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The Leader in You

Leadership is not a position; it's an activity that anyone can perform anywhere at any time.



Why a Sense of Belonging Matters

There is a big difference between belonging and fitting in.

Forget the Pecking Order at Work - A TED Talk (15:47)

The social cohesion — built every coffee break, every time one team member asks another for help — leads to great results over time.

Seven Deadly Words or Phrases to Avoid When Aligning Expectation

It often isn't the words we actually use that matter; it's what we don't say that causes the problems.

My Champions for Leadership Journey

Each edition we will feature a past participant in [Champions for Leadership](#) (CFL), the SCCOE internal leadership development and mentoring program, to talk about their journey through the program and what they gained from it.



The purpose of the CFL program is to identify future leaders from within the SCCOE, match them with a mentor, and provide opportunities to develop important leadership competencies.

“CFL gave me an opportunity to refine my project management skills, my leadership skills, and my public speaking skills.



Summer Reeves
Media & Communications
2018 CFL Cohort

What I appreciate most about the program, is that it gave me an opportunity to develop a great idea and collaborate with amazing people from across the organization.

SCCOE is an organization that highly values input from its employees. Every one of us has excellent ideas to make our jobs easier, better, more efficient, and CFL provides a supportive platform to bring those ideas to fruition.”

To learn more about the Champions for Leadership program, please contact [Demerris Brooks](#), Ed.D., Director of Workforce and Organization Development, at (408) 453-6698.

Staff Reminders

Open Enrollment Period

The annual open enrollment period is **July 30 – August 17, 2018**. This is especially important for staff who are off during the summer. In the coming weeks, watch for further communication which will include specific information on the open enrollment meeting schedule and plan renewal updates. If you have any immediate questions, please feel free to contact your Benefits Specialist:

- [Denise Sanders](#) (A-G), (408) 453-6831
- [Loraine Hobgood](#) (H-O), (408) 453-4355
- [Patty Tijerina](#) (P-Z), (408) 453-6681

Go online to schedule an appointment with an [American Fidelity Representative](#) to review your annual benefits or make any changes for the 2018/19 plan year.



Attention Vitality Members: Have you met the FSA Requirements?

According to Vitality records, many members have incomplete FSA requirements. Please confirm your completion status and take action today to meet the **July 31** deadline.

Step 1: Log in to [Vitality](#).

Step 2: Click on the Employer Incentive button in the upper right corner of the homepage. If the button is orange – there may be action to take on your part. If the button is green, you are complete.

2017-18 FSA requirements:

- Complete a Vitality Health Review
- Complete a Vitality Check (biometric screening)
- Earn a Vitality status of Silver or above

Questions? Contact Vitality Customer Care at 1-877-224-7117, or email [Tricia Zamora](mailto:Tricia.Zamora).

SAVE THE DATE!

SCCOE Staff Wellness Event on from 9 a.m. to noon on Saturday, September 15, 2018 at Ridder Park

Get ready and start the school year with plenty of inspiration and motivation! This event includes keynote speaker, mood boosting activities, and health services!



Registration opens August 14 on OMS. Keep checking Roundup for the registration link!

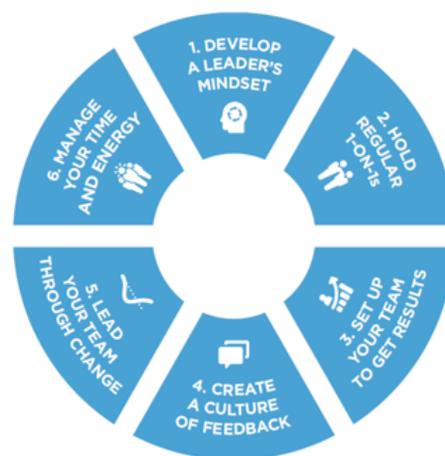
Introducing *The 6 Critical Principles for Leading a Team*

Are you ready to take that first step into leadership? Join us for *The 6 Critical Principles for Leading a Team*, an all-day workshop designed to help you sharpen your skills and learn to effectively lead and manage a team.

This workshop equips first-level leaders with the essential skills and tools to get work done with and through other people. The program is ideal for new leaders who need to transition successfully from individual contributors to leaders of others.

It also applies to leaders who have been in their roles for some time, and are looking for practical and relevant guidance on how to effectively lead and manage their teams.

[Sign up today](#) for the 6 Critical Practices for Leading a Team presented by FranklinCovey® and learn to positively impact your team and others, held on August 3 from 8 a.m. - 4 p.m. in the Gilroy Room.



For questions, please contact [Michael Vallez](mailto:Michael.Vallez) at (408) 453-4260.

What's New From Concern: EAP

This month's [Workplace Employee](#) includes tips for success and the benefits of social support. Topics covered include conflict in the workplace, making informed decisions, sharing ideas with others, chronic pain at work, and dealing with a loved one struggling with addiction.



The [Workplace Supervisor](#) answers questions from supervisors and managers about topics in regards to social support for employees. Questions asked in this issue include confidentiality around Concern consultations and private conversations with employees, how to give effective feedback, and providing support for employees in need.

This month's [Healthy & Resilient You](#) newsletter is about pausing to reflect during an emotional conversation. The newsletter provides an overview of the S.T.O.P. method as a tool to disrupt the downward spiral of a conversation, whether it's with a romantic partner, colleague, or friend.

Do Something EPIC!

Are you interested in a career in teaching? Need to earn your credential? Join us on July 19 for an informational meeting about the EPIC (Education Preparation for Inclusive Classrooms) program.



EARN the following credentials:

- Early Childhood Special Education
- Moderate to Severe

CLEAR the following credentials:

- Early Childhood Special Education
- Moderate to Severe
- Mild to Moderate

EPIC offers...

- more affordable than other online and local programs.
- night and weekend classes built around a working person's schedule.
- an opportunity to be part of a cohort team throughout your EPIC journey.

Attendees will learn about the Mild to Moderate Prelim Program planned for fall 2018.

If you would like to join the Informational Meeting by Zoom, please go to their website or click on the link: <https://www.zoom.us/join>. Zoom ID is 6966682115.

For more info on our EPIC Program, please email MAK_Kegelmeyer@sccoe.org or call her at (408) 453-4256.

Step into Teaching: Opportunities in Silicon Valley Public Schools

Join us on August 25 for the SCCOE's 5th [Step into Teaching: Opportunities in Silicon Valley](#)

[Public Schools Event](#) to help you learn and prepare for the joys of a teaching career.

- Discover what is needed to become a teacher
- Learn how to navigate the credentialing process
- Talk with representatives from local universities and teaching programs
- Learn about compensation, benefits, financial aid and retirement

This event will help you learn what is required to become a teacher, how to navigate the credentialing process, supply information about compensation, retirement, and financial aid. You will have the opportunity to interact with classroom educators and experts about the rewards and challenges of a career in the classroom.



Ridder Park Wireless System Upgrade

The Ridder Park office will upgrade its wireless system during the weekend of **August 3-5, 2018**.

The new system will have an updated method to provide temporary wireless access for visitors. Staff with personal mobile devices, including cell phones, tablets and/or laptops, which currently have wireless access via the sccoe_guest or sccoe_pda networks will need to register their devices in the new system. Updated directions regarding access for visitors and registering personal staff devices will be available on the SCCOE website before the official upgrade.

TSB will offer several short trainings via live webinars to familiarize staff with the new system. Dates and information on these trainings will be provided to staff by Media & Communications as we near the office-wide upgrade.

Job Opportunities

- [Associate Teacher - Restricted - Hollister, CA](#)
- [Teacher, Early Childhood Special Education - Credential Bonus!](#)
- [Coordinator - Safe and Healthy Schools](#)
- [CTE Coordinator: STEAM](#)
- [Director I - Child Care Planning and Support](#)
- [Education Interpreter/Tutor - Deaf and Hard of Hearing \(HOH\) Program](#)
- [Teacher - Head Start/ State Preschool 162 Days](#)
- [Teacher - Head Start/ State Preschool 180 Days](#)
- [Teacher - Head Start/ State Preschool 184 Days](#)

- [School Therapist - Credential Bonus!](#)
- [Speech Language Pathologist - Credential Bonus!](#)
- [Substitute/Relief Education Assistant, Alternative Education](#)
- [Substitute/Relief Education Assistant, Special Education](#)
- [Psychologist - Credential Bonus!](#)
- [Teacher - Deaf and Hard of Hearing - Credential Bonus!](#)
- [Teacher of Students with Severe Disabilities - Special Education - Credential Bonus!](#)
- [Orientation and Mobility Instructor](#)
- [School Nurse](#)
- [Director - Special Education](#)

Discount Tickets Available

SCCOE employees can purchase discounted tickets to the [Gilroy Garlic Festival!](#)

Go to www.gilroygarlicfestival.com and enter promo code (9WXKJ3) to receive an additional 20 percent off online prices.



Other Discounts and Deals

The Bay Area appreciates your service. Check out the fantastic [benefits](#) you get as a member of #TeamSCCOE. San Francisco 49ers tickets are now available! Please stop by Human Resources or contact them at (408) 453-6820 for more information on how to receive discount offers from the Santa Cruz Beach Boardwalk, California Academy of Sciences, Golfland, Golden State Warriors Games, Legoland, Universal Studios Hollywood, and much more! Current year tickets are now available for local amusement parks. For even more employee discounts, visit [Tickets at Work](#).

Got News?



Anyone can submit a piece to News Roundup.

Draft a brief memo (100 words or less), have it approved by your branch chief, and email it to communications@sccoe.org or call (408) 453-6513 for questions and News Roundup event tips.

1290 Ridder Park Dr., San Jose, CA 95131

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