



LCAP SUPPORT - Educational Support Services

SAN LUIS OBISPO COUNTY OFFICE OF EDUCATION

STRATEGIC FOCUS

What is the strategic focus of your LCAP? If you were to ask every stakeholder if they have a clear understanding of the LCAP and to explain how the LCAP impacts your collective actions, what would they say? The challenge is to define a strategic focus that creates a clear vision with compelling outcomes that fosters

collaboration and commitment. What is the purpose, why is it important, and how will it

be attained, are the drivers in developing this focus.

Communication with stakeholders is key in all areas of the LCAP development. It is especially important in sharing your focus. This is a multi-step process that includes education, information, and expectation. Time needs to be devoted to educate stakeholders on what is required, best practices, and what to look for and how to ask the right questions. Information regarding outcomes, current status or baseline, needs to be

given in a manner that can be digested and understood. Finally, we need to empower them to hold high expectations for all involved in regards to the goals, actions, and outcomes delineated in the LCAP. The latter is really about creating a sense of ownership for what is being deemed as important and necessary. When the LCAP

“SIMPLICITY IS THE ULTIMATE SOPHISTICATION” - STEVE JOBS

is seen as a capacity building process vs. a compliance activity, behaviors, communication, and impact of implementation are

different.

Finally, each stakeholder group may agree to a focus, but have different ideas on what needs to occur. Prioritizing involves not only determining which goals will be addressed first, but also which matter most. This requires that the goals written are high impact, high leverage to begin with, along with the actions/services associated with that goal. Consider the following question, “if we accomplish the goals in the LCAP, will our achievement gap

HOW MANY GOALS?

Keep in mind that implementing more than 3-4 goals by any one person or department at one time reduces the impact of improvement efforts. What does this mean for your organization? Are there systems in place to fully implement and support your LCAP? What processes have been implemented to gather data, discuss continuous improvement, and have accountability for those in charge of specific areas? Each year of implementation we gain greater understanding about doing this work, not only in terms of closing the achievement gap, but also in getting better at defining our work and its impact.

disappear?” If your answer is yes, then you are on the right track.