Meet the September Employee of the Month, Jo Dalit!

Top Five Strengths: Learner | Arranger | Responsibility | Relator | Analytical

Jo Dalit is a Preschool Teacher and Coach for the Head Start program, and her important work allows the SCCOE to provide high-quality early learning to low-income families in Santa Clara County. Josephine uses much of her personal time to learn more about the Head Start program and ensures that her research helps to build and strengthen the program.

Her nominator, Christian Munoz notes that Josephine is a self-motivated professional who works closely with teaching staff to improve their understanding and implementation of the education curricula.

“She has a wealth of knowledge and experience in coaching teaching staff at different levels, including preschool and infant and toddlers environments. She plans and develops age-appropriate curriculum to assure program and mandates compliance,” adds Munoz.

More

Jo was honored at the Santa Clara County Board of Education meeting on September 4.

Do you know someone who helps make your day a little easier? Thank them in a big way and nominate that person for Employee of the Month. It's easy - press the button below!

NOMINATE

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.
Strengths Spotlight: Positivity
(relationship building)

People with strong positivity talents are generous
with praise, quick to smile, and always on the
lookout for the upside of the situation. They bring
enthusiasm to people, groups, and organizations.
They can stimulate others to be more productive
and hopeful. They always seem to find a way to
lighten the spirits of those around them. They are
optimistic, hopeful, and fun-loving. They
celebrate every achievement. They find ways to
make everything more exciting and more vital.

There is power in positivity. People with dominant
positivity talents have an infectious energy and
enthusiasm. Simply stated, everyone feels better
about life when they are around.

If Positivity is a dominant theme for you: Direct
your energy to help others see that there is
always a silver lining.

Why We Need Best Friends at Work
Gallup’s research has repeatedly shown a
concrete link between having a best friend
at work and the amount of effort employees
expend in their job

Are You Enabling a Toxic Culture Without
Realizing It?
There are two types of team members:
passive enablers and active enablers.
Which one are you?

What old story about yourself are you still
believing? Here’s how to find it and change
it.
Many of us hold deeply ingrained beliefs
about ourselves that are simply not true.
You can start to free yourself from them by
editing your narrative.

Toastmasters International - Classy Toasters

Discover your voice!

Open to all levels, Classy Toasters 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 Gena Pacada has in this
#MyWhy video. Learn about the congenial club
environment as well as tuition reimbursement for
permanent SCCOE staff.

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

Compliance Corner

Annual Harassment and Discrimination Prevention and Mandated Reporter training
courses are due Friday, September 20.

If you need assistance or have questions, please contact Demerris Brooks, Director of Workforce &
Organization Development at ext. 6686.
The new **Employee Compliance Handbook** was distributed electronically on September 3 to all permanent and substitute employees. Please review and sign electronically by **Friday, October 4**.

Questions? Contact [Michelle Fine](mailto:Michelle.Fine@SantaClaraCoe.org) or call the Human Resources front desk at ext. 6820.

### Benefits Corner

**American Fidelity Product Enrollment**  
**Plan Year: 10/1/2019 to 9/30/2020**

SCCOE employees who wish to enroll, continue or make changes to their medical reimbursement or dependent day care account for the next plan year, MUST meet with an American Fidelity representative. Meetings are by appointment only!

To schedule a meeting with an American Fidelity representative at one of the locations listed below, please call 1-866-504-0010 ext. 0 or go to: [https://benefits.americanfidelity.com/santa-clara-coe/](https://benefits.americanfidelity.com/santa-clara-coe/)

<table>
<thead>
<tr>
<th>SITE</th>
<th>DATE</th>
<th>TIME</th>
</tr>
</thead>
<tbody>
<tr>
<td>Ridder Park (Resource Center Room 3)</td>
<td>9/23/19</td>
<td>8:00am – 4:00pm</td>
</tr>
<tr>
<td>Ridder Park (Resource Center Room 3)</td>
<td>9/24/19</td>
<td>8:00am – 4:00pm</td>
</tr>
<tr>
<td>Hester</td>
<td>9/24/19</td>
<td>9:00am – 4:00pm</td>
</tr>
<tr>
<td>Ridder Park (Guadalupe Room)</td>
<td>9/25/19</td>
<td>8:00am – 4:00pm</td>
</tr>
<tr>
<td>Ridder Park (Guadalupe Room)</td>
<td>9/26/19</td>
<td>8:00am – 4:00pm</td>
</tr>
<tr>
<td>Ridder Park (Saratoga Room)</td>
<td>9/30/19</td>
<td>8:00am – 4:00pm</td>
</tr>
</tbody>
</table>

Questions? Please contact [Sheri Meyers](mailto:Sheri.Meyers@SantaClaraCoe.org) at ext. 6583

### It’s a New Vitality Year!

**Kick-start the year and:**

- Complete the Vitality Health Review questionnaire for a more personalized experience.
- Link apps and use the Vitality tools to support your individual goals.
- Earn Vitality Bucks plus a $200 incentive for your efforts and enjoy the [rewards of good health](https://www.santaclaracoe.org/vitality/).

To learn more about the Vitality tools and how to earn rewards, log in or register on [Vitality](https://www.santaclaracoe.org/vitality/). For individual assistance with Vitality, contact [Tricia Zamora](mailto:Tricia.Zamora@SantaClaraCoe.org).
New Wellness Reward Option
Starting 2020, in addition to earning Vitality bucks, SCCOE will offer a $200 Wellness incentive towards a flexible spending account (FSA) or a $200 gift card on the Vitality Mall. All members are encouraged to choose their preferred $200 reward by January 31, 2020.

Walk-n-Connect: Sunday, September 29, 8:30 a.m. at Alum Rock Park
Walk-n-Connect empowers individuals to build a more connected organization and bring more energy into everyday life through walking. Connect with your well-being, others, and nature. All fitness levels welcome. Earn 250 per walk for up to 1,000 points. Sign up to be included on this walk or future walks. For more information, email Tricia_Zamora@sccoe.org.

Home Buyers Workshop: A Path to Home Ownership
Tuesday, September 30, 4:30 – 5:30 p.m. at Ridder Park
This presentation will guide you through the Home Buying Process, help you define your ownership objectives and how to achieve them, and describe the discount mortgage rate that SCCOE staff receive with Provident Credit Union. Complimentary food and refreshments will be served. Register on OMS.

Mark you calendars! Silicon Valley Turkey Trot is on November 28
Join #TeamSCCOE at the Silicon Valley Turkey Trot and help us to get the most participation in the Fittest Firm competition! SCCOE has partnered with other community sponsors on this fun and meaningful event. Your registration fee for the 5K or 10K run/walk will feed, house, and care for members of our community who are in desperate need of assistance this holiday season.

Enjoy:
• $10 discount when you are one of the first 100 staff to register for #TeamSCCOE
• an SCCOE team shirt to wear to the event when you register.
  Email verification of the registration to Tricia Zamora.
Prices increase Friday night, September 20!

Professional Development Opportunities
The Workforce & Organizational Development team is offering a brand new workshop geared toward Using Strengths to Improve Communication in addition to Strengths 101. If you have already had an introduction to strengths, then Using Strengths to Improve Communication is a great way to build on that foundation.

These workshops are free and will be offered at Ridder Park and Snell School.

For questions about the workshops, contact James White. For assistance with registration, contact Alice Serraon.

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

PSA Days are back!
On October 10-11, the Media & Communications Department will open its studios to help you promote your initiative. Department staff will work with you to produce a 30- or 60-second Public Service Announcement (PSA) free of charge.

**WHEN:** Thurs-Fri, October 10-11, 9 a.m. - 4:15 p.m.
**WHERE:** SCCOE, TV Studio

For information or to schedule an appointment, contact Mariaisabel Balandra at ext. 6961.

---

**Using Data to Support Equitable Practices**

Join us on October 14 at the SCCOE for California Student Data Day!

Don’t miss this full-day statewide conference focusing on the use of data to advance educational equity goals and improve outcomes for all students. This event features a keynote by Ryan J. Smith, Chair of the California Department of Education’s Closing the Achievement Gap Initiative.

Visit the conference website to register or learn more.

---

**Inclusioners Impact**

Join us on October 23-24 at the SCCOE for the 6th Annual Inclusion Collaborative State Conference.

The Inclusion Collaborative State Conference is an interactive and reflective educational opportunity to understand and learn evidenced based practices for individuals involved in the care and education of children from prenatal to age 24 with and without disabilities to create or enhance equity, diversity and inclusive practices in their respective programs and communities in which they live.

Visit the conference website to register or learn more.

---

**Have you heard?**

Our Santa Clara County Superintendent of Schools, Dr. Mary Ann Dewan is featured in the latest edition of Bay Area Women Magazine.

"I began my career in education as a fourth grader teacher. I loved teaching and I had no idea at that time what the future would hold nor what the possibilities for advancement were."

Grab the latest issue to read more about Dr. Dewan.

---

Two new awards have been added to the Teacher Recognition Celebration from our generous friends at Santa Clara County Federal Credit Union. **September 20 is the deadline to apply.**

- **Santa Clara County Arts Leadership Award**
- **Santa Clara County Civic Engagement Award**

The Classified Job Fair will be held at SCCOE on September 28. This is an opportunity for
qualified candidates to meet with school districts hiring administrators. For more information, visit the [Classified Job Fair](https://custapp.marketvolt.com/cv.aspx?cm=1392006348&x=26129124) web page.

September is "Attendance Awareness Month", and the SCCOE in partnership with the Santa Clara County District Attorney's Office is sponsoring a video contest. The deadline to submit is **November 8 by 5 p.m.** For more information visit [http://bit.ly/AAMFilm](http://bit.ly/AAMFilm) or contact [Jennifer Del Bono](mailto:Jennifer.DelBono@santaclaruschools.org) at ext. 6508.

### There is still time to sign up!

Help us meet our goal and put a registration drive in every high school in the county during High School Voter Education Weeks. [Sign up here!](#)

We will hold an orientation meeting to provide support for our volunteers at a future date.

### Discounts and Deals - 49ers Tickets and More!

Come out and enjoy an afternoon at Levi's Stadium while supporting the San Francisco 49ers, bring your friends and family and have a great day!

**Monday, October 7**
San Francisco 49ers vs. Cleveland Browns 5:15 p.m.

**Saturday, December 21**
San Francisco 49ers vs. Los Angeles Rams 1:05 p.m.

Purchase tickets at [https://offer.fevo.com/santa-clara-county-office-of-education-6918c05](https://offer.fevo.com/santa-clara-county-office-of-education-6918c05)

The Bay Area appreciates your service. 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**

- [Early Start Program Services Specialist](#)
- [Teacher - Educare](#)
- [Teacher - Head Start (162-Day)](#)
- [Teacher - Head Start (184-Day)](#)
- [Teacher - Serious Emotional Disturbances](#)
- [Teacher - Severe Disabilities](#)
- [Psychologist](#)
- [Behavioral Support - School Psychologist/Therapist](#)
- [Itinerant Audiologist](#)
- [Speech Language Pathologist](#)

**Classified Positions**

- [2019 Classified Job Fair](#)
- [Human Resources Specialist I/II](#)
SELPA Data Specialist
Enrollment Data Specialist - Lead
Manager - Early Learning Services/Planning and Support
Education Interpreter I/II
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 issue date or call (408) 453-6824 for questions and News Roundup event tips.