California State System of Support

Lead Agencies

**SELPA Systems Improvement Lead Agencies**
- El Dorado COE SELPA
- Riverside COE SELPA
- West San Gabriel Valley SELPA

**SELPA Content Lead Agencies**
- Placer COE SELPA
- Marin COE SELPA
- Imperial COE SELPA
- South County SELPA

**Equity Lead Agencies**
- San Diego COE
- Santa Clara COE

**Title III Liaison Lead Agency**
- San Diego COE

**Geographic Lead Agencies**
- Shasta COE
- Sonoma COE
- Placer & Sacramento COEs
- Alameda COE
- Tulare COE
- Kern CSOS
- Riverside & San Diego COEs

**Community Engagement Initiative**
- San Bernardino CSOS
- California Association for Bilingual Education (CABE)
- Families in Schools

**MTSS/SUMS Lead Agencies**
- Orange CDE
- Butte COE

**Early Math Initiative Lead Agency**
- Fresno COE
Goals
understand mission
know stakeholders
identify priorities
have measurable outcomes
agree on scope of work

Roles
defined roles and clear responsibilities
work out gaps and overlaps
have skill/qualifications to fulfill role
individual and collective accountability
understand autonomy and authority; accept leader

Processes
know what needs to be done
have clear timelines, including milestones
know and utilize effective processes and work flow
use effective planning, decision-making and problem solving processes
able to manage change and continuously improve
identify processes and norms to support quality work and collaboration

Relationships
shared expectations about how we work as a team
clear understanding about how we communicate as a team
have trust, openness and participation to operate well as a team
value positive intention, support, inclusion, diversity, listening, feedback, collaboration

Adapted from The GRPI model of Team Effectiveness, Rubin, Plovnik, and Fry Model (1977)
Meeting the needs of each student served, with a focus on building capacity to sustain improvement and effectively address inequities in student opportunities and outcomes.