



Approve the Declaration of Need for Fully Qualified Educators for the 2023-2024 School Year

Board Meeting

Date August 17, 2023

Agenda Item No. 9.4

Presented by:

Tami Mora, HR Compliance Analyst

Dr. Tiffany Smith-Simmons Director, Talent Management

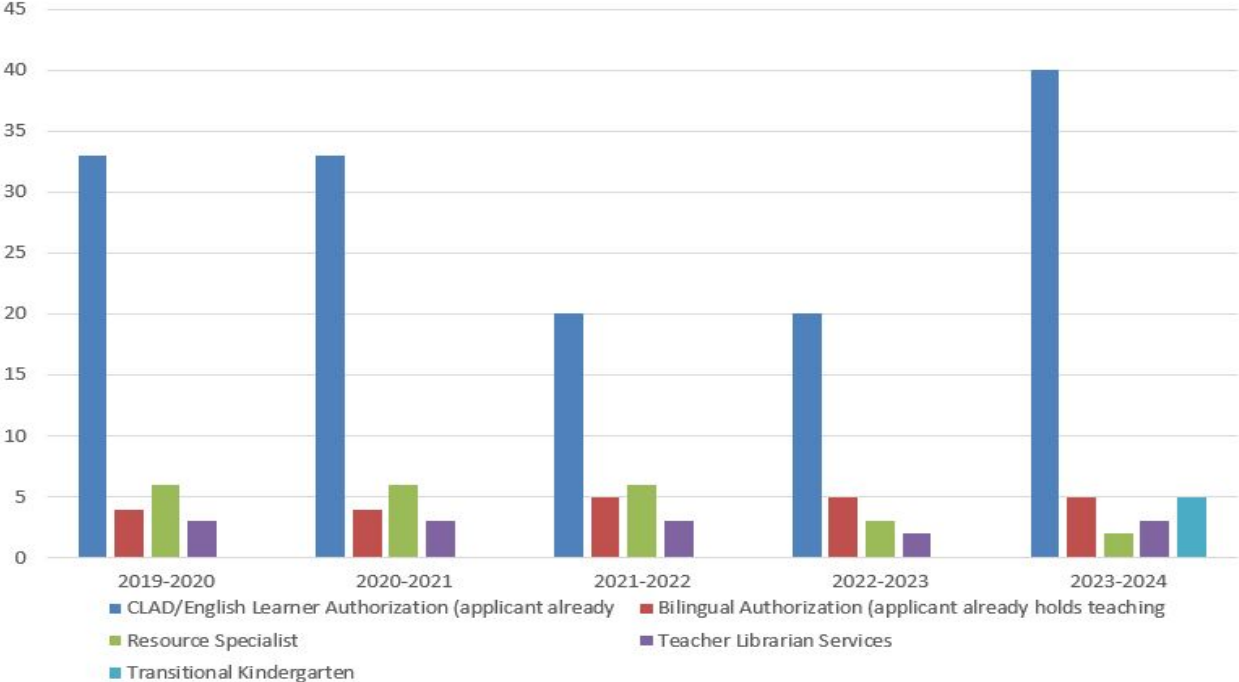
Karla Joseph, HR Analyst

Declaration of Need for Fully Qualified Educators for the 2023-2024 School Year

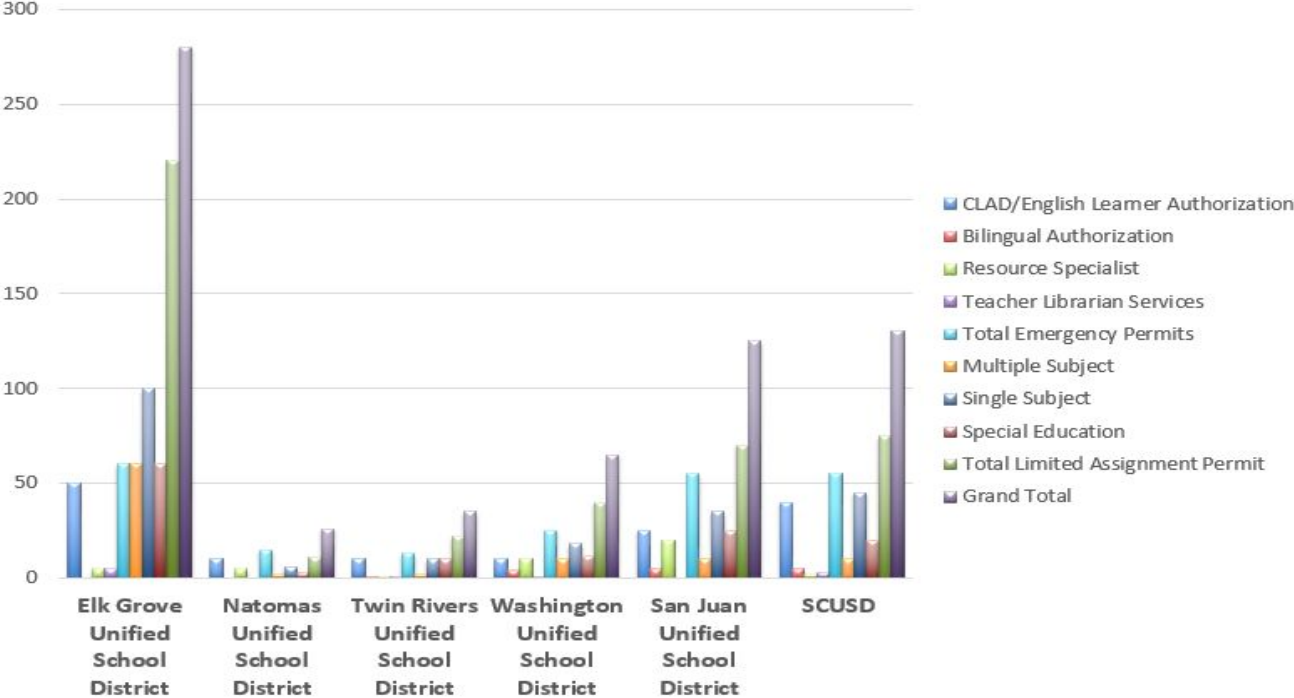
- Title 5 of Education Code requires school districts to submit an annual Declaration of Need for qualified educators during a regularly scheduled Board meeting.
- Provides flexibility as needed in order to fill positions in identified areas when educators meet the minimum qualifications to apply for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

School Years 2019/2020, 2020/2021, 2021/2022, 2022/2023, and 2023/2024

Declaration of Need for Fully Qualified Educators



Neighboring Districts 2023/2024 Declaration of Need for Fully Qualified Educators



Declaration of Need for Fully Qualified Educators for the 2023-2024 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
- English
- Art
- Music
- Theater
- Physical Education

2023-2024 School Year Recruitment and Retention Efforts

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

- 86 Open Contracts by collaborating with local universities and intern programs
- 6 Teachers completed a science residency program in collaboration with California State University, Sacramento (CSUS).
- In collaboration with Sacramento County Office of Education (SCOE), CSUS and neighboring district's we are launching 3 new Teacher Residency programs. We will have a total of 14 teacher residents in our Special Education classes, Transitional Kindergarten (TK) classes and we are launching a pilot program at Washington Elementary featuring residents of color.
- Our Local Solutions grant ended at the conclusion of the last school year. We were able to leverage these funds to support our recruitment efforts of special education teachers across the state.

Q & A