



### MESSAGE FROM THE EXECUTIVE DIRECTOR

Welcome to the 2017-18 school year! The SCOE School of

Education's purpose is to support the preparation and development of high-quality teachers and leaders in the Capital Region. In order to attract outstanding individuals to our programs and support the credentialing process for these future teachers and leaders, we align our work with the school year of our districts.

Future **teachers** are served by SCOE School of Education's **Teacher Intern Program**, an alternative two-year pathway to a single-subject math/science, multiple-subject preliminary, or the mild/moderate special education credential while serving as the contracted teacher in a classroom. We also offer the **Teacher Induction Program**, a two-year course of study enabling teachers to clear their General Education or Education Specialist credential. Future **leaders** are supported through SCOE School of Education's Leadership Institute, offering both the **Preliminary Administrative Services Credential Program** (one year) and the **Clear Administrative Services Credential Program** (two years).

These programs compose the School of Education and provide ongoing support to our teachers and leaders. The credentialing process allows opportunities for the programs to work together, coordinating efforts for the candidate as he/she works to earn the credential. For instance, teachers in our intern program—upon completion of an intern credential—will move into our induction program and have the opportunity to complete the clear teaching credential through the early option, due to some of the requirements of the induction program being fulfilled in the intern program.

Each of our credentialing programs has outstanding faculty, coaches, support providers, and field experts, many of whom are from local districts in our capital region. They bring knowledge and understanding of the educational system specific to the region and have been invaluable in providing the support needed to prepare and develop our participants as they become high-quality teachers and leaders in the SCOE School of Education programs. I want to thank each of them for their commitment and dedication to our mission. If you would like to join our team as a coach to help support and develop future teachers and leaders, please visit our website,

### INSIDE THIS ISSUE

Message from the Executive Director	1
In the Spotlight	2
On the Move	4
Photo Gallery	5
Teacher Induction Program	7
Teacher Intern Program	8
Coaching Opportunities	9
Upcoming Events	10

[www.scoeschoolofed.net](http://www.scoeschoolofed.net), and complete the coach application.

As we embark on this new year, know that the SCOE School of Education is prepared to support all educators with ongoing professional development and will continue to be in contact regarding opportunities to achieve your goal of becoming high-quality teachers and leaders in our region—because our kids need the best, and the best is you!

*Our guiding principle is that high-quality leadership is key to success for students, teachers, schools, and districts.*

# IN THE SPOTLIGHT

STARRING MEMBERS FROM OUR LEADERSHIP COMMUNITY

*In this issue of The Link, members of our community share reflections on their educational backgrounds, how their work/experience contributes to the development of future leaders, and thoughts around the work of the SCOE Leadership Institute.*

## Jenifer Avey

DIRECTOR,  
PRE-K–6 EDUCATION  
ELK GROVE USD  
FACULTY MEMBER



Inspiring future leaders is a passion I have pursued over the last 27 years. I was a classroom teacher for 16 years at the elementary level, spent nine years as a site leader, and am currently a Director in PreK–6 Education in Elk Grove Unified School District. I am fortunate to work in a district that prioritizes the humanity of individuals and seeks excellence at all levels.

Learning, reflecting, and pursuing change is the heart of who I am, and those tenets are alive and well in my daily work, choices, and interactions with others. I am inspired by Michael Fullan's work with leadership and the impact the professional capital framework has on leaders at all levels.

The SCOE Leadership Institute is an amazing structure that builds future leaders in understanding their role and their impact on creating and leading a system where all educators improve, so that all students can succeed. I am excited to be a part of this educational organization.

## Josh Harris

EXECUTIVE DIRECTOR, SELPA  
SACRAMENTO COUNTY  
OFFICE OF EDUCATION  
FACULTY MEMBER



At 35 years of age, I landed my dream job—teaching elementary school kids with special needs. It took me awhile to realize my dream as I never thought I would be a good teacher. After a brief career as an art/antique auctioneer and 8 years as an attorney, I wanted to do something meaningful.

I loved teaching from day one. I taught special education at two different elementary schools and also taught fifth grade during summer school. I have been a TOSA for Program Improvement, special education principal (for regional programs), SELPA Director in two different counties, and a county superintendent.

Although I've only been working in education for 19 years (all but one year was special education), I have now seen special education from a classroom, district, county, and state perspective. While we have made much progress educating students with disabilities, we still have work to do in California. The new interest in Multi-Tiered Systems of Support is a great start to creating an environment where all students can be successful.

Being a lecturer for the SCOE School of Education allows me the opportunity to share best practices in special education with aspiring administrators and special education teachers.



Preliminary Administrative Services Credential Candidates get to know one another during Orientation at the SCOE Conference Center in August.

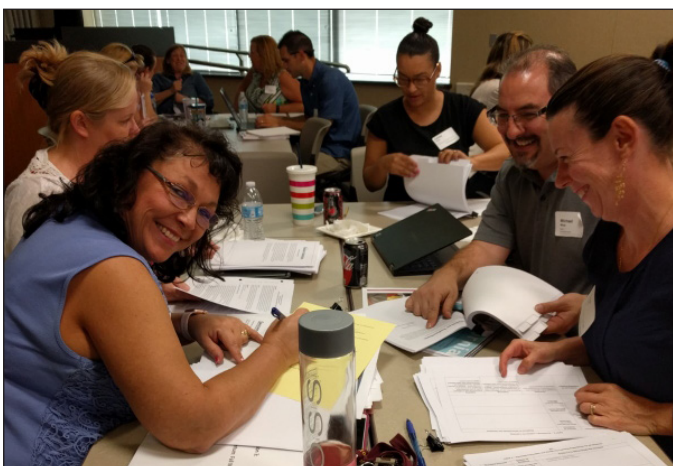
## Tammy Patten

COORDINATOR,  
TEACHER INDUCTION  
SACRAMENTO COUNTY  
OFFICE OF EDUCATION



I have the privilege this year of starting my 25th year in the best career in the world—being an educator. I spent the majority of my career in the Natomas Unified School District where I started as a middle school English teacher, became a vice principal, and then became Coordinator (principal) of Natomas Charter School's Performing and Fine Arts Academy for 13 years. I then served as Director of Student Services for Natomas Charter School's 5 academies before becoming Coordinator of Teacher Induction for the Sacramento County Office of Education in March of 2017.

I am so thrilled to be in this new role as Coordinator of Teacher Induction for SCOE. One of my passions is working with and supporting the newest teachers in our profession and ensuring that students have high-quality teachers in every classroom. My experiences as a teacher and administrator have shaped me as an educator and have formed my deep respect and admiration for what teachers do every day for kids. I believe my experiences in supporting and coaching teachers throughout my career will contribute to the important work of teacher induction and ensure that teachers have the tools they need to be successful and enjoy longevity in our profession. The SCOE School of Education is a vital resource in our area as it works to support our newest teachers, as well as our beginning school leaders, and ensures a high degree of efficacy and professionalism in our region's educators.



Teacher Induction mentors explore new resources during the Fall Mentor Update meeting.

## Stephen Wright

COORDINATOR,  
TEACHER INDUCTION  
RIVER DELTA USD  
FACULTY MEMBER



My journey as an educator started as a brand new teacher at the River Delta Unified School District's preservice day. It was an interesting start to my career because the teachers' association was trying to get the RDUSD teachers to ratify the recently agreed-upon contract. It was clear to me that there was dissension among my new colleagues. I immediately knew that I could make a difference. So, when the head negotiator announced that there was a position open on the negotiating team, I didn't hesitate to volunteer for the position. As I reflect back on my 28 years of teaching, 20 years as a mentor, and my 10 years as a teacher induction program coordinator and SCOE School of Education trainer, it is obvious that I never shy away from taking on each and every challenge, volunteering for positions that no one wants, and taking on tasks that must be done. This is the type of colleague I am.

My vast experiences have proven to be a beneficial contribution to the teachers and teacher leaders I have had the privilege to work with. I love to learn and pass along my knowledge to others. To pass up an opportunity to learn from someone or from an experience is a terrible waste for all of the students and teachers whom I serve. I work tirelessly for all the teachers and teacher leaders I encounter, whether I support them on a weekly basis or for a short 30-minute session. I have to be ready—ready to understand, to teach, and to encourage.

The opportunity that I took on 20 years ago to become a part of the newly formed BTSA program was the best professional decision I have ever made. I cannot put into words how much I've learned from all the teachers I have mentored. In addition, I have had the privilege to work with educational leaders at SCOE who have taught me so much with only one unspoken but well understood expectation: Give back to others who want to learn. My past and present School of Education colleagues at SCOE have played a vital part in shaping me into the educator, mentor, and leader I am today. I am extremely proud to say that I get to work alongside these individuals.



# LEADERS IN ACTION

# ON THE MOVE

***Congratulations to Leadership Institute alumni, participants, coaches, and faculty who have received new positions, awards, or honors.***

**C. Norma Alston (SCOE Cohort 7A) - *Teacher-in-Charge***

Joseph Kerr Middle School, Elk Grove USD

**Brian Brink (EGUSD Cohort 2) - *Teacher-in-Charge***

Florin High School, Elk Grove USD

**Jaime Calderon (SCOE Cohort 1) - *Principal***

San Vicente Elementary School, Soledad USD

**Amber Clark (SCOE Cohort 6B) - *Vice Principal***

Pleasant Grove High School, Elk Grove USD

**Michael Dufresne (SCOE Cohort 7B) - *Vice Principal***

Holmes Junior High School, Davis Joint USD

**Amanda Forde (SCOE Cohort 2) - *Principal***

Dry Creek Elementary School, Twin Rivers USD

**Linda-Kate Hale (SCOE Cohort 5) - *Coordinator of School Climate and Behavior Support***

Robla School District

**Scott Jonard (SCOE Cohort 5) - *Principal***

Community Outreach Academy Middle School,  
Gateway Community Charter

**Rob Kinder (SCOE Cohort 3) - *Principal***

Davis School for Independent Study, Davis Joint USD

**Jennifer Kramer (SCOE Cohort 4) - *Coordinator, Instructional Technology***

Twin Rivers Unified School District

**Lindsey McManigal (SCOE Cohort 7A) - *Vice Principal***

Arden Middle School, San Juan USD

**Elias Mendoza (EGUSD Cohort 2) - *Principal***

St. Francis Catholic High School, Sacramento Diocese

**JoAnn Milligan (SCOE Cohort 7A) - *Academic Program Coordinator***

Florin High School, Elk Grove USD

**Kuljeet Nijjar (SCOE Cohort 4) - *Assistant Principal***

Marengo Ranch Elementary School, Galt Joint Union ESD

**Preeti Raheja (SCOE Cohort 5) - *Vice Principal***

Gifford C. Cole Middle School, Eastside Union SD

**Patricia Sipula (SCOE Cohort 6B) - *Program Specialist, Regional San Education Project***

Elk Grove USD

**Aliceon Sloss (SCOE Cohort 7B) - *Assistant Principal***

Navigator Elementary School/Russell Ranch Elementary School,  
Folsom Cordova USD

**Wendy Sol (SCOE Cohort 7B) - *Vice Principal***

Thomas Edison Language Institute K-8, San Juan USD

**Danielle Tharp (SCOE Cohort 6B) - *Special Education Coordinator***

River Delta USD

**Tosha Elizabeth Tillotson (SCOE Cohort 3) - *Associate Superintendent, Director of Professional Development and Leadership Formation***

Diocese of Sacramento, Catholic Schools Department

**Ben Torrecampo (SCOE Cohort 1) - *Principal***

Taylor Street School, Robla School District

**Amy Westberg (Placer COE Cohort 1) - *Principal***

Rock Creek Elementary School, Auburn Union SD



## **Congratulations to Sacramento County's Teachers of the Year 2018!**

Rebecca Siegert McGill - AP English and  
Senior Project Coordinator  
Rosemont High School, Sacramento City USD

Jeff "Chef Jeff" Zahniser - Culinary Arts  
Leo A. Palmiter Jr./Sr. High School, SCOE

# MEET AND GREET / GRADUATION PHOTO GALLERY

*Leadership Institute participants, faculty, online principal-coaches, staff, and supporters met at the home of Dr. Steve Winlock on May 16, 2017. The 7th Annual Meet and Greet proved a festive evening of camaraderie and making connections within our Leadership community.*



Online Principal-Coach and participant Joel Francisco



Participant Aliceon Sloss, Executive Director Dr. L. Steven Winlock, and participants Alex Hess, Don Bisio, Jeanine Holton, and Bridgette Kemp-Bell



Participants Norma Alston and Kaye Schwartz, Online Principal-Coach Sharon Heilman, and participant Alex Hess



Participant Van Lay and Online Principal-Coach Kathleen Tyzzer



Director of Program Support Kristen Coyle, Faculty Member Tina Penna, County Superintendent Dave Gordon, participant Michael Perez, Online Principal-Coach/Faculty Member Dr. Jody Graf, and participant Jana Vermette.



Participants Heriberto Soto and Jason Doyle, Online Principal-Coach Judy Hunt-Brown, and participants Catherine Dennin and Manuel Sanchez



Participant Lakshmi Aradhya and Online Principal-Coach Jodie Cunningham



Participants Larisa Callis, Jana Votaw, Kristi O'Brien, Lillian Young, Maresela Romera, and Lindsey McManigal



Participants Chris Moon, Viikki (sp?) Muro, and Allison Koziel, Online Principal-Coach Steve Brenizer, and participants E.J. Renner, Brigitte Wolfe, Marc Feliz, Angela Boley, and Maria Ostendorf



Participants Sharon Hamlin, Online Principal-Coach Toni Westermann, and participants Lauren Munoz, Lindsey Lilley, and Michelle Fennell



Participant Sally Ann Mandujan and Online Principal-Coach Stanton Miller



## Photo Gallery (continued)



Executive Director Dr. L. Steven Winlock, Deputy Superintendent Dr. Al Rogers, and Trustees Jacqueline Levy and Greg Geeting congratulate Daniel Crenshaw as he crosses the stage.



Deputy Superintendent Dr. Al Rogers and Trustees Jacqueline Levy and Greg Geeting congratulate Allison Kozel on her achievement.

*Friends, family, and colleagues gathered at Sheldon High School to honor our 70 participants at the Leadership Institute graduation ceremony on June 17, 2017. As you can see in "On the Move" on p. 4, many of our Cohort 7 graduates are already working in a leadership capacity.*



Catherine Dennin, Michael Dittmer, and Jason Doyle are honored by SCOE Trustees and Deputy Superintendent.



Patricia Hite-Leach and Jeanine Holton celebrate their successes.



Future leaders proudly support their mom, Jeanine Holton.



Leonardo Zamudio and Lillian Young are all smiles after receiving their certificates.



Larisa Callis is congratulated by her family after the ceremony.



Leonardo Zamudio enjoys his post-graduation celebration.



Morgan Steger is all smiles after her achievement.





# SCOE Teacher Induction

## HELPING FUTURE TEACHERS EXCEL

The SCOE Teacher Induction (SCOE TI) program serves teachers throughout the Capital Region and throughout California, supporting teachers in earning their professional clear Multiple Subject, Single Subject and Education Specialist credentials. Our primary purpose is to support all teachers in becoming reflective professionals who continue to grow and develop their practice. As our state continues to face a teacher shortage, retaining our most promising teachers is crucial to California's students. SCOE TI supports this goal by helping teachers to develop their practice through an individualized program focused on the unique needs and contexts of each teacher.

In 2016–2017, SCOE TI served over 600 teachers and about 350 mentors from 25 program partners and districts. Two thirds of the teachers we served were from public school districts in Sacramento, Placer, Amador counties, the remainder, about one-third of our teachers came from charter and private schools throughout California.

In the 2017–2018 school year, SCOE TI implemented new induction standards approved by the Commission on Teacher Credentialing (CTC) in 2015. These standards call for each induction program to streamline induction for all teachers, allowing each teacher to truly customize their professional goals. Last school year we had the opportunity to pilot the new standards and changes we collaboratively developed with our district and program partners. Based again on feedback from our teachers and mentors, we revised our 2017–2018 program to make it even more streamlined and efficient for teachers and mentors.

This school year, our focus is on supporting mentors as “instructional leaders,” expanding their understanding of the California Standards for the Teaching Profession (CSTP), and how to effectively support the teachers they serve with self-assessment and goal development based on evidence from each teacher's practice. We have developed a protocol using the Continuum of Teaching Practice (CTP) which supports teachers to systematically reflect on the evidence of their practice within the CSTP and then use the continuum to develop professional goals aimed at growing their practice while simultaneously most effectively meeting student needs. Our district and program partners, site administrators and mentors support teachers in streamlining their goals and where practical, aligning them with those of the site and/or district. The goal of SCOE TI is to always connect the work of induction with the practical classroom and professional goals of every teacher—providing each of them the opportunity to develop his/her own unique focus for growth.



County Superintendent Dave Gordon, SCOE Area 7 Trustee Harold Fong, M.S.W., Teacher Induction Director Dr. Marty Martinez, and School of Education Executive Director Dr. L. Steven Winlock accept the Golden Bell Award at the California School Boards Association (CSBA) Education Conference in San Francisco.

Another positive change is for our Education Specialists. Induction now follows one set of standards for all teachers and no longer has separate standards for general education and special education teachers. This change allows all teachers to develop their own unique professional goals through the Individualized Learning Plan (ILP).



Online Principal-Coach Edith Crawford and Induction Program Director Marty Martinez enjoy the annual Leadership Institute Meet and Greet.

SCOE TI and the School of Education continue to lead teacher and leader development through our Super Saturdays. For more details about our October 14, 2017, Super Saturday event, [click here](#). Our Super Saturdays are open to teachers and leaders within the Capital Region and are free for SCOE Teacher Induction participants. We look forward to seeing all of you soon.

For more information on SCOE TI, e-mail or call Marty Martinez, Ed.D., at [mmartinez@scoe.net](mailto:mmartinez@scoe.net) or 916-228-2236.

# Teacher Intern Program

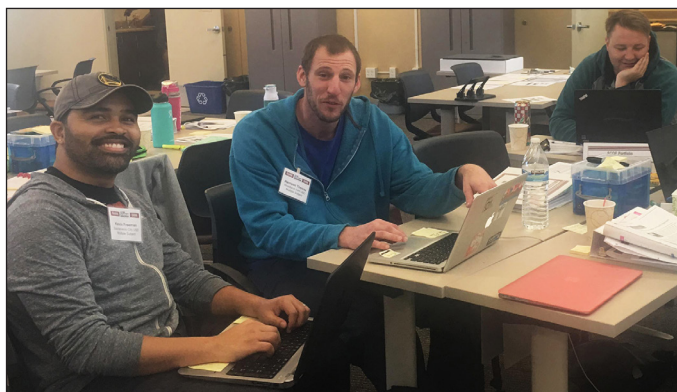
## MILD/MODERATE TEACHER CREDENTIAL PROGRAM GRANTED

The SCOE Teacher Intern Credential Program continues to grow excellent teachers through our fully accredited, intensive two-year Intern Program. This program provides second career professionals and recent graduates a nontraditional pathway into teaching. We support candidates in a variety of ways: during the mandatory Preservice, as a full-time teacher, and throughout the two-year Intern Program. Intern teachers are assigned an on-site mentor and receive ongoing coaching from SCOE supervisors as well as from School of Education faculty. All credential classes are sequenced to ensure interns are well prepared for their first teaching assignment.

On June 29, 2017, the Committee on Program Accreditation granted accreditation to the Sacramento County Office of Education for our Education Specialist Credential (Mild/Moderate) Preparation Program. The Education Specialist credential is a program of high-quality coursework taught by expert instructors as demonstrated by our existing successful credentialing programs. We are very excited about this credential because we know the shortage for special education teachers continues to skyrocket. The Mild/Moderate credential complements our current Mathematics, Science, and Multiple Subject Credential Programs and offers increased opportunities to partner with Sacramento County school districts.

From our program's first 2015 "graduating" cohort of just 19 teacher interns, to 120 teacher interns currently, we are proud to support our Capital Region's districts in tackling the teacher shortage. If you would like to know more about our program, or if you know a college graduate who is passionate about pursuing a teaching career, please visit our website at [www.scoeteaching.net](http://www.scoeteaching.net) or contact the Teacher Intern Program at [croberts@scoe.net](mailto:croberts@scoe.net).

Linda Liebert  
Director, Teacher Intern Program



Multiple Subject Interns Kevin Freeman, Harrison Thomas, and Brittany Booth collaborate during a Classroom Management course taught by Dr. Deirdre Marsh-Girardi.

TEACHING

SCOE School of  
Education

LEADING

## 2017 Advisory Council Member Roster

### Dr. Janet Balcom

Assistant Professor, Special Education, National University

### Shelly Clark

Director, Personnel Development, Elk Grove USD

### Dr. Kristen Coates

Assistant Superintendent, School Leadership and Support  
Natomas USD

### Kristen Coyle

Director, Program Support, School of Education  
Sacramento County Office of Education

### Effie Crush

Director, Human Resources  
Sacramento County Office of Education

### Karen Knight

Assistant Superintendent, Human Resources  
Folsom Cordova USD

### Linda Liebert

Director, Teacher Intern Program, School of Education  
Sacramento County Office of Education

### Dr. Martin Martinez

Director, General Education and Special Education  
Induction (BTSA), Sacramento County Office of Education

### Cancy McArn

Assistant Superintendent, Human Resources & Employment  
Compensation Services, Sacramento City USD

### Paul Oropallo

Assistant Superintendent, Human Resources, San Juan USD

### Dr. Bonnie Plummer

Assistant Professor, Special Education, National University

### Ruben Reyes

Superintendent, Robla School District

### David Robertson

Director, Human Resources/Labor Relations, Twin Rivers USD

### Dr. Ting L. Sun

Executive Director, Natomas Charter School

### Dr. L. Steven Winlock

Executive Director, School of Education  
Sacramento County Office of Education



**TEACHING**

**SCOE** School of  
Education

**LEADING**

## Join Our Coaching Team!



### Coaching Across the School of Education

The SCOE School of Education recognizes the value of providing on-going coaching and mentoring to participants across our program. Each department, including the Intern Program, Teacher Induction (BTSA) Program, Preliminary Administrative Services Credential Program, and the Clear Administrative Services Credential Program, utilizes coaches to ensure program participants have the support they need to be successful.

#### Coaching Support

**Intern Program:** Pairs field coaches and on-site mentors with intern teachers to provide practical, face-to-face support as they navigate their first years in their own classroom. Coaches observe classroom lessons and provide non-evaluative feedback and post observation discussions. For more information, contact Linda Liebert at (916) 228-2539 or [lliebert@scoe.net](mailto:lliebert@scoe.net).

**Teacher Induction (BTSA):** Pairs support provider/mentors with participating teachers to provide one-on-one support as they develop and reflect upon their application of the California Standards for the Teaching Profession. For more information, contact Marty Martinez at (916) 228-2236 or [mmartinez@scoe.net](mailto:mmartinez@scoe.net).

**Preliminary Administrative Services Credential Program:** Utilizes on-line principal coaches to provide insight and develop participants' knowledge within the online instruction component of the program as well as district coaches who support participants with the field work and end-of-year project. For more information, contact Kristen Coyle at (916) 228-2538 or [kcoyle@scoe.net](mailto:kcoyle@scoe.net).

**Clear Administrative Services Credential Program (CASCP):** One-on-one coaching is provided to participants throughout the two-year program to support a series of job-embedded experiences intended to support deepening understanding and application of the California Professional Standards for Educational Leaders. For more information, contact Kristen Coyle at (916) 228-2538 or [kcoyle@scoe.net](mailto:kcoyle@scoe.net).

If you are an experienced teacher, administrator or both and would enjoy supporting our aspiring educators, please apply using our [Common Coach Application](#).

**Visit our website at  
[www.scoeschoolofed.net](http://www.scoeschoolofed.net)**



Preliminary Teaching Credential participants celebrate their completion of the SCOE School of Education Teacher Intern Program in May.

## UPCOMING EVENTS

### Teacher Induction Super Saturday

[Click here](#) to view the informational flyer.

**October 14, 2017**

### SCOE Fall Curriculum Breakfast

**October 20, 2017**

### Teacher Intern Applications Due for Teacher Preservice

**November 10, 2017**

### Preliminary Administrative Services Credential Program Applications

[Click here](#) to view the Recruitment Timeline.

**Available: January 2, 2018**

### SCOE Winter Curriculum Breakfast

**January 19, 2018**

### Clear Administrative Services Credential Program: Participant Applications Due

to Begin Program in March 2018 ([Click to apply](#))

**January 19, 2018**

### Teacher Induction Super Saturday

**January 20, 2018**

### Informational Meetings for the Preliminary Administrative Services Credential Program

**February 6, 2018**

**March 15, 2018**

### Preliminary Administrative Services Credential Program Applications

**Due: April 6, 2018**

To see a complete listing of SCOE's  
professional development opportunities,  
visit <http://scoecatalog.net>.

**TEACHING**

**SCOE** School of  
Education

**LEADING**

## SCOE School of Education Team

### David Gordon

County Superintendent of Schools  
(916) 228-2410  
[dgordon@scoe.net](mailto:dgordon@scoe.net)

### Dr. Al Rogers

Deputy Superintendent  
(916) 228-2226  
[arogers@scoe.net](mailto:arogers@scoe.net)

### Dr. L. Steven Winlock

Executive Director, School of Education  
(916) 228-2612  
[swinlock@scoe.net](mailto:swinlock@scoe.net)

### Linda Liebert

Director, Teacher Intern Program  
(916) 228-2539  
[lliebert@scoe.net](mailto:lliebert@scoe.net)

### Dr. Marty Martinez

Director, Teacher Induction Program  
(916) 228-2236  
[mmartinez@scoe.net](mailto:mmartinez@scoe.net)

### Kristen Coyle

Director, Program Support  
School of Education  
(916) 228-2538  
[kcoyle@scoe.net](mailto:kcoyle@scoe.net)

### Paula Duncan

Online Principal-Coach Coordinator  
[pduncan@egusd.net](mailto:pduncan@egusd.net)

### Dr. Mary Rountree

Master's Program Coordinator  
(916) 548-4197  
[mbountree88@yahoo.com](mailto:mbountree88@yahoo.com)

### Melanie Sloatweg

Newsletter Editor  
(916) 228-2635  
[msloatweg@scoe.net](mailto:msloatweg@scoe.net)

**For more information,  
visit us at  
[www.scoeschoolofed.net](http://www.scoeschoolofed.net)**

Sacramento County Office of Education ■ School of Education  
10474 Mather Boulevard ■ Mather, CA 95655