

News & Announcements

17TH ANNUAL DAVEY AWARDS



CCEE was just honored with a 2021 Davey Award for its work on [#ComeBackCASchools](#). Designed to spotlight LEA's collaborative approaches for getting California students back to school, the site focuses on sharing tools, resources and practices to leverage partnerships and facilitate dialogue among LEAs to support each other during the pandemic. It created a sense of community through its spotlight summaries about the innovations and insights from the field, and for that, was awarded a Silver Davey.

CCEE is grateful for the partnership with Full Capacity Marketing (FCM) for developing the concept, tools, and resources to support LEAs with the safe return to schools.

What is a Davey? Click [here](#) to learn more!



LOOKING AHEAD

→ CCEE Governing Board Meeting (12/2)

November Resources

- [System of Support Updates](#) (Nov. 2021)
- [Two Charter Public Schools, One Mission: Latino Academic Excellence](#) (CA Charter Schools Association, 2021)
 - This research brief looks at two exemplary charter public schools to examine whether there are best practices that charter and traditional public schools can adopt to collectively improve Latino academic performance in the state.

Executive Director's Corner



French writer Jean-Baptiste Alphonse Karr is known for having coined the phrase, *"The more things change, the more they stay the same!"* Unfortunately, I think we are experiencing that a bit here in California. It's time to "change" that! When you look back, it is usually the rearview mirror that is clearer than the windshield. CCEE is continuing to learn from and capitalize on the positive work laid by previous Executive Directors Carl Cohn and Tom Armelino to get us moving in a different direction.

To that end, CCEE is formulating a new identity as a partner within the Statewide System of Support! With the mission to *"deliver on the promise of educational equity and justice for each and every student through inclusive partnerships, continuous improvement, and capacity building of educational systems,"* CCEE is committed to:

- Strengthen socially just and inclusive education systems
- Cultivate trusting, authentic relationships that sustain compassionate learning systems
- Prioritize the well-being of students, families, educators, communities, and our team
- Ground our work in curiosity and model continuous improvement
- Nurture creativity and innovation to foster growth, learning, and adaptation

As we change, we are determined to not be the same. To better meet the needs of our community educational partners, we are organizing CCEE into three broad bodies of work, described as centers. Each Center has a specific focus and captures both the needs identified by our educational partners, as well as CCEE's legislative responsibilities.

Stay tuned for the next newsletter to learn more about our three centers of focus and our finalized vision. We will be defining our initiatives and objectives for accomplishing CCEE's statewide responsibilities to meet the needs of the educational field. This month's newsletter will highlight local and statewide efforts to address the staff shortages in California.

Sincerely,

Matt J. Navo

Executive Director, CCEE

Staffing Classrooms in a Time of Shortage

By Sasha Horwitz, Governmental Relations and Public Affairs Manager, Commission on Teacher Credentialing (CTC)



For years, California schools have contended with a shortage of fully qualified teachers. While local educational agencies (LEAs) are no strangers to meeting staffing challenges, the pandemic has put more strain on an already stretched workforce.

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While local educational agencies (LEAs) are no strangers to meeting staffing challenges, the pandemic has put more strain on an already stretched workforce. Adding to existing waivers and flexibilities, California has taken extraordinary steps to make it easier to fill substitute vacancies, to create alternatives to high stakes testing that have kept otherwise qualified teachers from completing their credentials, and to provide nearly \$1 billion of new investment in the teacher pipeline.

LEAs always have the legal responsibility to staff classrooms with well-prepared, fully credentialed teachers to the full extent possible. As the impacts of the pandemic continue to reverberate through the educator workforce, the following opportunities are available now to help LEAs meet the need for teachers and substitutes.

Existing Options

- [Short-term waivers](#)
- [Teaching Permit for Statutory Leave \(TPSL\)](#)
- [Local Assignment Options \(LAO\)](#)

New Options

- [Emergency substitute permits](#)
- Testing flexibilities to meet [subject matter](#) and [basic skills requirements](#)
- Grant funding: [Golden State Teacher Grant](#); [Classified School Employee Teacher Grant](#); [Teacher Residency Grant](#)

Want to learn more about these opportunities?

Click [here](#) to read Sasha's full article!

Hiring Fairs at Salinas UHSD

By Francis "Frank" M. Lynch, Director of Human Resources, Salinas UHSD



Since the start of the 2021-22 school year, the Salinas Union High School District (SUHSD) has offered a total of three (3) hiring events.

In August, SUHSD hosted **PARA-Palooza**, with the hope of hiring paraeducators, COVID-19 monitors, food service workers, and classified substitutes. Held in front of the SUHSD Human Resources (HR) office, this event featured "on-the-spot" interviews. SUHSD offered jobs to 34 attendees/interviewees in the days following this event.

In September, SUHSD organized a second event called **SUB-Fest**, with the purpose of filling a shortage of substitute teachers. This event was also held in front of the SUHSD HR office. Of the 45 prospective substitute teachers who showed up for information on how to sign up, SUHSD has onboarded more than half of these folks as substitute teachers within the district.

In October, SUHSD held its third event, **JOB-Aid 2021**, to try to fill classified support positions within the district, including campus supervisors, COVID-19 monitors, and classified substitutes for clerical, custodial, and supervision roles. Hosted in the John Steinbeck Student Center at Hartnell College, this event resulted in hiring a few more employees.

In the last three months, SUHSD has held three hiring events, which yielded about 75 new employees for the district. These events also provided opportunities for skilled district employees to move up to higher-paying positions. SUHSD will continue to seek opportunities that provide gainful employment to its communities, while also providing best available services to its students.

Get to Know the CCEE Team!

Each month, we will be featuring spotlights on some of our CCEE team members to share a snapshot of who they are and what they do!



Matthew Roberts, Senior Advisor,
Systems Improvement & Innovation

Matt provides support to the teams of Vallejo City USD, Sacramento City USD, and Mt. Diablo USD to strengthen their instructional systems. He also supports the learning acceleration efforts across the state and works as a partner with the California Dyslexia Initiative.

Fun Fact: Matt's go-to song on karaoke night is SOS by ABBA!



Patricia Fernandez,
Administrative Assistant

Patricia supports the Center for Teaching, Learning, & Leading with any administrative duties, such as scheduling, booking travel, editing documents, sending out agendas, assisting with onboarding staff, connecting and following up with our partners, and many other assignments that come up.

Fun Fact: Patricia once completed a 5K obstacle mud run and hopes to do it again in the near future!

ABOUT THE CCEE

CCEE delivers on the promise of educational equity and justice for each and every student in California through inclusive partnerships, continuous improvement, and capacity building of educational systems.