

SBCEO Credential Programs Advisory Board

October 16, 2019

SBCEO Multimedia Training Center (MTC)

8:30 - 10:00 am

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|--|---------------------------------------|--|
| Ellen Barger, SBCEO | Dr. Tim Dewar, UCSB | John Merritt, SBCEO |
| Demian Barnett, Peabody Charter School | Kirsten Escobedo, SBCEO | Marith Parton, CUSD |
| Cassandra Bautista, SBCEO | Frances Evans, SMJUHSD | Lynn Rosenberry, SBCEO |
| Dr. Letitia Bradley, SBCEO | Dr. Randal Haggard, Buellton USD | Ned Schoenwetter, Ellwood School, Goleta USD |
| Jennifer Connolly, SELPA | Tom Heiduk, SBCEO | Janis Spracher, Monte Vista Elem., Hope SD |
| Dr. Jackie Reid, Antioch University | Dr. Michelle Hughes, Westmont College | Bree Valla, Lompoc USD |

present

Ray Avila attended for SELPA

AGENDA

Welcome and Introductions

- A.** John Merritt (JM) welcomes the group and reviews agenda
- JM mentions SBCEO's program responsibility to the CTC and the topic of diversity
 - Dr. Letitia Bradley (LB) introduces the prompt: "I'm 100% sure, I'm the only person in the room who..."
 - Members respond

Program Enrollment Updates

B.

- Lynn Rosenberry (LR) reviews TIP enrollment numbers:
 - Year 1: candidates 159 / mentors 127
 - Year 2: candidates 111 / mentors 93
- LB reviews PASC numbers:
 - candidates 19 / Fieldwork Supervisors 9 / Instructors 6
- LB provides info about candidates- 10-3-2-1
- 10 Teachers
- 3 TOSAs
- 2 Coordinators & Specialists
- 1 Director
- LB notes SpEd candidates are the highest numbers
- Cassandra Bautista (CB) reviews CASC numbers:
 - Year 1: candidates 18 / coaches 13
 - Year 2: candidates 27 / coaches 19
- CASC has 12 participating districts
- CB breaks down the roles of the candidates and coaches:

- candidates: Coordinator (5), Asst. Principal (12), Dean (8), Director (5), Facilitator/Specialist (9) and Principal (6)
- Coaches: Coordinator (3), Asst. Principal (9), Dean (2), Director (8), Program Facilitator, Principal (4), Consultant, Asst. Superintendent and Superintendent (3)

Accreditation Updates

Common Standards Feedback

- C. JM reviews areas where SBCEO programs need recommendations and advice
- LB reviews 5 Common Standards
 - Standard (Std) 1: Institutional Infrastructure to Support Educator Preparation
 - Std 2: Candidate Recruitment and Support
 - Std 3: Course of Study, Fieldwork and Clinical Practice
 - Std 4: Continuous Improvement
 - Std 5: Program Impact
 - SBCEO Credential Programs had findings in four of the standards– stds 1-4
 - Some questions asked:
 - What is the process for selecting mentors and coaches?
 - What professional development is available for mentors and coaches?
 - Std 4, how is the data collected? these are easy to explain further in the addendum
 - Std 5, Program Impact, SBCEO was found sufficient
 - Std 1, Institutional Infrastructure to Support Educator Preparation, as an entire organization will be addressed with discussion today:
 - recruitment
 - faculty development
 - representation of diversity and excellence

Discussion: Supporting Diversity in your Organization

Questions and Discussion

- D. Opening Question: How would you define diversity?
- pairs work together to brainstorm and define diversity
 - JM brings the group together
 - LB and Tom Heiduk (TH) designed a diagram and highlight: inclusion, acceptance, identification, support
 - greater diversity brings greater success
 - Frances Evans (FE) and Kirsten Escobedo (KE) explain their ideas, multiple participants bring their own culture to the table
 - community dynamics– accounting for transient students
 - Expectations families place on schools
 - Ray Avila (RA) defines diversity as representation of all stakeholders
 - Dr. Jackie Reid (JR) looks at identity and who and what we can include in the curriculum framework
 - Dr. Michelle Hughes (MH) sites faculty representing the students they are teaching– race, age, learning styles
 - As an example, Lompoc USD is hiring teachers on the Autism spectrum
 - Demian Barnett (DB) + Dr. Randal Haggard (RH) highlight experiences and career trajectories, general education and special education, rural and suburban communities
 - Dr. Tim Dewar (TD) defines diversity as multi-dimensional– not only skin color; diversity has an intentionality towards action
 - Marith Parton (MP) + Janis Spracher (JS) list all the different ways people can be diverse
 - gender identity representation and having candid conversations
 - gender transitioning is occurring in 5th / 6th grades
 - being aware of not projecting the teacher’s own beliefs onto the students

Next Question: JM reviews the CTC’s feedback to SBCEO pertaining to Std 1:

“How do the programs ensure that recruitment efforts are in place to support recruiting, hiring and retaining faculty **who represent and support diversity?**”

For your organization, how would you respond?

-what is in place already?

-what would you like your organization to implement?

- JM breaks up the members into similar career-related positions for the brainstorming activity
 - Ellen Barger (EB), LB, CB, JM (SBCEO)
 - Top 3 ideas:
 - Initial phase, make sure there is more than Edjoin, reach out to other organizations to solicit and pull from other geographic regions, other professional associations.
 - Upon hiring, ensure the actions of supporting and accepting diversity are in place
 - As an organization, maintain a culture that fosters diversity
 - FE, KE, RA (SpEd)
 - The group points out the difficulty of hiring specialized SpEd teachers; There is not usually a luxury of choosing from a pool of candidates– limited participants
 - Top 3 ideas:
 - Continue to work with local universities
 - Contract with agencies
 - Notice there is value to SpEd programs and Human Resource Departments working together
 - There are specialized high needs which regular available programs do not address
 - Therefore, SpEd programs contract with agencies
 - Having the right candidate to work with students with behavioral needs is critical
 - 2 programs in the state that offer speech pathologist credentials
 - TH seemed to think there are more state programs that offer Speech-Language Pathology Services Credential. He researched the topic on the CTC website, and there are 18 approved programs for this credential in California. TH mentions these programs tend to be very impacted and have waiting lists for admission; Also, there seems to consistently be a need for more Speech Pathologists than the universities are generating
 - TD asks about the different routes of becoming a specialist
 - FE speaks of the lack of support for specialists after the SpEd Teacher Prep Program
 - KE says mentors can make a huge difference to new teachers supporting children with significant behavioral needs
 - FE comments that the right person doing the job makes the difference
 - DB mentions the hard to fill positions and situations where candidates are now interviewing the school as well
 - JR, TH, TD, MH
 - TD talks about how most schools schools have diversity in their mission statements and need to act on it
 - Plan for recruiting, because it is not easy to fill many positions
 - As an organization there is a need for ongoing training to look for our own biases, continual change
 - Assign a diversity leader who is accountable for maintaining the attention paid to an inclusive culture.
 - LR, JS, MP
 - Recruitment, start early– how can a high school practice of college and career readiness lend itself to diversity awareness
 - Strive for diversity in hiring panels
 - Retaining– provide opportunities to forward one’s career
 - Ned Schoenwetter (NS), Bree Valla (BV), RH, DB
 - Utilize virtual job fairs to pull candidates from further away
 - Application of cultural proficiency training and applying that knowledge for recruitment
 - Encouraging current staff to obtain credentials
 - Branching out from Edjoin– look at craigslist.org and indeed.com

News from the Field: Open Forum

E.

- TD UCSB TEP has it's CTC visit in January
- TD announces that UCSB TEP has just added a Mild-Moderate program
- TD mentions four local, credential candidates have been granted scholarships to complete the UCSB TEP
- JR speaking about day to day operations, mentions AUSB and AUSB and are now aligned, hoping to maintain the creativity and culture of the programs
- Antioch University's mission statement and goals are centered around social justice and inclusivity
- Their pathway through the Peak Program includes connecting district, city college and the university
- The program is known as "Growing Our Own", with the hopes that these candidates will continue to remain in the local teaching community
- EB speaks about the concept of retaining and the difficulty of being a teacher with students with disabilities
- The county is not fully serving all students
- SBCEO has formed an Inclusion Inquiry Network with dedicated funds to support the districts
- The Inclusion Inquiry Network is holding a free event on October 29th, 2019 at the SBCEO Auditorium, 8:30am - 2:30pm with guest speaker Rachel Lambert, Assistant Professor at the Gervitz Graduate School of Education
 - Understand how research traditions have developed myths around the learning potential of students with disabilities
 - Explore using neuro-diversity to frame disability as diversity rather than deficit
 - Identify puzzles within current systems and visualize possibilities that we would like to work on together
- EB mentions the state has purchased DataQuest software where data can be looked up
- Our county is below the average for high school grades, yet we are above the average for students attending college
- DB recently worked with two PASC candidates, and they are doing very well
- DB compliments the PASC Program for preparing them well for their assignment

Save the Date! April 6th afternoon for CTC interview

12:50 to 1:25pm subject to change

Advisory Board Members were asked to add this date and time to their calendars

Next Meetings:

January 29, 2020

May 6, 2020