

Date: March 8, 2018
To: CCEE Governing Board
From: Sally Frazier, Jim Brown, Sandy Thorstenson, Consultants

Reference: STAKEHOLDER ENGAGEMENT SUMMARY

Dear CCEE Board Members and Marin County Office of Education:

For the past four weeks, we have been engaged in a number of conversations with a variety of stakeholders. A list of those with whom we have been in contact so far will be sent later this week. We have used the information obtained through phone calls, emails, meetings, and a brief survey to make some revisions in the position description. The attached revised draft dated March 9 reflects those revisions.

We sent an original email to approximately 1500 people on the CCEE listserv asking for their input on the position description draft and several questions. We also invited them to attend one of several meetings scheduled in Sacramento on February 21. This email was followed by a second email to individuals and groups suggested by Brooks Allen, who has been very helpful to us throughout this process. In addition, we made direct phone calls to staff and key stakeholders. Finally, we sent one more email to several from whom we had not received a response asking them to complete a brief survey and return it to us by March 6. We will provide a list of those with whom we have spoken and/or received written input via an email or the survey. We also have our working notes from these stakeholder interactions and will refer to those when we meet with the Board's committee on March 12 and again when we present all candidates and our recommendations. As additional contacts occur, we will provide the Marin County Office with updated information.

By way of summary we learned the following from all these actions:

1. The next Executive Director will have to continue to build support for the work of the CCEE among County Offices, school districts, and charter schools.
2. Both strong, collaborative leadership and management skills will be necessary. The need to focus on implementation skills was very clear from a variety of sources. These include the ability to hire and retain a small, high quality staff; build a cohesive team; define the work of the CCEE clearly, and establish effective support systems and structures.
3. The new Executive Director will need to have excellent communication skills with an emphasis on listening. Direct communication with the organizations that the CCEE was created to serve is of the utmost importance. That is particularly true for County

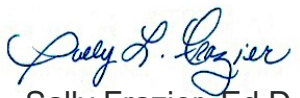
Offices of Education among whom remains skepticism about the value of the CCEE and what it is being designed to do.

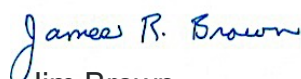
4. The need to build partnerships and work collaboratively came through loud and clear - particularly with the County Offices.
5. The next Executive Director will need to be thoroughly familiar with the California education landscape. If not from K-12 directly, the person should have deep knowledge of how education works and the ability to hire a staff that has a high degree of credibility with the multiple agencies with whom the CCEE interacts.
6. Being politically savvy, nimble, innovative, and forward thinking were all seen as desirable qualities. Add these to the importance of having a high degree of personal and professional credibility and integrity.
7. Looking through an equity lens as issues of student achievement and success are addressed is absolutely essential. A track record of success in this regard is important.
8. Knowledge of how to use data to inform decision making and determine the kinds of differentiated assistance districts and charter schools will require is essential.
9. There was a strong emphasis on the need for the Executive Director to build effective systems and structures that will actually work for teachers, principals, and other school level personnel. These should help them address the current and future challenges schools are facing and reflect best practices. School districts are asking for more creative, innovative approaches to improving student achievement.
10. The ability to build the credibility of the CCEE in a manner similar to that which has occurred for FCMAT so that the CCEE becomes the "go to" organization for ideas, assistance, and knowledge is something almost everyone would like to see.


This is certainly not an exhaustive list. Many more good comments were received and are recorded in the working notes. It would be our intention to use these themes and notes in the candidate recruiting process, selection of candidates for interviews, and the development of interview questions for the CCEE Board to consider. We will also share the notes with the successful candidate since they could serve to help the candidate work with the CCEE board to develop a short and long range work plan.

We look forward to talking with Sue and Michael and Marin County on March 12 to review the position description draft and making any final adjustments.

Sincerely,


Sally Frazier, Ed.D.
Consultants, Leadership Associates


Jim Brown


Sandy Thorstenson

CCEE Executive Director Search 2018 Stakeholder Contact List

*As of March 28, 2018**

LAST	FIRST	TITLE	ORGANIZATION
1. Adams	Rob	Advisory Council	CCEE
2. Alejandro	Ted	Advisory Council	CCEE
3. Allen	Brooks	Legal Counsel	Marin COE
4. Ausara	Alicia	Sr. Manager, Training	CCEE
5. Barlow	Mary	County Superintendent	Kern County
6. Becnel	Donna	Advisory Council	CCEE
7. Bell	Jeff	Program Budget Manager	Department of Finance
8. Birdsall	Peter	Executive Director	CCSESA
9. Burke	Mary Jane	County Superintendent of Schools	Marin COE
10. Changnon	Tom	County Superintendent	Stanislaus COE
11. Cruz	Oscar	President and CEO	Families in Schools
12. Cutler	Todd	Advisory Council	CCEE
13. Del Norte Unified		Focus Group	
14. Duardo	Debra	Advisory Council	CCEE
15. Education Trust			
16. Feuahrens	Misty	Special Assistant to the Speaker	California State Assembly
17. Fine	Michael	Chief Executive Officer	FCMAT
18. Finnell	Todd	Advisory Council	CCEE
19. Frazier	Christina	Chair, Advisory Committee	CCEE
20. Fullan	Michael	Author / Speaker / Professor Emeritus	University of Toronto
21. Gonzalez	Jose	Advisory Council	CCEE
22. Gordon	Dave	County Superintendent	Sacramento County
23. Griffith	Robert	Advisory Council	CCEE
24. Guillen	Liz	Director, Legislative & Cmty Affairs	Public Advocates
25. Hahnel	Carrie	Deputy Director of Research & Policy	The Education Trust-West
26. Hahnel	Jesse	Executive Director	National Center Youth Law
27. Holmes	Jessica	Anaylst	Department of Finance
28. Jessup	Paul	Deputy Superintendent	Riverside COE
29. Kazanis	Cindy	Director	CDE
30. Knight	George	Former Director/Current El Dorado Brd	CDE
31. Kubinec	Jannelle	Director, Comprehensive School Assistance Program	West Ed
32. Lee	Annie	Legal Aid Advocate (Bay area)	Foster Youth
33. Lomanto	Krystal	Advisory Council	CCEE
34. Low	Michelle	Director, Regulatory Affairs	California Charter Schls Assoc
35. Magnusson	John	Asst Supt	Merced COE
36. Mares	Terena	Deputy Superintendent	Marin COE

**CCEE Executive Director Search 2018
Stakeholder Contact List**

*As of March 28, 2018**

LAST	FIRST	TITLE	ORGANIZATION
37. Martinez	Martha	Advisory Council	CCEE
38. Masur	Shelly	Chief Executive Officer	Californians Dedicated to Education Foundation
39. McGee	Molly	CAE-CEO & Executive Director	CASBO
40. Meyer	Nellie	Advisory Council	CCEE
41. Miller	Rick	Executive Director	CORE Districts
42. Molina	Aida	Executive Director	CCEE
43. Monroe	Karen	Advisory Council	CCEE
44. Nunez	Joe	Executive Director	CTA
45. Nunez-Adler	Katy	Lead Education Organizer	Oakland Cmty Organizations
46. Ochoa	Tina	Sr. Manager of Training	CCEE
47. Otte	Amanda	Research Associates	CCEE
48. Perry	Mary	Vice President for Education	California State PTA
49. Premack	Eric	Executive Director/Founder	Charter Schools Dvpmt Center
50. Price	Glen	Chief Deputy Supt of Public Instruction	CDE
51. Reid (Lee)	Angela	Sr. Legislative Advocate	Capital Advisors, Small SD
52. Robb	Jane	Staff, Organizing New Workers	CTA
53. Rodriguez	Kimberly	Education Adviser	Senate Staff District 24
54. Ryaru	Ishwara	Asst Director, Training and Outreach	CCEE
55. Sapp	David	Deputy Policy Director; Asst Legal Counsel	State Board of Education
56. Scriptor	Patty	Vice President for Education (2013-15)	California State PTA
57. Shalvey	Don	College-Ready Advance	Gates Foundation
58. Shiels	Socorro	Education Director	CCEE
59. Skelly Griffith	Sherry	Executive Director	California State PTA
60. Smith	Wes	Executive Director	ACSA
61. Spiegel-Coleman	Shelly	Executive Director	Californians Together
62. Stapf-Walters	Karen	Executive Director	State Board
63. Taylor	Tim	Advisory Council	CCEE
64. Todd	Thomas	Asst PBM	Dept of Finance
65. Vernon	Billy	CEO & Executive Director	CSBA
66. Watkins	Michael	County Superintendent	CCEE Board
67. Wright	Kristin	Special Education	CDE
68. Zaragoza-Diaz	Martha	Lobbyist	CABE
69. Zoglman	Becky	Associate Executive Director	CTA

*Outreach will continue for interested parties