

Simplifying LEA Compliance: How Our County Office Streamlines Support for LEAs

Below are the responses to questions submitted to the presenters during the Open Door session with Fresno County Superintendents of Schools, held on August 22, 2023. Questions that were submitted are not necessarily provided verbatim, and may have been edited for clarity, but have not been altered in substance. Questions that are similar or on the same topic have been grouped together for ease of navigation and response.

Presenters:



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Q&A:

- Could you expand on how the FCSS Differentiated Assistance team helped your team create a plan? What did that cross-team collaboration look like?

RESPONSE: *The DA team worked with the Compliance team through the Improvement Science process and framework. In addition, the DA team works to connect with districts directly around how we can help clarify the many requirements of the various plans and legislation. The DA team also works to share and help districts understand the information in the tool. We all have a basic knowledge of what it contains and where we can find further information. We bring back questions and concerns to keep this up to date and usable.*

- Who was involved in the SWOT analysis? What factors were considered when doing the SWOT analysis?

RESPONSE: *The SWOT analysis involved several FCSS internal departments, including but not limited to LCAP & Compliance, District Financial Services, Health Services, Student Services, Differentiated Assistance, etc. Factors included both successes and challenges in supporting LEAs with the work at hand as shared by our departments (and from LEAs). We considered strengths and weaknesses of our current systems within all departments as well as the larger California System of Support.*

- Have you received feedback from LEA staff about your change ideas? What has been the reaction?

RESPONSE: *We did receive feedback from LEA staff both in Fresno County, and from other counties across California. Change is challenging but the feedback was overwhelmingly positive. When we received recommendations for adjustments, we implemented those to the extent feasible.*

- Can you give more details about the "learn by doing phase" with practical examples? How did you keep this phase quick but effective to meet both the quick deadlines while also continuing the improvement process?

RESPONSE: *We used our State and Federal Network quarterly meetings as a guide for 4 short cycles. So, we would use the tool to highlight plans or requirements, then follow up by coaching LEAs individually. At the end of each quarter we would reassess to see if what we provided was useful, helpful, and effective.*

- To what degree do you customize support for LEAs? Especially considering the difference between small and large districts?

RESPONSE: *Support in general included: Frequency of meetings, depth and complexity of conversations.*

- How often are you updating this document (e.g., adding new timelines, making sure all resources are up-to-date, etc)? What is that process like?

RESPONSE: *Right now, we are reviewing often as CDE is updating FAQs. After the clean-up bill, we will try to update at least monthly.*

- Can you provide more information about what the "follow-up" coaching looks like with individual LEAs? Do you have a protocol that you use to do this? Structured meetings? Does the Tier 1-3 system that you mentioned in the beginning come into play here?

RESPONSE: *The FCSS LCAP & Compliance Team employs a Tier 1-3 framework to gauge the support level assigned to each LEA. Tiers are established through a combination of departmental insights, LEA input, and an internal rubric. Once the appropriate support tier is determined, we've devised a comprehensive protocol that delineates the extent and nature of assistance offered. This aid is customized according to the unique requirements of each LEA. Our follow-up coaching serves as a means to actively fulfill our responsibilities. This involves evaluating and aiding LEAs' systems and procedures to ensure adherence to compliance requirements. We accomplish this through the utilization of resources and tools crafted by FCSS. These resources provide a structured avenue for productive discussions, self-assessment, planning for future actions, and enhancing the effectiveness of teamwork and partnerships.*