



SACRAMENTO CITY UNIFIED SCHOOL DISTRICT BOARD OF EDUCATION

Agenda Item 10.5

Meeting Date: March 17, 2016

Subject: Approve the Multiple Subject Elementary – with BCLAD Mandarin Variable Term Waiver

- Information Item Only
- Approval on Consent Agenda
- Conference (for discussion only)
- Conference/First Reading (Action Anticipated: _____)
- Conference/Action
- Action
- Public Hearing

Department: Human Resource Services

Recommendation: Approve the Multiple Subject Elementary – with BCLAD Mandarin Variable Term Waiver for the 2015-2016 School Year to fill a need at William Land Elementary Mandarin Immersion Program.

Background/Rationale: The District is working diligently to provide opportunities for our students to expand their linguistic repertoire to meet the ever-changing needs of the global society. As a result, language immersion programs have become a pathway for our students to acquire fluent literacy skills in both English and another language.

The Mandarin Immersion Program at William Land Elementary School began five years ago and continuous efforts have been made to recruit qualified teachers. The Sacramento region, however, is limited in its number of qualified Mandarin immersion teachers and consequently, a limited number of qualified candidates have applied to District job postings. Additionally, while local universities, CSUS and UCD, have Mandarin programs, they do not currently have Mandarin credential programs, thus limiting the pipeline of potential Mandarin immersion teachers. In order to exercise additional options in which to fill a vacant certificated position at William Land Elementary for the remainder to the 15/16 school year and continuing through the 16/17 school (note: another waiver request will be needed for 16/17), Human Resources will be submitting a credential waiver application to the Commission on Teacher Credentialing for approval. The teacher candidate is working towards the Multiple Subjects credential, however needs additional time to complete the necessary requirements.

The District must submit this waiver request for a teacher candidate who will provide Mandarin instruction at William Land Elementary School. Having 100% Mandarin

teacher staffing in the Mandarin Immersion Program at William Land Elementary School is essential.

Financial Considerations: None

LCAP Goal(s): College and Career Ready Students; Safe, Clean, and Healthy Schools; Family and Community Engagement

Documents Attached:

1. Executive Summary

Estimated Time of Presentation: 2 minutes

Submitted by: Cancy McArn, Chief Human Resources Officer

Approved by: José L. Banda, Superintendent

Board of Education Executive Summary

Human Resource Services

Approve the Submission of a Credential Waiver Application to the California Commission on Teacher Credentialing for One (1) Multiple Subjects w/BCLAD Mandarin Variable Term Wavier
March 17, 2016



I. OVERVIEW/HISTORY:

Since July 1, 1994, the California Commission on Teacher Credentialing (CCTC) has had the sole authority to review requests by employing school districts to temporarily waive specific credential requirements for individuals. Waivers are requested by employing agencies when they have exhausted their attempts to find a credentialed individual or an individual who is eligible for an emergency permit. When adopting regulations and developing procedures for exercising its authority, the Commission established as the fundamental goal of the waiver process the transitioning of individuals from waivers to emergency permits and ultimately to full credentials. Since the requirements for credential waivers are at a level below those for emergency permits, regulations require that every waiver presented to the Commission's Appeals and Waivers Committee must go through a public notice process at the local level. Governing boards of public school districts must approve each waiver in a public meeting.

The Commission is the agency of California government that licenses teachers and other professionals who serve in the public schools. As the policy-making body that establishes and maintains standards for the education profession in the state, the Commission is concerned with the quality and effectiveness of the preparation of teachers and other school practitioners. On behalf of the education profession and the general public, one of the Commission's most important responsibilities is to establish and implement strong, effective standards of quality for the preparation and assessment of teachers who will prepare students for a changing global society.

II. DRIVING GOVERNANCE:

As China's role in the world economy continues to emerge, the demand for learning and teaching the Chinese languages is growing. Dual immersion programs have been increasing in the United States since the 1980's for a number of reasons: competition in a global economy, a growing population of English language learners, and success of previous programs. Language immersion classes, in an array of languages, can now be found in urban and suburban areas throughout the country.

The District is working diligently to provide opportunities for our students to expand their linguistic repertoire to meet the ever-changing needs of the global society. As a result, language immersion programs have become a pathway for our students to acquire fluent literacy skills in both English and another language.

The Mandarin Immersion Program at William Land Elementary School began five years ago and continuous efforts have been made to recruit qualified teachers. The Sacramento region, however, is limited in its number of qualified Mandarin immersion teachers and consequently, a limited number of qualified candidates have applied to District job postings. Additionally, while local universities, CSUS and UCD, have Mandarin programs, they do not currently have Mandarin credential

Board of Education Executive Summary

Human Resource Services

Approve the Submission of a Credential Waiver Application to the California Commission on Teacher Credentialing for One (1) Multiple Subjects w/BCLAD Mandarin Variable Term Wavier
March 17, 2016



programs, thus limiting the pipeline of potential Mandarin immersion teachers. The following represents some recruitment efforts employed this school year:

- Advertisement in World Journal Publication (Nationwide Chinese Newspaper)
- Pursued employment leads outside of regional area (i.e. San Francisco Bay Area, Southern California, and China/Taiwan)
- Engaging in the H-1B visa process
- Attended local and regional teacher recruitment job fairs
- Explored all employment leads from PTA.

III. BUDGET: N/A

IV. GOALS, OBJECTIVES AND MEASURES:

In order to exercise additional options in which to fill a vacant certificated position at William Land Elementary for the remainder to the 15/16 school year and continuing through the 16/17 school (note: another waiver request will be needed for 16/17), Human Resources will be submitting a credential waiver application to the Commission on Teacher Credentialing for approval. The teacher candidate is working towards the Multiple Subjects credential, however needs additional time to complete the necessary requirements.

The District must submit this waiver request for a teacher candidate who will provide Mandarin instruction at William Land Elementary School. Having 100% Mandarin teacher staffing at William Land Elementary School is essential.

V. MAJOR INITIATIVES:

The District works to fill all positions in order to best support sites, programs, and students by recruiting, training, retaining, and supporting a motivated, capable and diverse workforce.

VI. RESULTS:

With the approval of this waiver request the District will submit the applicatoin to CCTC following teacher will be able to teach Mandarin in the William Land Elementary School immersion program:

- Celia Peng

Board of Education Executive Summary

Human Resource Services

Approve the Submission of a Credential Waiver Application to the California Commission on Teacher Credentialing for One (1) Multiple Subjects w/BCLAD Mandarin Variable Term Wavier

March 17, 2016



VII. LESSONS LEARNED/NEXT STEPS:

Staff and the William Land PTA Subcommittee have been meeting regularly since September in order to identify ways to recruit for and fill the hard to fill positions within the Mandarin Immersion Program at William Land.

Staff suggests the approval of the Submission of a Credential Waiver Application to the California Commission on Teacher Credentialing for One (1) Multiple Subjects w/BCLAD Mandarin Variable Term Waiver in order to meet the needs of the Mandarin Immersion Program at William Land Elementary.