February is Black History Month!

Celebrating Black History makes the Santa Clara County Office of Education a space where diverse cultures are respected and honored. Join us for a celebration and recognition of equality!

Learn more about culture and tradition, and participate in discussions throughout the month and look out for the Black History Month postcard to use as a reminder of all the activities and events happening right here at SCCOE!

Heart and Soles Run -- Join the Fun!

The annual Lam Research Heart & Soles Run will be held Saturday, March 28 at Santa Clara University.

Register for the Heart & Soles Run
event. Get a $15 discount when you join team SCCOE and use promo code SCCOE2020. You'll also receive a SCCOE race shirt to wear, Vitality Points, and other goodies!

Professional Development Opportunities

1-1 Strengths Coaching The Workforce & Organizational Development team also offers 1-1 strengths coaching with a Certified Strengths Coach. If you are looking for more direct support to leverage your strengths at work or help to leverage the talents of your team, create better team cohesion, inspire innovative practices, and much more, please sign-up for strengths coaching.

This year, each Leader In You will feature a talent theme or theme combination. Increasing awareness of each talent’s unique power and edge helps us appreciate our own contributions and the power of strengths-based partnerships and teams.

THE LEADER IN YOU

“Life isn’t about living without problems. Life is about solving problems.”

— Tom Krouse, Finnish operatic bass-baritone

Strengths Spotlight: Restorative

People with strong Restorative talents love to solve problems. While some are shocked when they encounter yet another breakdown, those with strong Restorative talents are energized by it. They enjoy the challenge of analyzing symptoms, identifying what is wrong, and finding the solution. They like bringing things back to life by fixing them or reviving their energy. In short, they bring courage and creativity to problematic situations.

Its power and edge: Those with strong Restorative talents bring a solution-oriented mindset to daily problems. They readily take on projects that others believe “can’t be saved.” They can analyze a situation, identify potential shortcomings, and make the necessary adjustments.

If Restorative is a dominant theme for you: Every problem has a solution. Use your talents to find it and fix it.

The Problem with Saying “Don’t Bring Me Problems, Bring Me Solutions.”

It’s time to retire the saying. Even though advocates of this approach believe it reduces whining, increases empowerment, helps employees manage up, and boosts morale, it’s fraught with challenges.

Improve Personal Accountability: 12 Things To Do In 12 Weeks.

If you think you can be better at role-modeling accountability, begin with self-reflection.

A Quick Puzzle to Test Your Problem Solving

A short game sheds light on government policy, corporate America and why no one likes to be wrong.
**Toastmasters International - Classy Toasters**

**Discover your voice!**

Classy Toasters is open to all levels and can help you communicate more effectively and develop better facilitation skills through their Toastmasters pathways program!

Active SCCOE members, as well as non-SCCOE members, are invited to explore your potential and build your speaking skills, as Sandro Brenziaglia has in this #MyWhy video. Learn about the congenial club environment. Tuition reimbursement is offered for permanent SCCOE staff.

Ready to learn what Toastmasters is all about? Contact Nan Harn for more information or to RSVP as a guest for an upcoming meeting.

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**Join the GROOVE is in the HEART Campaign**

**Feb 24 - March 2 is the last week** for on-site Vitality Check-Health Screenings. Make an onsite appointment to reserve your preferred date and time. Participants earn up to 3,300 Vitality Points, and eligible staff and dependents can earn a $25 Amazon code.

*Note: You do not need to be a Vitality Participant to get a Check-Health screening.*

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**New Vitality Affirm and Consent Form**

Complete the Vitality Consent Form by February 28 to continue to enjoy the Vitality program and rewards.

*If you choose not to complete the form, your access to Vitality will close on February 29.*

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**SCCOE Wellness Presents: De-Stress Fest!**
**March 14 8:30 -12:30 a.m. @ Ridder Park**

**Get details and register**

Learn about yourself, your emotional well-being, and how to break the cycle of stress. Join Julie Kurtz, MS, LMFT, author
and CEO of the Center for Optimal Brain Integration and embark on a journey of self-discovery. Earn 300 Vitality Points.

Compliance Corner

The new Employee Compliance Handbook was distributed electronically in September to all permanent and substitute employees. This handbook applies to all employees of the SCCOE and serves as a reference tool, highlighting our continuous improvement efforts and outlines important employee benefits, programs, and services.

Thank you to those that have completed the form. If you have not completed the form, please review and complete the user agreement form as soon as possible. The link is below. You will need your employee ID number to complete this form, which can be found on your paystub or the SCCOE intranet Employee Self Service (ESS) page.

https://forms.sccoe.org/Forms/EmployeeComplianceHandbook

If you have any questions, please contact the Human Resources Department at (408) 453-6820 or send an email to hr_recep@sccoe.org.

Benefits Information: Access to Health Care Information Can Be Easy!

Want to view your benefits information, get answers to your medical questions, check costs, see your claim summary, and much more all from the palm of your hand?

Both Anthem and Kaiser have easy-to-use, downloadable apps for your smartphone.

Please visit these links for more details:

**Anthem Members:** [Anthem - Sydney Mobile App](#)

**Kaiser Members:** [Kaiser - My Doctor Online Mobile App](#)

Discounts and Deals - Sharks Tickets, and More!

Spend an evening at the SAP Center and support the San Jose Sharks. Bring your friends and family for a great night out.

**Sunday, March 8 at 7 p.m.**
San Jose Sharks vs. Colorado Avalanche

Purchase tickets at [www.SharksGroups.Com/SantaClara](#)

Check out the fantastic benefits you get as a member of #TeamSCCOE. 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.

Tell your friends, now is the time to join #TeamSCCOE

For a list of all job postings, visit EdJoin.

Certificated Positions
Director III - Creative Impact
School Therapist
Psychologist
Substitute Teacher - Alternative Education
Department
Manager - Safe and Healthy Schools - Foster Youth Services
Santa Clara County Teacher Recruitment Fair - March 28, 2020

 Classified Positions
Enterprise Network Engineer
Network Administrator
Substitute/ Relief Technology Support Specialist
Education Interpreter I/II
Substitute Paraeducator, Alternative Education
Substitute Paraeducator, Special Education

Online Transfer Request
The transfer request process for classified employees is available online. Should you have any questions about the transfer process, please contact Marisa Perry within Classified Personnel Services.

Want to share departmental events or news?

Is your team or department working on an interesting project or offering a service that you want to share? Submit a project request to Media & Communications for a social media post or campaign! We want to share the story of SCCOE with our audience, and that includes sharing what we all do every day.

Draft a brief memo (100 words or less), have it approved by your division chief, and complete a project request no later than the Thursday before the issue date or call (408) 453-6824 for questions and News Roundup event tips.