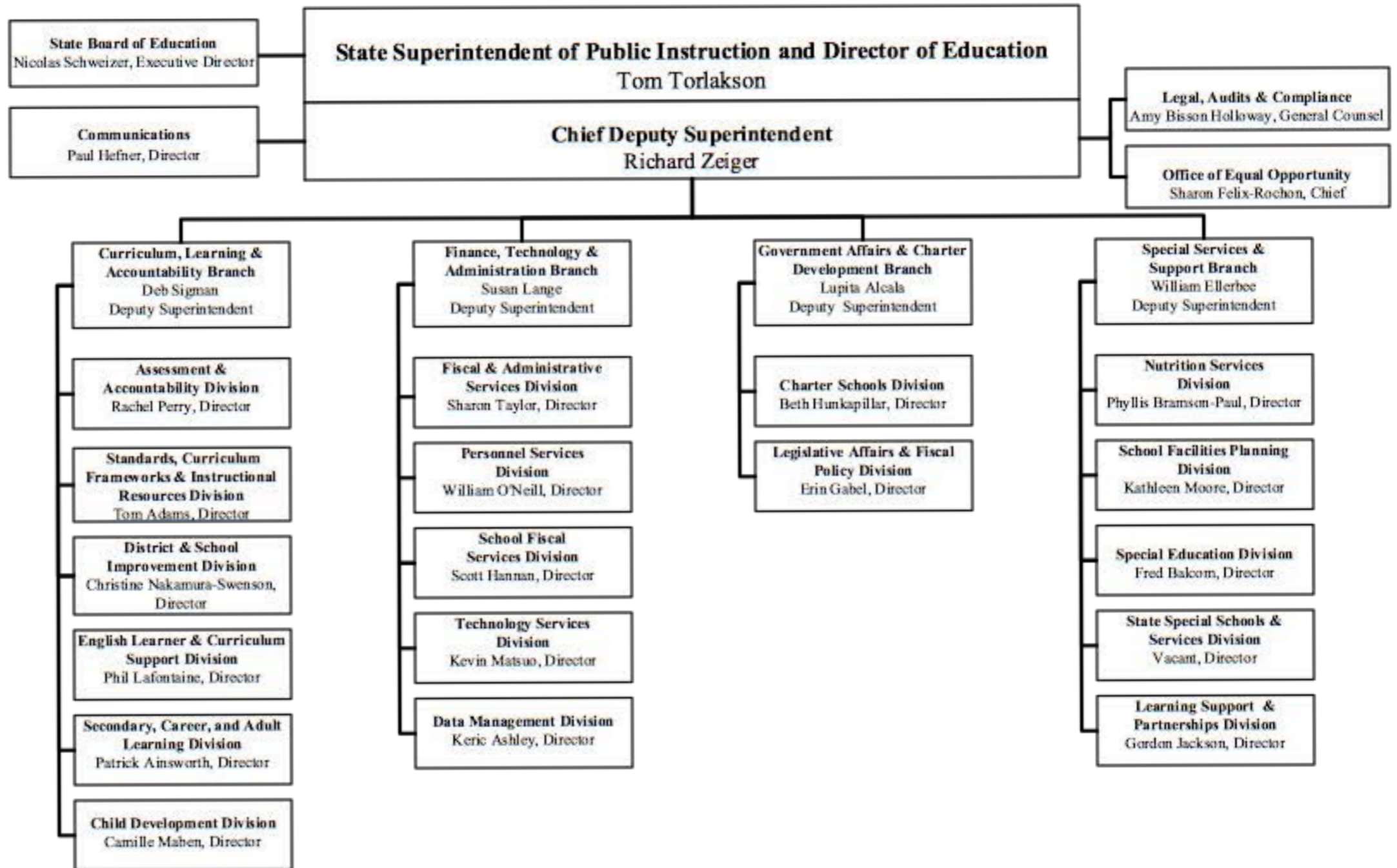




Teaming Up for Success!

# Organization 2011

## California Department of Education



January, 2011

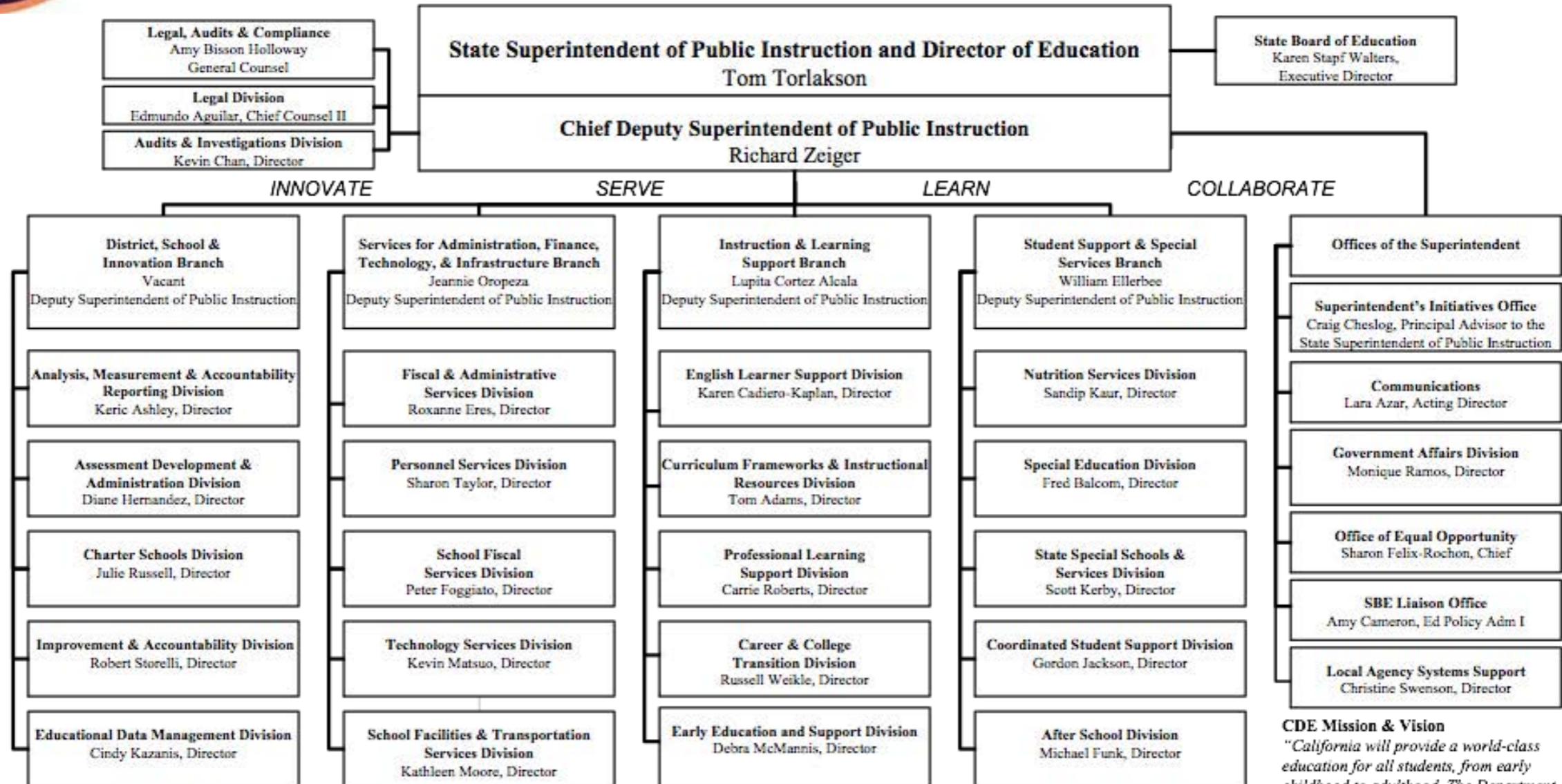
Draft





# Organization 2014

## California Department of Education



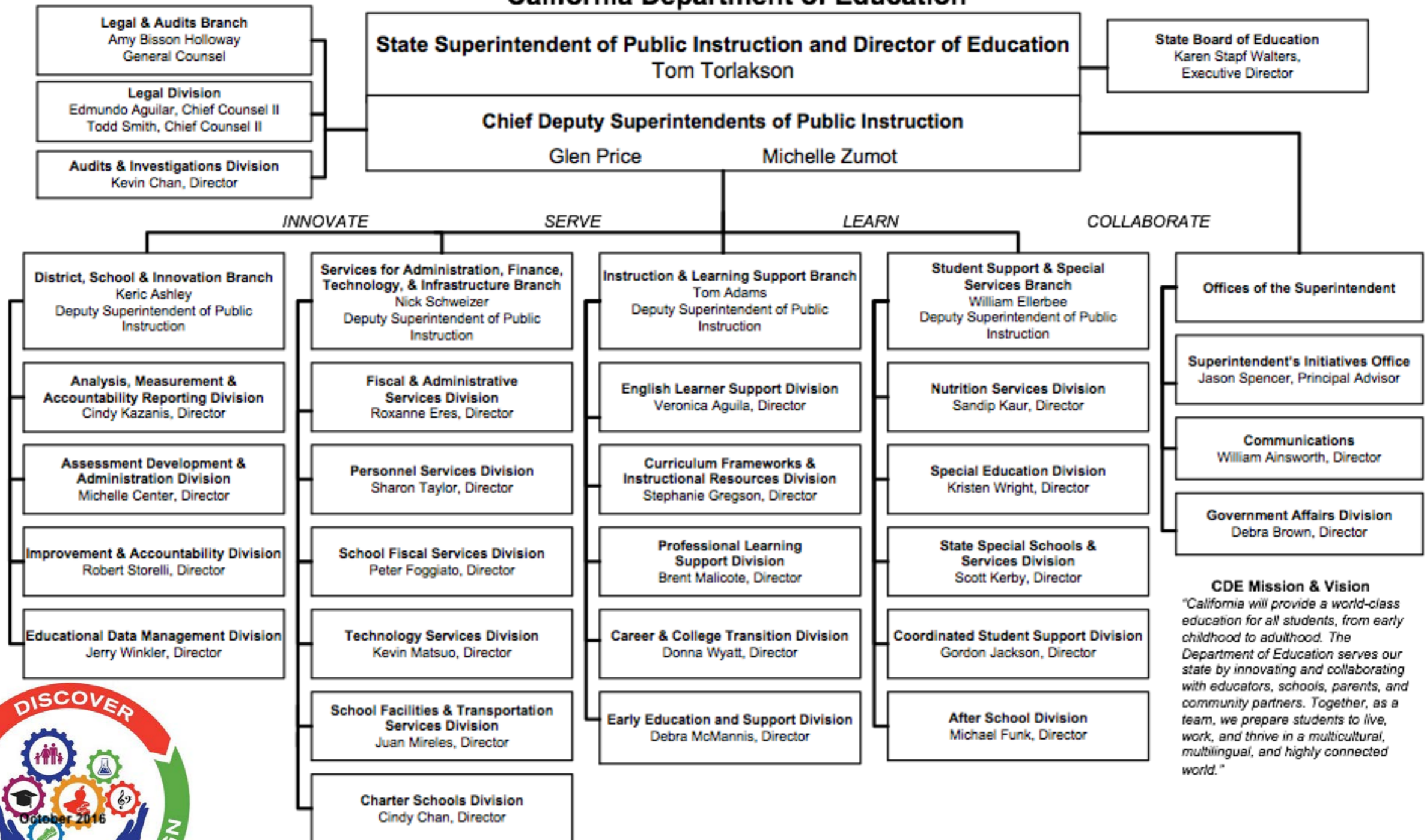
**CDE Mission & Vision**  
*"California will provide a world-class education for all students, from early childhood to adulthood. The Department of Education serves our state by innovating and collaborating with educators, schools, parents, and community partners. Together, as a team, we prepare students to live, work, and thrive in a highly connected world."*





# Organization 2017

## California Department of Education



Draft





## Topic: CDE 2017 Realignment: Overview

- Why? The Rationale and Case for Realignment
- Context, Methodology, and Theory of Change
- CDE's Structural Evolution: 2011-2016
- CDE 2017 Realignment: **Overview**





SSPI

Chief Deputy Superintendents

Legal and Audits Branch

Office of the Superintendent,  
Communications, ESSA, Government  
Affairs, LASSO, OEO

**CDE Branch Teams**

Accountability  
Support

Continuous  
Improvement  
Support

Systems Support

CDE-Wide Action and Support Teams

California System of Support

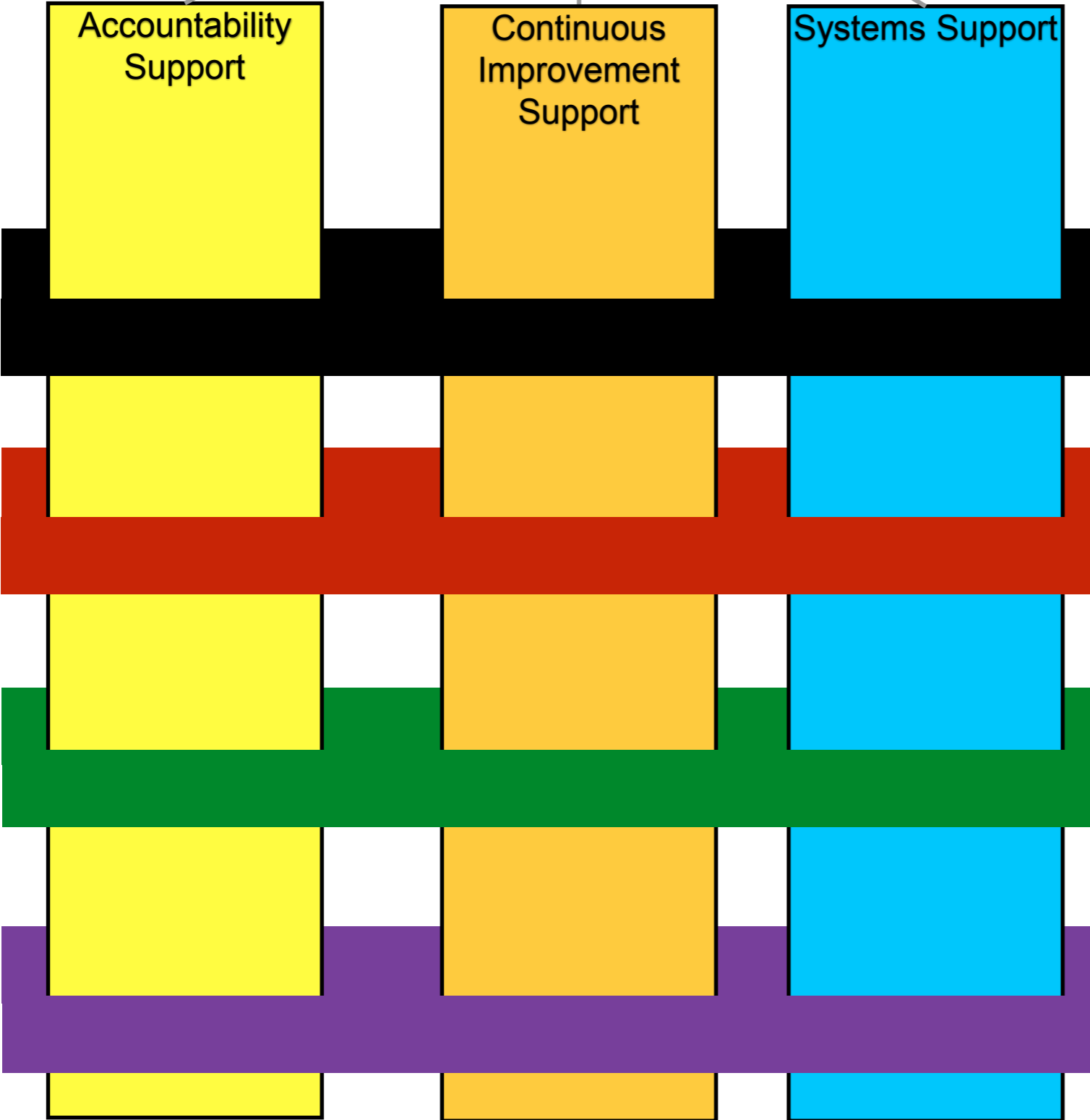
One System/Whole Child Integration

Integrated Planning Support

Team Advancement Support

**CDE-Wide Action and Support  
Teams**

**Teams**





## Realign to Four Primary Branch Teams:

- Accountability Support;
- Continuous Improvement Support;
- Systems Support; and
- Legal and Audits.

...and

## Formalize Four CDE-Wide Action and Support Teams:

- California System of Support
- One System/Whole Child Integration
- Integrated Planning Support
- Team Advancement Support





# Teaming up for success...

We seek to implement:

- Blueprint 2.0 recommendation 3.14: *In order to better serve and support districts and LEAs, work toward alignment of California's system of learning supports...for optimal collaboration and efficiencies. Continue work to build the CDE's capacity for service and support.*



Draft





## Overview Presentation: CDE 2017 Realignment: Branch Teams

- Why? The Rationale and Case for Realignment
- Context, Methodology, and Theory of Change
- CDE's Structural Evolution: 2011-2016
- CDE 2017 Realignment: Overview





## Accountability Support Branch Team

- **Primary responsibility:** Continue development and ongoing continuous improvement of the California School Dashboard and accountability, assessment, and data systems
- **Divisions:** Analysis Measurement and Accountability Reporting, Assessment Development and Administration, Educational Data Management, Improvement and Accountability, Technology Services
- **Other:** Accelerate internal and external utilization of 21<sup>st</sup> information technology; Lead and Facilitate, “California Support Network”





# Continuous Improvement Support Branch Team

- **Primary responsibility:** Develop, Implement, and Evaluate CDE Continuous Improvement Support Systems
- **Divisions:** Expanded Learning, Early Education and Support, Special Education, Career and College Transition, Curriculum Frameworks and Instructional Resources English Learner Support, Coordinated Student Services, Professional Learning Support
- **Other:** Lead and Facilitate, “California Leadership Initiative”







# Systems Support Branch Team

- **Primary responsibility:** Provide strong and innovative support systems; charter schools, and state special schools
- **Divisions:** School Facilities Planning, Nutrition Services, Fiscal and Admin Services, Personnel Services, School Fiscal Services, Charter Schools, State Special Schools and Services
- **Other:** Lead and facilitate One System/Whole Child Integration Team





# Overview Presentation: CDE-Wide Teams

- Why? The Rationale and Case for Realignment
- Context, Methodology, and Theory of Change
- CDE's Structural Evolution: 2011-2016
- CDE 2017 Realignment: **Overview**
- CDE 2017 Realignment: **Branch Teams**
- CDE 2017 Realignment: CDE-Wide Teams





## Formal Department-Wide Action Teams

CDE's system wide teams will coordinate and support project-based work that involves multiple divisions/branches in high-priority action areas. The teams will:

- Advance collaboration and innovation;
- Implement a specific charter and scope that includes precise deliverables and timeframes;
- Typically involve **10-15** members including core members and ad hoc members who have designated assignments.



Draft





## Formal Department-Wide Action Teams Cont.

CDE's system wide teams will coordinate and support project-based work that involves multiple divisions/branches in high-priority action areas. The teams will:

- Ensure strong collaboration in relation to their scope with internal and external stakeholders.
  - Formation of the CDE-wide teams does not preclude the formation/implementation of other formal and informal collaboration efforts.





## Formal Department-Wide Action Teams

- **California System of Support:** *Integrated state and federal support systems, including educator capacity building*
- **One System/Whole Child Integration:** *Continue building CDE-wide integration of the “one system” concept serving the whole child*
- **Integrated Planning Support:** *Supports for LEA and school-level planning and evaluation*
- **CDE Team Advancement:** *CDE internal capacity building support*





Teaming Up for Success!



*Working Together for Positive  
Change in Education*



Draft