The Leader in You

What type of team do you belong to? Dependent teams are those totally dependent on the leader for instructions, problem-solving, and decision-making. Members of independent teams work toward a common purpose in a parallel way, but with little collaboration. On interdependent or strengths-based teams, members are aware that individuals are good at different things and work together collaboratively with this awareness of each other's strengths.

Challenge yourself this week to learn about the Top 5 strengths of another member of your team and identify ways that you can contribute to increased interdependence.

How to Get Your Team to Coach Each Other No one grows as a leader without the support of other people. Effective peer-to-peer coaching can offer the encouragement people need to overcome the fear of starting something new.

11 Ways to Build the Strengths of Your Team Truly effective managers can recognize the unique strengths of each team member and optimize all those natural gifts.

Contrarians Help Teams When a team member questions the majority view in a non-confrontational manner the team produces a better product.

Air Quality and School Schedules - Frequently Asked Questions We have received many questions from community members, we have assembled an FAQ page you may share with friends and family.

Have you heard?

Thank you to everyone who participated in our Operation Gratitude: Trick or Treat for the Troops. This year we donated 126 pounds of candy!

Once again this year, SCCOE has a tree at Christmas in the Park in downtown San Jose. Many thanks to our school sites who donated their time and energy to create beautiful ornaments, and to our staff members who have volunteered to decorate the tree. Thank you to the Ridder Park Cafeteria Committee and Public Affairs for sponsoring and organizing our SCCOE tree. When you visit Christmas
in the Park, please don't forget to take a photo in front of our tree and use our #WeAreSCCOE hashtag!

If you plan to attend Christmas in the Park this Sunday, November 25, be sure to drop by the Community Stage at 2 p.m. and support your musical colleagues.

On Thursday, November 15, Assemblymember Ash Kalra, a representative from the office of Assemblymember Evan Low and a representative from the William and Flora Hewlett Foundation, visited Opportunity Youth Academy ConXion to participate in the “Educator for a Day” program. This is the first year SCCOE has opened its doors for this national event which gives community members a glimpse of our daily work. We were thrilled to have three wonderful guest educators volunteer, and we hope to expand the program next year. A special thanks to Dr. Olmos who partnered with Public Affairs and OYA to create this occasion to open the doors and share the great work happening in our schools every day!

**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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**Vitality reward Deadlines in November!**

Submit the GYM REBATE that you earned in the 2017-18 year by Thursday, November 29. Log in to Vitality and navigate to REWARDS>WELLNESS REBATES> to apply online for GYM REBATE. You will need to upload the payment verification for your gym showing that you paid up to $200 in gym fitness fees. You may be reimbursed up to $200 if you earned the rebate during the last school year.

Complete the Vitality Health Review by Friday, November 30 and earn 750 points! Earn 500 points for completing the Vitality Health Review (VHR) and 250 bonus points if it is complete by November 30. Log in to Vitality to complete your VHR. New to Vitality? Go to www.powerofvitality and click “Register”
now. The Vitality Health Review is required to earn the $200 wellness flexible spending account. For more information email Tricia Zamora or call (408) 453-3616.

Help us win the corporate challenge for the most participation at the Lam Research Heart and Soles Walk/Run on March 23, 2019. Register today and join Team SCCOE. Use coupon code: SCCOE19 for a $10 discount (offered to the first 100 registered staff). Email your proof of registration to Tricia Zamora to get an SCCOE Team Shirt.

Register soon as prices generally increase in December.

SCCOE has partnered the Silicon Valley Leadership Group for the 6th Annual Lam Research Heart and Soles Run, as part of our commitment to a healthy community. All proceeds from the race support health and wellness programs for local students including the SCCOE Safe & Healthy Schools projects.

'Tis the season for giving

The Annual SCCOE Toy Drive returns
Please bring NEW toys, clothing, educational items, and gift certificates to the Guadalupe Room from 9 a.m. to noon (early drop-off preferred!) on Wednesday, December 5; donors will be given raffle tickets in exchange for donations. All items will directly benefit students, ages infant to 18, in our Migrant Education, Foster & Homeless Youth Services, and Head Start programs. For questions or more information, contact Dan Mason.

Winter Clothing Drive
The Migrant Education Department at SCCOE would like to invite you to join our Warm Winter Clothing Drive. Donate clean, new or slightly used outerwear that will keep someone warm: coats, sweaters, jackets, and sweatshirts. Blankets, hats, beanies, earmuffs, mittens, and scarves are also much appreciated. Your donation will benefit migrant families. We hope to provide each of our Out of School Youth (14 to 21-year-old migrant workers) and migrant families with a warm coat and accessories. Please bring your deliveries to any Migrant Education staff member by December 17.

Reaching out to our friends at Butte County Office of Education
Many of our friends and colleagues lives have been affected by the Camp Fire up north. Many staff members have asked how we can help. A donation/note box will be set up in the Ridder Park cafeteria if you would like to send money or send a note of encouragement to our colleagues. Remote sites who would like to send donations, pictures, and cards can use the pony mail system. Direct mail to Lisa Ketchum, Human Resources MC 264. For more information contact Lisa Ketchum.

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.

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.
Spice up the holidays from now until December 14, Professional Learning & Instructional Support Division are collecting spices and sauces for Second Harvest Foodbank. Please help “Spice Up the Holidays” and bring cinnamon, chili powder, cumin, Tapatio, sriracha, other chile sauces, canned gravy, pizza and spaghetti sauces, and salt-free spice blends to the collection bins located on the 2nd floor at the Ridder Park office. Please do not bring glass containers.

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

**Classified Positions**
- Data Warehouse Analyst - Senior
- Paraeducator - Alternative Education
- Paraeducator - Special Education
- Substitute / Relief Food Service Cook - Environmental Education
- Substitute Preschool TA / TA-Permit
- Substitute Preschool TA / TA-Permit (GILROY/HOLLISTER)
- Substitute/Relief Facility Worker I
- Substitute/Relief Food Service Assistant - Environment Education
- Substitute/Relief Outdoor Recreation Assistant I
- Substitute/Relief Paraeducator, Alternative Education
- Substitute/Relief Paraeducator, Special Education

**Certificated Positions**
- Adapted Physical Education Specialist
- Itinerant Audiologist
- Psychologist
- Speech Language Pathologist
- Substitute Teacher - Alternative Education
- Substitute Teacher - Head Start/State Preschool
- Substitute Teacher - Special Education
- Teacher - ROP Construction Technology
- Teacher - Deaf and Hard of Hearing
- Teacher - Early Childhood Special Education
- Teacher - Severe Disabilities
- Teacher - Visual Impairments

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

**You can afford a home in Santa Clara County**
Join Supervisor Cindy Chavez, The County’s Office of Supportive Housing (OSH), and the Housing Trust at a FREE Townhall on the County of Santa Clara’s First-time Homebuyer Down Payment Assistance Program from 6 to 7 p.m. on Wednesday, November 28. To attend, [register](#) online.

**Share Your Story**
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.

**Got News?**
Anyone can submit a piece to News Roundup.

Draft a brief memo (100 words or less), have it approved by your division chief, and email it to [communications](#) or call (408) 453-6514 for questions and News Roundup event tips.