The Leader in You
What leaders value and how leaders behave set the norm for the team. Think about the choice you are making to be a great leader. It's not a choice you make once, but a choice you make every day.

"Leadership is about making others better as a result of your presence and making sure that impact lasts in your absence."
- Sheryl Sandberg, technology executive, activist, author

The Overlooked Essentials of Employee Well-Being (Text and Audio) - The amount of discretion employees have to determine what they do and how they do it and their close relationships are directly related to physical and mental well-being.

Why Leaders Need to Cultivate Complementary Strengths - We all have attributes that simultaneously work for us and against us. The solution is not to subdue our strengths but to add ingredients that balance them out.

How to Be Emotionally Intelligent - What makes a great leader? The ability to identify and monitor emotions — your own and others’ — and to manage relationships.

Meet the November Employee of the Month, Corrine Ricci!
Corrine Ricci is a Speech and Language Pathologist for the Gateway Cluster Schools which serve students with a broad range of abilities. She began working for the SCCOE 11 years ago.

"Many kids are hearing impaired and blind. They are figuring out ways to be part of the conversation. I give them better communication tools to help them lead a calmer and more successful existence," says Corrine.

Corrine will be recognized for her extraordinary work at the Santa Clara County Board of Education meeting at 5 p.m. on Wednesday, November 7.

New leadership comes to SCCOE
Dr. Gary Waddell has been selected as Assistant Superintendent for the SCCOE. He will start on Monday, November 19. In his new position, Dr. Waddell will oversee work in public affairs and lead SCCOE initiatives focused on leadership, equity, and educational progress.

"I am confident that Dr. Waddell's wide range of experience will increase, enhance and expand our educational services for schools in our county," said County Superintendent of Schools Dr. Mary Ann Dewan. "His leadership and experience is a critical piece of supporting our schools in their efforts to close the achievement gap."

Edith Mourtos has been selected as the Assistant Superintendent of Professional Learning and Instructional Support Division. She will start on Monday, December 3. She will oversee the Professional Learning and Instructional Support Division which provides leadership and support to school districts through professional development, implementation of curriculum and instructional practices as well as the SCCOE EPIC and LEAP educator certification programs.

"I am confident that Ms. Mourtos' wide range of experience will increase and expand our professional learning services for school districts in our region," added Dewan. "Her leadership and the work of her team is a critical piece of supporting our schools in their efforts to raise student achievement through the best practices in teaching and learning."

**SCCOE receives two Golden Bell Awards**

SCCOE has received two Golden Bell Award from the California School Boards Association (CSBA) for two programs, the Annual Inclusion Collaborative State Conference and DataZone. This award recognizes outstanding programs and governance practices of school boards in school districts and county offices of education throughout California; CSBA acknowledged 51 exemplary programs.

SCCOE began the Inclusion Collaborative conferences in 2014. This annual event 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 birth to 12th grade with and without disabilities to create or enhance equity and inclusive practices in their respective programs and communities in which they live.

The SCCOE initiated the DataZone project in 2012. DataZone fulfills this need for an integrated data system to better serve the county's 1,400 foster youth. Through the development of one specific DataZone application called FosterVision, SCCOE has engineered one of the few integrated data systems in the nation that integrates disparate education records from many school districts with foster youth and probation databases. DataZone's FosterVision now enables timely and coordinated services to students who are involved in these systems.

Both programs will be honored at a reception and ceremony on Thursday, November 29, from 5 to 7 p.m. at CSBA's Annual Education Conference and Trade Show in San Francisco at the San Francisco Marriott Marquis located at 780 Mission Street.

**Have you heard?**

**Trick or Treat for the Troops** and bring your children's excess Halloween candy to Human Resources by **November 8**, all candy collected will be donated to Operation Gratitude, what a sweet way to thank our troops serving overseas! For more information, contact [Demerris Brooks](mailto:Demerris.Brooks@SCCOE.org).

**The Crayon Initiative** collects donated crayons from restaurants, schools and homes across the country then melt them down and remanufacture them, reducing waste. You can drop off unwanted, broken and used crayons at the drop box located in Special Education. The recycled crayons are distributed to art programs at children’s hospitals across the U.S. For more information, contact [Kathy Bays](mailto:Kathy.Bays@SCCOE.org).
Do you have unused, travel sized toiletries left over from your travels this year? If so, please bring them to the Ridder Park office! The Human Resources department is holding our **Annual Toiletry Charity Drive**. We are collecting shampoo, conditioner, soap, toothpaste, toothbrushes, mouthwash, tissues, combs, feminine products, deodorant, and more. The items are assembled into kits and distributed to charities that provide shelter and assistance to people in need of all ages.

**SCCOE Day at Levi’s Stadium** Come out to Levi’s Stadium at 1:05 p.m. on **Sunday, December 16** and enjoy an afternoon watching the [San Francisco 49ers vs. Seattle Seahawks](#).

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### Job Opportunities

For a list of all job postings, visit [EdJoin](#).

#### Classified Positions

- Accountant I/II
- Substitute Preschool TA / TA-Permit
- Substitute Preschool TA / TA-Permit (GILROY/HOLLISTER)
- Substitute/Relief Facility Worker I
- Substitute/Relief Outdoor Recreation Assistant I
- Substitute/Relief Overnight Program Specialist, Environmental Education
- Substitute/Relief Environmental Education Program Assistant I

#### Certificated Positions

- Coordinator - Workforce & Org Dev
- Teacher, ROP Construction Technology
- Teacher, Early Childhood Special Ed
- Substitute Teacher, Alternative Education
- Substitute Teacher, Special Education
- Teacher - Severe Disabilities
- Itinerant Audiologist
- Adapted Physical Education Specialist
- Teacher - Visual Impairments
- Speech Language Pathologist
- Psychologist
- Teacher - Deaf and Hard of Hearing

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### Professional Development opportunities

The Educational Technology Services Team at the SCCOE offers both Micro-Courses and Online Academies, designed for SCCOE staff. Semester units for online coursework are available through the University of the Pacific.

At the core of each micro-credential course is a commitment to strong pedagogy and classroom application. This competency-based model of learning is active, and each team member takes the time to provide meaningful and personal feedback to the learner.

For more information, please visit our [Professional Learning Pathways](#) site for more details.

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### Halloween and Diwali highlights

On October 31, SCCOE held our annual "HallowScream" celebration. Don’t miss all the "spooktacular" photos submitted by staff members across the SCCOE. To view more pictures from the event, visit the Intranet.

On November 2, at the Ridder Park office, SCCOE staff members spent their lunch break hosting a [Diwali celebration](#) for the students and staff. This was an opportunity to learn about Indian culture and celebrate the triumph of hope and joy.
November Vitality Reward Deadlines

November 29 is the deadline to submit your gym rebate for the 2017-18 year. If you earned the gym rebate reward last school year and have verification of payment for gym membership fees, you qualify for up $200 in rebates. To obtain your rebate:
1. Log in to Vitality
2. Navigate to REWARDS>WELLNESS REBATES
3. Apply online for GYM REBATE.

Have you completed your Vitality Health Review?
You can earn 500 points for completing the questionnaire and 250 bonus points for completing the Vitality Health Review before November 30. You must complete the review to earn the $200 wellness FSA.

New to Vitality? Log on at PowerofVitality.com and click Register Now! to open your account.
Forgot your username or password? Click "I forgot my username" or "I forgot my password" to retrieve and reset your login information.

Happy Trails Workout Challenge! (November 5 - December 14)
High Fives to the 290 staff who have registered to participate in HAPPY TRAILS Workout Challenge. Together we will work towards an SCCOE-wide goal to average 25 standard workouts during the 40-day challenge. When we achieve this goal, we all earn 350 bonus Vitality Points.

A standard Vitality workout (30 minutes at the gym, 10,000 steps, or 200 calories burned on MapMyFitness, 25 minutes of elevated heart rate on a Garmin) On your mark, get set, GO SCCOE.

For information on how to get started on Vitality and achieve your personal goals email Tricia Zamora or call 408-453-3616.

Mark your Calendars! Lam Research Heart and Soles Walk/Run is on March 23, 2019
As part of our commitment to a healthy community, SCCOE has partnered the Silicon Valley Leadership Group on the 6th Annual Lam Research Heart and Soles Run. All proceeds from the race support health and wellness program for local students including the SCCOE’s Safe and Healthy Schools projects.

Get a complimentary Team SCCOE race shirt and show your SCCOE spirit at the race. Register today and join Team SCCOE. A $10 discount on registration will be offered to the 100 SCCOE staff to register. For the discount this coupon code: SCCOE19. Register soon as prices generally increase in December.

Share Your Story
Is your team or department working on an

Got News?
Anyone can submit a piece to News
interesting project or offering a service that you want the community to know about? 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.

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) 453-6514 for questions and News Roundup event tips.