



Approve the Declaration of Need for Fully Qualified Educators for the 2022-2023 School Year

Board Meeting
Date August 11, 2022
Agenda Item No. 9.2

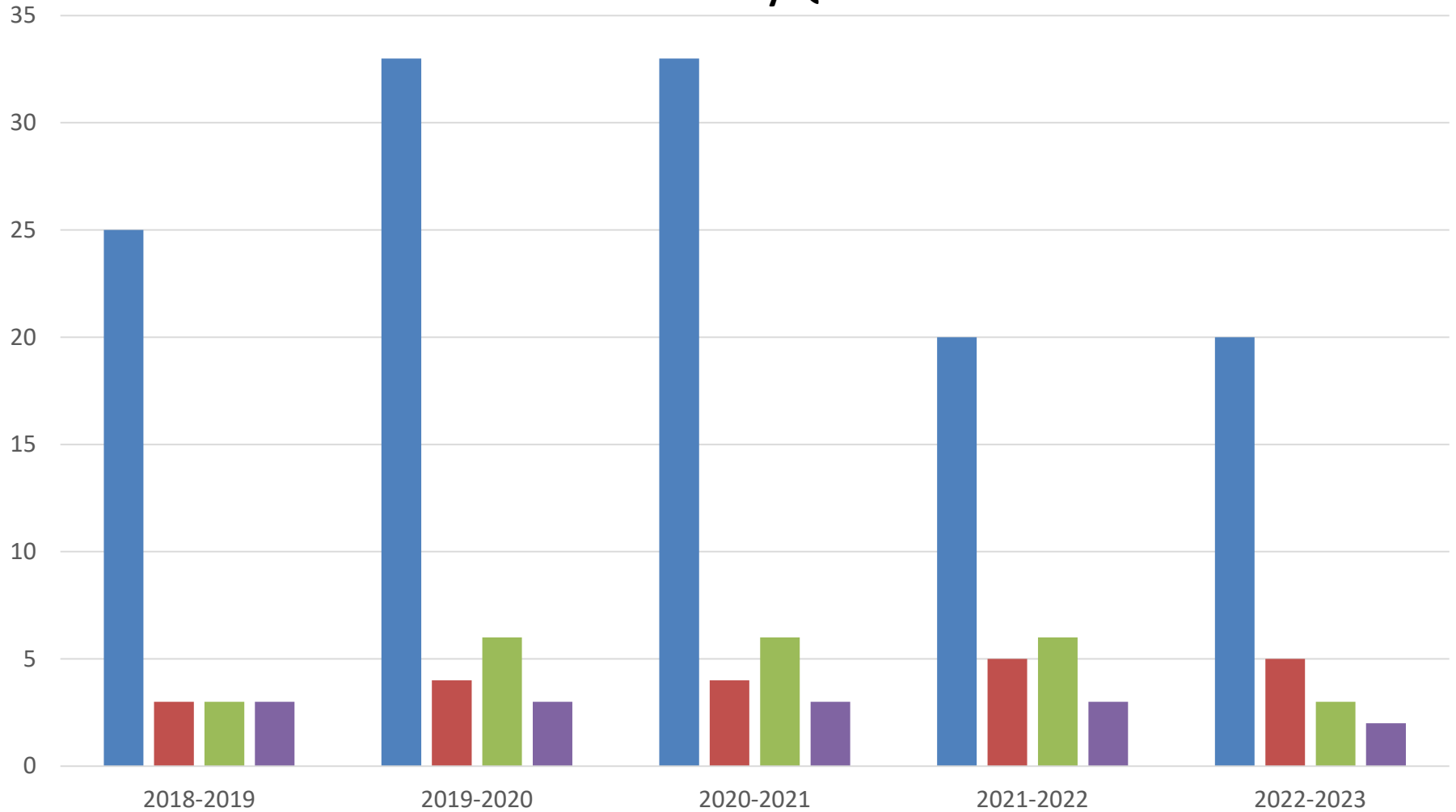
Presented by:
Sabrina Jaquez, Credential Auditor and
Dr. Tiffany Smith-Simmons, Director II, Talent Management

Declaration of Need for Fully Qualified Educators for the 2022-2023 School Year

- Title 5 of Education Code requires school districts to submit an annual Declaration of Need for qualified educators during a regularly scheduled Board meeting
- Provides flexibility as needed in order to fill positions in identified areas when educators meet the minimum qualifications to apply for permits through the California Commission on Teacher Credentialing (CCTC)

School Years 2018/2019, 2019/2020, 2020/2021, 2021/2022 and 2022/2023

Declaration of Need for Fully Qualified Educators



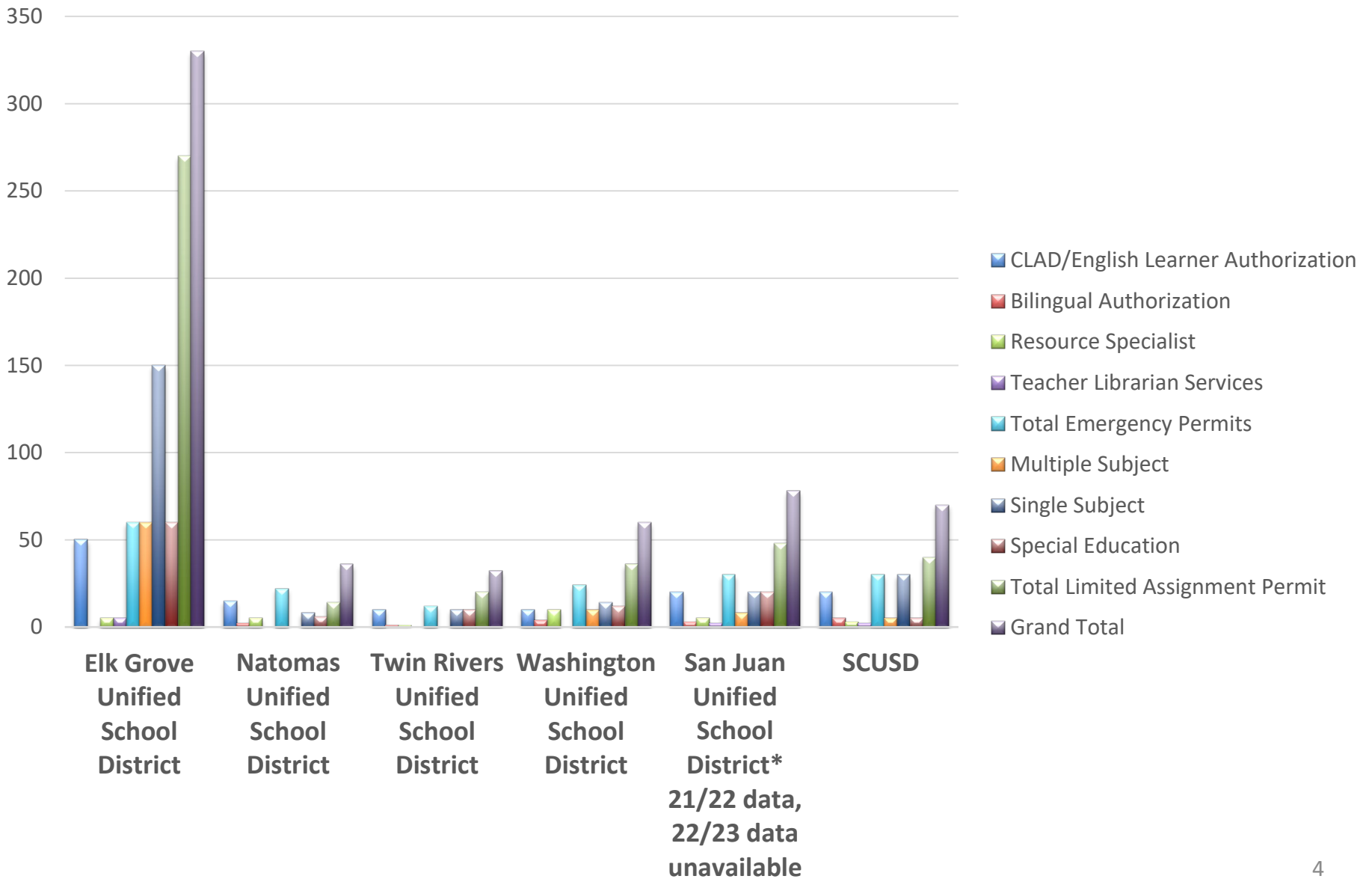
■ CLAD/English Learner Authorization (applicant already

■ Bilingual Authorization (applicant already holds teaching

■ Resource Specialist

■ Teacher Librarian Services

Neighboring Districts 2022/2023 Declaration of Need for Fully Qualified Educators



Declaration of Need for Fully Qualified Educators for the 2022-2023 School Year

- Areas of need include English Language Authorizations (ELA), Resource Specialists, Librarians, and some Limited Assignment Permits in Special Education, Single, and Multiple Subjects

Examples of High Need Single Subject Areas:

- Sciences
- Mathematics
- World Languages: Spanish

2022-2023 School Year

Recruitment and Retention Efforts

The following efforts to recruit, hire, and retain fully prepared educators in identified areas of need include:

- Continue to engage with our neighboring districts to participate in Teacher Residency programs; while they are not fully credentialed, the residents receive support efforts including 100% wrap-around services to support. At the conclusion of their resident year, they are offered a position and expected to serve in our district for 4 years. These Teacher Residency programs are geared toward our traditionally hard to fill positions.
- Expanded efforts with CSU: Sacramento and their Special Education department to offer observation hours for students enrolled in CSUS summer program.
- The Human Resources Talent Management Division successfully hosted, Work Together Wednesdays, in July (four on-site hiring events) to recruit. We made 170+ conditional offers. These recent hires are vital to maintaining SCUSD operations at both the site and district levels. It is our goal to retain these new hires and encourage them to obtain full-time positions with us.
- We continued to collaborate with a consortium of districts and University partners to host joint hiring events and offer open contract opportunities to qualified and vetted teacher candidates.
- Through the use of Esser III funds we have been able to offer a teaching pathway program to our current classified staff that offers financial assistance to support their goals of becoming a teacher in our district.
- The Sacramento City Unified Leadership Program (SCULP) was designed by the HR Talent Division to encourage growing leaders within our district to pursue and obtain the necessary credentials to become leaders in our District. The district supports selected SCULP participants with the cost of obtaining the necessary administrative credential and with ongoing mentorship during the program.

Staff recommendation is to approve this agenda item

Q & A