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.

Continued on page 2
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.