



SCCSBA October 2022 Newsletter

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President's Message - Bridget Watson

Hello SCCSBA Friends and Colleagues,

November 8th is fast approaching - with just over three weeks to go until election day, for those running in elections this year, it's clearly a challenging, crazy time. To those of you running, I wish you all good luck! To those of you finishing terms and retiring or heading for a different office, I wish you all the best as you follow your new path and new direction - You have made a difference, and you will be missed!

Our districts are now receiving test scores from last spring and information on student performance at the beginning of the year, and it's apparent (perhaps nationwide) that last year's promise of renewal and recovery was more challenging to achieve than had been hoped. Despite massive collective effort, with disruptions in staffing and attendance due to variants, it's clear that in many cases grim achievement gaps in standardized testing are deeper and wider than ever before. While test scores aren't everything, they are a useful datapoint in understanding where we are and where attention and resources need to be focused.

Maslow's hierarchy of needs was on full display during the pandemic, and while rates of illness and death from the pandemic are currently waning, our schools continue to bravely deal with the effects of the worldwide health emergency that plagued us for over 2 years. The emerging data from our countywide survey suggests that trustees continue to recognize needs around mental health and wellness for students and staff as a top priority this year, and the promise of public education to our multilingual (EL) learners and students in Special Education are emerging as topics at the forefront of our minds.

Most of us serving now have presided over reinventing school, several times, over the course of just a few short years. We have made hard choices and done our best. There is much work ahead, and a lot we can and must do - We can look at complex problems together with our communities. We can take the many opportunities to listen, learn, and change to serve our students and communities better than ever before. My favorite thing about this organization, SCCSBA, is the opportunity to learn from one another across districts, and to learn together.

Please be sure to join us at our Fall Dinner October 26th. There will be a student panel composed of members of SWAG - the county's Student Wellness Advisory Group. Over the course of an academic year, members of this group (ages 14-24) participate in training and activities to develop community service projects. To read an article from the California Collaborative for Educational Excellence regarding their recent impact co-creating wellness centers with SCCOE and the County, you can click [here](#). The focus of their discussion will be on their experiences as student leaders, and how we as trustees and superintendents can empower student voice and action.

I hope to see you all in person at the Fall Dinner, the November lunch, the AEC Region 5/ Region 20 mixer, or online with Dr. Dewan Nov. 10.

Call for Hoffmann Awards Applications for 2022-23

Hoffmann Awards Chair Isabel Jubes-Flamerich (Sunnyvale School District Trustee) would like to invite all

school districts to apply for the SCCSBA Hoffmann Awards for 2022-23.

The Hoffmann Awards Applications are due on **Friday, December 9, 2022**. The short application and guidelines will be posted on our website at sccoe.org/sccsba. This is a great way to recognize excellent programs in your district.

Here's a little more about the Hoffmann Awards:

Each year, the Santa Clara County School Boards Association selects several Glenn W. Hoffmann Exemplary Program Award winners from among numerous applications. To be selected as one of the top programs in the county, your program must use innovative methods to enhance the learning experience, address the needs of targeted populations, demonstrate effective use of technology, increase family or community involvement, enhance accountability, promote student leadership, increase student wellness, or support core educational objectives.

The 2023 Hoffmann Awards will be presented at the Association's Hoffmann Awards Dinner on Wednesday, **May 10, 2023**.



October 26 - SCCSBA Fall Dinner

Online registration is now open for our in-person SCCSBA Fall Dinner.

Here is the link to register: <http://sccsbafalldinner2022.eventbrite.com/>

The Fall Dinner will be held at Michaels Restaurant at Shoreline from 6:00-9:00 PM. All Superintendents and Trustees are invited to attend. We will be celebrating new Superintendents and Trustees as well as those who are retiring this year.

A special thanks to **Sectaris Partners, American Fidelity, Gallagher Insurance, United Healthcare, and TBWBH Props and Measures** for sponsoring this year's Fall Dinner.

Our special featured topic for the Fall Dinner will be *Empowering Student Leadership* with an emphasis on youth voice and mental health. Our speakers will be a youth panel presentation created by and composed of members of the County Office of Education's Student Wellness Advisory Group (SWAG).

November 4 Friday Lunch at Dishdash, Sunnyvale

Back by popular demand, we have started our monthly Friday Lunches at outdoor restaurant patios throughout the school year. Our next lunch will be on **Friday, November 4 from 11:30 AM to 1:00 PM at Dishdash Restaurant in Sunnyvale on 190 South Murphy Avenue**. All lunches will be outdoors and you pay for your own meal. This is a fun way to network with other trustees. The other lunches will be held on March 3, April 14, and May 5 at locations to be determined.

November 10 SCCSBA Zoom with County Superintendent Dr. Dewan

We are continuing our monthly Zoom meetings with County Superintendent Dewan. She will provide updates on happenings in the County, and trustees will have plenty of opportunities to ask questions.

The next Zoom meeting will be held on **Thursday, November 10 from 1:00-2:00 p.m**. Look for the calendar invitation and Zoom link from Executive Director Bonnie Mace. We hope to see you there!

November 16 SCCSBA Evening Zoom Meeting

Before the Thanksgiving holiday break, please join us on Wednesday November 16th for our monthly evening Zoom SCCSBA meeting. We'll have information and a conversation about programs around staff wellness for school and district employees in Santa Clara County. The meeting will be held from 7:30-9:00 p.m. on Zoom.

CSBA Annual Education Conference in San Diego, December 1-3

We encourage all trustees to register for the upcoming CSBA Annual Education Conference in San Diego from December 1-3. This is a great opportunity to network and learn about public education issues in the multi-day event featuring workshops and speakers.

Our SCCSBA Reception will be held on **Thursday, December 1 from 6:00-7:30 p.m.** at a local restaurant, hosted by Sodexo. This year's reception, like last year, will also include trustees from our neighboring San Mateo County School Boards Association. Trustees and superintendents are welcome to attend this free networking event.

CSBA Coast2Coast Advocacy Trip to Washington, D.C.

Registration is now open for CSBA's upcoming Coast 2 Coast advocacy trip to Washington DC, which will take place from Monday, April 24th- Wednesday April 26th, 2023 where you as a CSBA member will have an opportunity to shine a light on the issues affecting our State's 6 million K-12 students through meetings with members of Congress, the White House, and representatives from various government agencies.

As CSBA is no longer affiliated with NSBA, it is essential that CSBA members have a presence in our Nation's Capital, which makes next year's trip even more impactful.

Click [here](#) to sign up and have a look at this [video](#) highlighting last year's trip! Please contact our CSBA PACER Marty Fatooh if you have questions (mfatooh@csba.org).

SCCSBA Legislative Action Committee Update

Thanks to all the trustees who filled out our recent LAC survey. The survey is now closed and we are compiling the data, which will be used to determine our legislative priorities for the 2022-23 school year. The LAC is also hosting a workshop at the upcoming CSBA AEC on legislative advocacy.

Calendar of SCCSBA Events/ Meetings for 2022-23 Theme: Envision, Encourage, Empower

October, 24, 2022 (In-Person)
SCCOE's Teacher Recognition Celebration
Campell Heritage Theatre

Wednesday, October 26, 2022 (In-Person)
SCCSBA Fall Dinner, 6:00-9:00 PM
Topic: Empowering Student Leadership
Michaels At Shoreline

Wednesday, November 16, 2022 (On Zoom)
SCCSBA Monthly Meeting, 7:30-9:00 PM
Topic: Supporting One Another in a Season of Joy and Stress

Thursday December 1 - Saturday December 3, 2022
CSBA Annual Education Conference in San Diego
SCCSBA Reception on Thursday, December 1, 6:00-7:30 PM

Saturday, January 14, 2023
New Board Member Training
SCCOE

Wednesday, January 25, 2023 (On Zoom)
SCCSBA Monthly Meeting, 7:30-9:00 PM
Topic: The State of the County in Public Education, featuring County Superintendent Dr. Mary Ann Dewan

Wednesday, February 22, 2023 (On Zoom)
SCCSBA Monthly Meeting, 7:30-9:00 PM
Topic: Serving the Diverse Needs of English Learners around the County

Saturday, February 25, 2023 (Either On Zoom or In-Person)
Annual SCCSBA Legislative Brunch, 9:00 AM to Noon

Wednesday, March 22, 2023 (On Zoom)
SCCSBA Monthly Meeting, 7:30-9:00 PM
Topic: Building Partnerships for Wrap Around Services

Wednesday, May 10, 2023 (In-Person)
Annual Hoffmann Awards Dinner, 6:00-9:00 PM
Michaels At Shoreline

Wednesday, May 24, 2023 (In-Person)
Annual Passing of the Gavel Dinner for Officers, Delegates, and District Reps, 6:30-8:00 PM
Location TBD

(In addition to the above events/meetings, we will also be holding periodic Zoom meetings with County Superintendent Dr. Mary Ann Dewan which will be publicized later.)

From Our CSBA Regional Representative Marty Fatooh

Trustees and Superintendents,

I cannot believe how fast the first half of the school year is moving! It has been busy for CSBA staff and our members here in Region 20 with advocacy, bill signings, and upcoming events. From a legislative perspective, I am happy to report that we had multiple victories in Sacramento with all of our sponsored bills having been signed into law by Governor Newsom, including improving Home 2 School Transportation infrastructure, teacher housing, and protecting our members with two election law reform bills. As I have said previously, our election bill package, AB 2584 (Berman) and SB1061 (Laird), would not have been possible without the testimony and support of board members from Cupertino and Loma Prieta right here in our County! Thank you, all for your steadfast efforts on advocacy, and again, this is a reminder that when we work together, we can be impactful! To view a full readout of the Governor's actions and our wins, click [Here](#).

Safety remains a top of mind issue in the Region and throughout our State, and as we all know, Bay Area districts and schools have been victim to upticks in "Intruder Hoaxing/SWATTING." I have been in close communication with our Communications and Executive Teams on this and various safety concerns many members have brought to our attention, and CSBA will now be hosting a statewide member webinar, Saved by the Bell: Emergency response in public schools ([register at the link](#)) on October 24th at 10:30 am. The panel will be led by California Office of Emergency Service Director Mark Ghilarducci, Tom Osborne from California Homeland Security, and Former US Marshal and OES Chief of Law Enforcement Don O'Keefe. I am also looking forward to attending the Los Gatos-Saratoga Union High School District's Community Town Hall on Fentanyl Awareness which will take place on October 20th, both in person and virtually.

On a lighter note, I am looking forward to seeing all of you at the upcoming Fall Dinner on October 26th and/or at [AEC 2022](#) in San Diego from December 1st - 3rd (and a few days beforehand for delegates). I was also happy to have been able to work with Region 20 Director Devon Conley and Region 5 Director MacAvoy to host our division's delegates from this region, San Mateo, and San Francisco in Woodside! Delegates were able to use this dinner as a great opportunity to reconnect with one another in person, meet members and network outside of their region, and share their district's latest happenings. I look forward to having more flexibility in organizing additional in person events for delegates and general members in our county. As always, please do not hesitate to reach out, and thank you for your service!

Warmly,
Marty Fatooh (mfatooh@csba.org)





From the CSBA Blog (csba.org)

Financial incentives come out on top in teacher diversity report

Research has shown time and again that all students benefit academically and socially from having a non-white teacher, especially students of color. Twenty percent of the teacher workforce as of 2020 was composed of people of color, compared to just over 50 percent of students, according to the National Center for Educational Statistics. Researchers from RAND aimed to understand the systemic barriers faced by teacher candidates of color and ways to bridge those gaps through a new survey.

[Prioritizing Strategies to Racially Diversify the K–12 Teacher Workforce: Findings from the State of the American Teacher and State of the American Principal Surveys](#) asked teachers of color about their experiences and insights into the policies and practices they thought would be most effective for recruiting, hiring and retaining teachers of color. The report also includes findings from a panel of policymakers, practitioners and researchers in the teacher preparation and retention field.

Key findings

Teachers and panelists prioritized financial strategies for recruitment. The most popular recruitment strategies mentioned were student loan forgiveness and service scholarships with 58 percent of teachers of color choosing this option. A higher percentage of Black teachers (67 percent) chose this recruitment mechanism, which the report attributes to studies showing Black teachers tend to carry more student debt than their peers. Other suggestions for lowering the cost of teacher preparation programs included lowered license fees and payment for student teaching.

Teachers prioritized diversity in staff and curriculum in teacher preparation programs. Through a variety of approaches, survey respondents indicated that improving diversity in teacher preparation programs would encourage entry and success in the profession. About one-third supported expanding preparation programs at minority-serving institutions and creating or expanding residency programs. Another third of respondents supported creating peer groups for perspective teachers of color in preparation programs and/or matching candidates of color with mentor teachers of color. The need for curriculum that reflects the experiences of teachers of color was also called for.

Panelists ranked grow-your-own programs highly; teachers did not. Sixty-four percent of panelists selected grow-your-own programs as an effective recruitment strategy for teachers of color. However, just 9 percent of surveyed teachers chose this approach. Researchers wrote this may be due to unfamiliarity with the term, as some respondents described similar programs as helpful.

Ending or reducing certification requirements performed very poorly in the survey. No panelists and 10 percent of teachers endorsed ending or reducing certification requirements or eliminating academic admission standards for teacher preparation programs.

Increased pay is number one factor in teacher hiring and retention. Increasing teacher salaries throughout the pay scale was the most selected approach among those that we listed in the survey.

Student loan forgiveness or loan payment assistance was also listed as effective hiring practices. “Loan forgiveness is among several financial incentives associated with more-diverse teacher workforces, along with bonuses for effective teachers and compensation for working in schools with more challenging working conditions,” wrote researchers.

Teachers supported an array of retention strategies and panelists agreed upon better preparing principals and supporting new teachers of color in high-need schools. Both groups agreed that new teachers of color in high-need schools should receive extra supports and that more training for principals to support teachers of color could be a viable strategy. Surveyed teachers also said that working with other staff of color and positive relationships with colleagues could boost retention.

Read the report [here](#).

Santa Clara County Office of Education Spotlight

Governor Newsom Signs Bill to Prohibit Suspensions and Expulsions in Early Learning and Care Programs

On Friday, September 30th, Governor Gavin Newsom signed Assembly Bill (AB) 2806 into law. Bill author Assemblymember Blanca Rubio and sponsors Kidango, Black Men for Educational Equity, Santa Clara County Office of Education, and State Superintendent of Public Instruction Tony Thurmond celebrate the signing of this monumental legislation which will prohibit suspensions and expulsions in early learning and care programs.

AB 2806 would define suspension and expulsion in preschool and child care settings, eliminate exclusionary practices, and provide that suspension and expulsion only be used as a last resort in extraordinary circumstances where there are serious and validated safety concerns. The bill also provides early learning and care providers with early childhood mental health consultation services that help create inclusive and anti-bias environments, interactions, and experiences that buffer the effects of trauma and bring out the most optimal development of each unique child.

“The signing of AB 2806 is a crucial moment for our education system. Bringing an end to discriminatory expulsion and suspension practices that have plagued our pre-kindergarten learning spaces will drastically increase positive outcomes in our youngest learners. As a lifelong educator, it was an honor to author this legislation which remedies a critical pitfall which has historically impacted our youngest and most at risk children. I am proud stand in solidarity with all of the advocates, parents, and especially the sponsors that helped make AB 2806 a reality,” said AB 2806’s author Assemblymember Blanca Rubio (D-Baldwin Park).

“This legislation will make a significant impact toward creating a more equitable system for access to high-quality early education,” said Dr. Mary Ann Dewan, Santa Clara County Superintendent of Schools.

“This legislation establishes essential standards to move the pendulum toward equity, inclusion and quality in ECE. Early childhood mental health consultation will then serve a critical role in helping programs reimagine and align mindsets, behaviors and interactions that improve conditions that benefit everyone,” said Tena Sloan, Vice-President of Early Childhood Mental Health Consultations at Kidango.

“We know that inequitable access to, and exclusion from, developmentally appropriate, culturally and linguistically relevant, trauma-informed, anti-racist and inclusive environments for children in early learning and care programs significantly contributes to discriminatory and racist practices,” said Khieem Jackson, Co-founder of BMEE. “The school readiness gap, the academic achievement gap and the graduation gap contributes to the school to prison pipeline. This bill is a step in the correct direction to address harsh and racist disciplinary actions against students of color.”

The Governor’s and the California Legislature’s support of this bill demonstrates their continued commitment to children and families. Assemblymember Rubio, Kidango, Santa Clara County Office of Education, Black Men for Educational Equity, and State Superintendent of Public Instruction Tony Thurmond thank Governor Newsom and will continue to work in partnership with him, his Administration, and the Legislature to ensure young children thrive, families are supported, and teachers have the tools they need to serve our youngest learners.

School District Highlights

Moreland School District

Three Moreland Teachers Awarded SCCOE’s Innovation in STEM Awards



Moreland is proud to announce that three Moreland teachers have been selected as recipients of the Santa Clara County Office of Education's 2022 Innovation in STEM Award.

- Mariah Flanagan, a 5th grade teacher at Payne Elementary School, is the winner in the Empathy in STEM category. She has successfully woven social emotional learning with STEM related subjects for several years, and has witnessed the transformation in growth mindset and increased student achievement among her students.
- Julie Reid, a 2nd grade teacher at Country Lane Elementary School, is the winner of the Boldness in STEM category. Julie has made a focus to ensure that her English Language Learner students are able to understand and master STEM content. Through the use of Thinking Maps and art to connect STEM curriculum, Julie's second language learners use a visual representation to show her they understand and have mastered the content they have learned.
- Chelsea Alvarez, a 2nd/3rd grade teacher at Country Lane Elementary School, is the winner of the Collaboration in STEM category. Chelsea led the charge for collaboration by creating a plan that would enhance STEM learning for students and provide an innovative and invaluable resource for her colleagues. Her goal was to get 100% of her colleagues to try her new plan, and she incredibly achieved this through thoughtful perspectives and leveraging diverse areas of expertise.

County of Santa Clara and
Los Gatos-Saratoga Union School District Present

FENTANYL AWARENESS EVENT

Join Us
Thursday, October
20, 2022
6:00 - 8:00pm

In Person
Los Gatos High School, Theater
20 High School Court
Los Gatos, CA 95030

Virtual
<https://lgsuhsd.zoom.us/j/96343285729>

Come and learn about the dangers of fentanyl - a sponsored event by Santa Clara County Opioid Overdose Prevention Project, in conjunction with Los Gatos-Saratoga Union High School District.

- Welcome remarks by County Supervisor Joe Simitan, District 5
- Hear from a panel of experts about addiction, treatment and prevention, as well as from parents who have lost a child to fentanyl poisoning.
- Free Narcan kit distribution

Los Gatos-Saratoga Union High School District

Los Gatos-Saratoga Union High School District Partners with County of Santa Clara to bring Fentanyl Awareness Event to Community

The Los Gatos-Saratoga Union High School District has partnered with the County of Santa Clara's Opioid Overdose Prevention Project and local law enforcement to bring a Fentanyl Awareness event to the community in order to raise awareness among parents and students of a dangerous epidemic that has made its way into the region. Open to parents and students from throughout the Bay Area, this important event will take place on Thursday, October 20, 2022 from 6:00pm - 8:00pm at the Los Gatos High School theater, as well as through a virtual webinar format. Please share with your district to help spread the word to

educate parents and students.



Milpitas Unified School District

Milpitas HS student harvests rainwater for school benefit, looks to expand to other sites

Milpitas High School student and Eagle Scout Troop 92 Sukhad Mutakar, who is a member of the MHS Environmental Society Club, launched a rainwater harvesting project due to the drought. Mutakar

led a presentation to the Board at the Sept. 27 meeting, detailing the purpose and goal, both short-term and long-term, of his project. He would like to implement this at other MUSD schools.

As part of the project, he constructed three barrels that divert the water from one of the buildings on the MHS campus to the barrels. These barrels hold roughly around 150 gallons worth of water that can be used for a school garden and other activities.

"Since we are in a drought state, I chose this project during COVID-19 because I saw that even a small amount of water can be saved and it would make an impact," he said. "My goal is also to reopen the garden for MHS and make it run on this harvested water." The environmental society just recently used this water for their recycle bin cleanup to wash the barrels.

After his presentation, the Board of Education recognized Sukhad for his contribution to Climate Awareness.

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