

THE CORE

California County Boards of Education

In this issue



President's message

Joaquin Rivera, CCBE President, Alameda COE Board Member

A few years ago I read a list of the top 10 things every board member should remember. As you will see in this column, several of the items on the list are very pertinent to the work CCBE is currently doing: Think Kids! — Advocate! Advocate! Advocate! (no. 1 on the list); Change takes time and planning! (no. 2); and Understand and respect the past — Work toward the future! (no. 5).

The Executive Committee had its annual retreat Feb. 5-7. With the help of Christopher Maricle, CSBA policy & programs officer, the executive board and our amazing Program Manager Charlyn Tuter engaged in team building exercises; reviewed our accomplishments from last year's planning retreat; and completed the planning for the upcoming year, taking to heart the feedback we received from the membership survey and from our Board of Director's meeting last September.

Building on the great work CCBE has done in the past and looking to where we want CCBE to be in the future, this year's top priority is advocacy. As an organization, we need to do a better job advocating to our legislators and the community at large for the kids we serve and the important role county offices and county boards of education play in our educational system. **Advocate! Advocate! Advocate!** We want to take the organization to a place where we could be effective advocates for public education and the work we do. Among our goals are: to make our legislative committee more proactive; identify priority issues for CCBE to focus on; develop a social media plan; and leverage the Core newsletter to focus on advocacy and member issues. Other priorities include: Charter Schools Task Force, the hiring of part-time staff support, training — including, but not limited to, the CCBE Annual Conference and board training workshops, and to continue working with CSBA to develop county board policies.

But, **change takes time and planning.** As we were sorting through the results of the membership survey, it became clear that our biggest challenge in accomplishing what our members want us to do is our finite capacity in both revenue and human resources (staff and volunteer). Although one of the strategies that came out of the retreat was offering members more opportunities

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2016 Calendar of Events

May

CCBE Board of Directors Meeting, May 15
Location: Sacramento

September

CCBE Annual Conference, September 9-11
CCBE Board of Directors Meeting, September 9
CCBE General Membership Meeting, September 10
Location: Portola Hotel & Spa, Monterey, CA

December

CCBE Board of Directors Meeting, December 1
CCBE General Membership Meeting, December 2
Location: Marriott Hotel, San Francisco, CA



Bipartisanship on teacher shortage, student privacy are highlights of 2016 Legislative Session

by Joe Ross, CCBE Legislative Committee Chair, San Mateo COE; and Greg Geeting, CCBE Legislative Committee Vice Chair, Sacramento COE

In reviewing education-related bills this spring, the CCBE Legislative Committee has been encouraged by (and is strongly supportive of) the bipartisanship being displayed on several key bills addressing the state's teacher shortage and the student privacy issue that arose in recent litigation.

The teacher shortage is being addressed in a three-bill package that is enjoying the support of both Democrat and Republican legislators. One bill, Senate Bill 915, is authored by Senate Education Committee Chair Carol Liu (D-La Cañada Flintridge), a former middle and high school teacher. SB 915 would re-establish the California Center on Teaching Careers (CalTeach), a program that successfully boosted teacher recruitment in the late 1990s through outreach campaigns across the state. CalTeach was discontinued after 2001-02 due to state budget constraints. "CalTeach will provide prospective educators with valuable information about becoming credentialed and make entry into the profession simpler," commented Liu. SB 915 passed the Senate Education Committee in March with a bipartisan vote.

A second bill, SB 62, is authored by Sen. Fran Pavley (D-Agoura Hills), who was a middle school teacher for 29 years before being elected to the Legislature. SB 62 would reinstate and improve upon a phased-out state program to provide student loan forgiveness to new teachers. To qualify for the loan-forgiveness program, called the Assumption Program of Loans for Education), a new teacher would have to teach for four years at a school with large numbers of disadvantaged students, a rural school, or a school with a large number of emergency permits. New APLE participants also would need to teach in a declared shortage area, and demonstrate financial need. "We need to invest in the teaching profession and encourage young professionals to come into our classrooms," said Pavley. SB 62 passed the Senate by unanimous vote last year, and passed the Assembly Higher Education Committee with a bipartisan vote as well.

The third bill, SB 933, is authored by Sen. Ben Allen (D-Santa Monica), a former school board member. SB 933 would create a California Teacher Corps program that provides matching grants to help local education agencies expand teacher residency programs while funding the teacher credentialing process for recruited candidates. "We know that novice teachers who are trained by an experienced mentor are far more likely to stay in the profession for the long term," said Allen. SB 933 cleared the Senate Education Committee with a bipartisan vote in March.

CCBE Executive Committee & Staff

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CCBE President | Region 7: Alameda COE

Amy Christianson

CCBE President-elect | Region 4: Butte COE

Bruce Dennis

CCBE Vice President and Editor of CORE
Region 18: Riverside COE

Juliana Feriani

CCBE Immediate Past President | Region 8: Tuolumne COE

Heidi Weiland

CSBA Director-at-Large, County | Region 6:
El Dorado COE

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CCBE Treasurer | Region 9: Monterey COE

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About CCBE

Hours

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Holidays (office closed)

Jan 1 | New Year's Day
Jan 18 | Martin Luther King Day
Feb 15 | Presidents' Day
May 30 | Memorial Day
July 4 | Independence Day
Sep 5 | Labor Day
Nov 11 | Veterans Day observed
Nov 24 | Thanksgiving Day
Nov 25 | CCBE Holiday
Dec 26 | Christmas Day observed
Dec 22-30 | CCBE/CSBA Holiday

Blueprint for Action

Riverside County Office of Education

The black-white achievement gap started narrowing in the 1970s, but those advances came to a halt in the late 1980s and the gap hasn't budged since, National Assessment of Educational Progress data show.

Disparities in achievement levels in Riverside County follow patterns similar to those seen across the country: African-American students are overrepresented in special education programs, have lower graduation rates than Hispanics and whites, and experience disproportionate rates of suspension and expulsion.

To tackle this problem, in 2013 the Leadership Institute of Riverside County launched a new initiative. The goal of the initiative is to ensure that all African-American students in the county achieve the educational outcomes needed to graduate from high school and are prepared for college and the workforce.

The Riverside County African-American Achievement Initiative (RCAAAI) analyzed local, state and national data and research on best practices to identify actions officials would need to take to achieve the objectives.

Last spring, a Stakeholder Committee for the Initiative released a "Blueprint for Action" designed to provide school districts with research-based actions "that have shown evidence of effectiveness to improve the educational outcomes of African-American students."

The Blueprint is focused on three areas, each aligned with one or more of the eight state priorities of the Local Control and Accountability Plan:

1. Increase student engagement and positive connection to school.
2. Foster safe and supportive school environments that ensure high-quality instruction for all African-American students.
3. Increase the percentage of parents of African-American students that participate in school programs.

The Stakeholder Committee also held focus groups with African-American blueprint focus areas students to help determine its priorities.

Cynthia Glover-Woods is the senior leadership associate for Riverside County Office of Education's Leadership Institute and coordinator of the effort to develop the blueprint. She said that to ensure that the blueprint doesn't just gather dust on a shelf, "We made sure we went over the document with lots of different groups in detail, outlining the specific recommendations" to make sure they were well understood in the field.

"One thing I shared with the Stakeholder Committee was this: A blueprint is just that. If you're building a house you don't stop with the blueprint. It's incumbent upon us to use it as a guide for our continuing work."

"I know it's great to say we're going to do something, but having research-based resources to carry out the work is what helps us make sure it actually happens."

— Cynthia Glover-Woods, senior leadership associate, Leadership Institute, Riverside COE

In order to ensure the Blueprint for Action remains relevant, "We're continuing to look at various data sets to make sure the work we're doing makes a difference for kids in the classroom," Glover-Woods said. They also plan to do more focus group interviews with students in 2016-17 to see if things are improving.

In addition to hard data, Glover-Woods said she is paying attention to what she sees and hears when she interacts with districts. "I'm hearing more conversations about how our African-American students are doing, and I'm getting a lot of inquiries about items in the blueprint," she said. As a former district assistant superintendent, Glover-Woods said, "I know it's great to say we're going to do something, but having research-based resources to carry out the work is what helps us make sure it actually happens."

The Stakeholder Committee recently looked at how well the LCAPs of all 23 districts in the county were aligned with the blueprint to determine where there may be gaps to address, she said. "The heart of what we're doing is looking at each student group to make sure every student can be successful," Glover-Woods said.

In order to further their goal of high-quality instruction, for example, they are working with U.C. Riverside's teacher development program to embed culturally relevant education into the curriculum. Riverside County Superintendent of Schools Kenneth Young "has been very passionate about the work we're doing," Glover-Woods said. "This work is often done at the district level, but not at the county level." ■

When times get tough

Why professional development and relationships make a difference

by Heidi Weiland, CSBA Director-at-Large, County, El Dorado COE board member

In 53 of the 58 California counties, both the board of trustees and the county superintendent are elected positions. And, unlike school districts where the board is the employer and can discipline and/or terminate a superintendent when behavior or actions warrant, county boards of trustees do not have any such ability. While county boards do set the salary of the superintendent, there are limitations on how we can “adjust” those salaries. Discipline is not one of the reasons.

As county board members, we do not have to think of this often. While it isn’t unheard of for a superintendent to retire before the end of his or her term due to health or other reasons, having a superintendent engage in behavior that disrupts his/her ability to serve the students and families in an effective manner is much less common.

El Dorado County Office of Education spent last summer and fall dealing with such a situation. Because this is a very unusual occurrence, there were few precedents for how to handle it. After the first incident, when it became public, there were calls for the board to suspend or fire him as well as for him to resign. There was also a lot of pressure from the other side to simply forgive and move on. The superintendent showed no inclination to resign and there was nothing the board could do to make that happen. With the second event, the cries for resignation, recall and termination grew. Still the board’s only option was either to find a way to encourage a resignation, initiate a recall or stand back and hope for the best. With a recall, the costs to the county office of education were at a minimum \$180,000. And during the time that a recall would take, the costs could have been much higher. Fortunately, the superintendent chose to resign. There was a price, but the cost was ultimately much less than the price of waiting through a recall or hoping for the best.

Then the real adventure began — recruiting and appointing a new superintendent. While it is quite typical to simply appoint a deputy superintendent who has a proven track record and relationships within the county and educational communities, it was critical to the board that there be a transparent and honest recruitment process. It was also critical that the public have

ample opportunity to participate; and because of the turmoil of the months leading up to the resignation, it was important to the board to move quickly. With time being of the essence, the board decided to do the recruitment internally, with the board itself doing the majority of the work, using staff only for technical support. We formed a number of ad hoc committees to: create the job description and flier; create a survey and forum for public input; develop interview questions; review and screen applications; and provide a list of no more than five candidates for interview by the board. With school district superintendent recruitments interviews done in closed session, it is not so with a county office of education; the interviews must be held in public session. With four highly qualified candidates and an audience looking on, the board interviewed each of the candidates, and at the end of the day made an offer to the deputy superintendent.

The entire process was something that we had not ever expected to face. I am proud to say that our board really rose to the occasion. A number of factors played in to our success: teamwork — having good knowledge of each other’s strengths and experience; board members who have taken advantage of training and professional development opportunities through CCBE; a strong desire to have an open and honest process; and strong relationships with local CBOs and statewide educational organizations like CCBE, CSBA, ACSA and CCSESA. Without these elements, this process would have been much more difficult.

Earlier this year, another county office of education board of trustees experienced the resignation of their elected superintendent under difficult circumstances. Because of relationships that they had built through their engagement with CCBE, they were able to reach out to the board and staff of El Dorado county office of education for advice and support. They have since hired a new superintendent and, like El Dorado COE, are moving forward building new relationships and providing outstanding public education.

Lessons learned: professional development and strong relationships can really make the difference for coming through challenging times successfully. ■



The 2016 Annual Conference is developing into a fantastic educational and social experience. This year's theme, which was chosen by the CCBE Annual Conference Planning Committee and Joaquin Rivera, CCBE President, is Advocate for Education. We are working very hard to make sure this year's conference will offer unique opportunities for county board members to learn about hot legislative and policy issues while getting to know better fellow board members from throughout the state. For new board members, the conference will be a delightful chance to reach out and network with other members and to share tips and best practices.

This year's conference will take place at the Portola Hotel in Monterey. To make your hotel reservations, please visit <https://resweb.passkey.com/go/CCBEFallConference> and mention you are with the CCBE Annual Conference to receive the conference group rate. Registration for the conference is now open. Please visit our website www.theccbe.org for further details about the conference and registration information.

The conference will kick off on Friday, Sept. 9, in the afternoon with two engaging workshops followed by the President's Welcome Reception that will allow members to

network with fellow board members. Workshop presentations will highlight best practices, engage county board members and superintendents, and provide practical tools and replicable models for county offices of education. This year's conference key focus areas include:

- **Engagement:** How do we reach the community, and what do we say? How can we ensure that our legislators understand our financial and legislative needs?
- **Charter schools:** What is our role in the approval, oversight, and renewal of charter schools?
- **LCAP/LCFF:** How do we ensure that our programs are meeting the needs of all our students and community? Is our budget equitably addressing the needs of all learners?
- **Budget:** How do we properly align the budget to COE and LCFF goals?

Plan to stay until Sunday through noon to participate in a panel discussion on human trafficking and the role county board members can play in addressing this emerging issue. Do not miss what promises to be great conference that will help you become a better board member. See you in Monterey Sept. 9-11! ■

Nomination period open for CCBE's president-elect, vice president and treasurer

Leaders are wanted to help guide CCBE's future. Nominations for CCBE's 2017 president-elect, vice president and treasurer are being accepted through July 31.

Candidates must serve on a CCBE-member county office of education board, and nominations must come from either the governing board of a CCBE-member county office of education or from an individual member of a CCBE-member board. One

nomination is required, followed by candidates' own formal declaration of candidacy by July 31.

Nominees will be announced by November and the General Membership will elect the officers at its Dec. 2 meeting in San Francisco. Nomination materials can be found at www.theccbe.org, or by contacting Charlyn Tuter at ctuter@csba.org. ■

County board governance

Training opportunities

President's message, continued from page 1

to become involved in the work of CCBE by participating in task forces, committees and advocacy on behalf of CCBE, it is clear that we also need to consider options to increase our revenue.

As a model we've been looking at the great work California County Superintendents Educational Services Association (CCSESA) does for its members. CCSESA provides its members with services in the areas of training, legislative advocacy, policy and support to the superintendents on how to better do their jobs. They are proactive in influencing legislation that will affect their members and have staffed standing committees in the areas of business and administration, curriculum and instruction, legislation, personnel, student programs and technology. They host list servers for their members to exchange information with each other. But to accomplish all of this, they have nine employees, as opposed to the one point two CCBE currently has. They also have higher dues than we do. In order for us to be able to provide more services we'll have to increase our revenue, which will mean increasing our dues to something more in line with what CCSESA charges. The Board of Directors will begin this conversation at our May meeting.

Despite all of this, we're off to a busy start this year! In collaboration with CSBA, we offered a very successful County Board Governance Training in January. It provided new board members the opportunity to learn about our unique role and responsibilities as county board members. It also offered experienced board members the opportunity to sharpen their skills on effective governance and the county board's role as an appellate body.

Our committees have been busy as well. The Conference Planning Committee has been hard at work putting together what promises to be another great conference. This year's theme is Advocate for Education. I ask each of you to make a commitment to attend this year's annual conference, Sept. 9-11 in Monterey. The Legislative Committee has been examining the many legislative bills being considered in Sacramento and identifying priorities for CCBE's advocacy efforts. The Charter Schools Task Force had its first meeting in April and it identified the issues it wants to address and make recommendations on.

Please let me know your concerns, ideas, suggestions and needs. I'm looking forward to working with you this year. Thank you for your time and services to public education and toward making CCBE a thriving and significant organization! ■

On Jan. 29-30, 2016, CCBE held its second annual County Board Governance Training workshop in collaboration with CSBA. With 42 participants, including staff members from several county offices of education, trainers covered a broad range of topics critical for new and experienced board members to perform their duties well. Highlights included effective governance, budget and finance, charter schools, and the appellate duties of the board including: inter-district transfer and expulsion appeals.

It was a busy and action-packed weekend from 8:30 a.m. to 4 p.m. Friday and Saturday. Some of the participants were first-time board members while several others had served two or more terms. The overwhelming responses from the surveys was that the board members felt this training provided real world experience and was an excellent source of training for county boards.

As a first term Board Member, I was extremely grateful for the County Board Governance Workshop. I enjoyed the Effective Governance session especially, as it really helped me to more firmly establish what my role is and how I can be a more effective Trustee. The rest of the sessions were also beneficial in shedding light on the complicated subjects of Finance, Charter Schools and Advocacy and Appellate functions of the Board. Thank you CCBE and CSBA for your collaboration on this very worthwhile workshop!

— Cyndi Simonson, Tuolumne County Board of Education, Trustee, Area 7

Please save the date and plan to attend the next County Board Governance Workshop scheduled for Jan. 27-28, 2017 at the Hyatt Regency, Sacramento. ■

Bipartisanship on teacher shortage, student privacy are highlights of 2016 Legislative Session, continued from page 2

Finally, Assembly Bill 2097, authored by Assemblymembers Melissa Melendez (R-Lake Elsinore), Lorena Gonzalez (D-San Diego) and Mike Gatto (D-Los Angeles), is worthy of note. The bipartisan measure would institute new student privacy protections ensuring that students' personal information is appropriately protected by school districts. AB 2097 responds to an initial court ruling in *Morgan Hill Concerned Parents Association v. CDE* that could have compelled the school system to provide sensitive student information — dating back to 2008 — to the

Santa Clara County parent group. The court eventually modified the order so that the sensitive information will remain under the CDE's control. For the future, however, the bill will prohibit school districts from gathering Social Security numbers and other sensitive but unnecessary student information, except where required to do so by federal law. "Our children are the most vulnerable among us," commented Melendez, "and it is vital we do everything in our power to protect them." AB 2097 passed the Assembly Education Committee with a bipartisan vote in April. ■



The 2016 CCBE Directory is now available to download!

As part of your CCBE membership benefits, a directory, which contains contact information on all county board members, CCBE Board of Directors, CSBA Board of Directors, and CCSESA Board of Directors, is updated every year. To download your copy of the 2016 Directory, please visit CCBE's website at www.theccbe.org. ■