



Nelson Estupin and Latishia Pedroza

## Educating the Educator:

Making the Most of Your Teaching Credential

Champions for Leadership  
June 12, 2012

# Goals

- Professional development goals
  - To be better servant-leaders to the SCCOE
  - To make a significant contribution to the SCCOE
- Project goals
  - To increase the SCCOE's visibility as a leader among the education community
  - To increase the number of teachers we see at the SCCOE and show them the types of services we provide
  - To help teachers in our area become more marketable with enhancements to their teaching credentials
  - To increase the quality of teacher candidates for the school districts in Santa Clara County.

# Accomplishments/Successes

- History
  - Over 21 years of Credentials experience
  - SCCOE's Credentials Services Unit is one of the few in the state that services the public directly
  - The Credentials unit has gained and maintained a reputation:
    - As indispensable service to our districts
    - For stellar customer service

It is because of this reputation that we wanted to create a training for our teacher customers to become better prepare educators and for our district customers to have the best candidates available for their open teaching positions.

# Accomplishments/Successes



# Accomplishments/Successes

- Background
  - Teachers typically haven't read their credential and understood the authorization statements and renewal requirements listed on their credentials
  - Teachers typically walk in with little to no knowledge of how to obtain: Supplemental and Subject Matter Authorizations, Additional Subjects added to their existing credentials, or add new credentials to their existing documents
  - Most teachers walk away from our office excited at the possibilities we offer them and come back to file their paperwork through the SCCOE once they have completed the necessary requirements
  - We understand that we can't help teachers with how they fit within a school site or what their work history is or those other factors that go into the hiring process. But what we can do is help them get noticed – at least on paper – by showing them how to add things to their credentials to make them more marketable to the district hiring authorities

# Accomplishments/Successes

- We designed a training that provides qualified samples of credentials for teachers to see and allow us to help them understand their credential authorization and renewal statements
- We have also included material for them to see what they can add to their credential to make them more marketable based on their own educational history

# Accomplishments/Successes

## EDUCATING THE EDUCATOR

Making The Most of Your Teaching Credential

By Nelson Estupin and Latishia Pedroza



# Accomplishments/Successes

## UNDERSTANDING YOUR CREDENTIAL

Welcome to California

California Commission on Teacher Credentialing

Selected Credential Held

The application status and credential information was last updated on 10/06/2011. The Commission, at one time, issued documents without assigning any document number. Assigning a document number to these records was necessary to be able to display them online. The document numbering assigned to display those records will appear as "NONE1, NONE2, NONE3, etc."

Details of Selected Credential	
Name:	
Document Title	Clear Multiple Subject Teaching Credential
Document Number	
Authorization Code(s)	R2M This credential authorizes the holder to teach all subjects in a self-contained class and, as a self-contained classroom teacher, to team teach or to regroup students across classrooms, in grades twelve and below, including preschool, and in classes organized primarily for adults. In addition, this credential authorizes the holder to teach core classes consisting of two or more subjects to the same group of students in grades five through eight, and to teach any of the core subjects he or she is teaching to a single group of students in the same grade level as the core for less than fifty percent of his or her work day. R2CL This credential authorizes the holder to provide the following services to limited-English-proficient pupils: (1) instruction for English language development in grades twelve and below, including preschool, and in classes organized primarily for adults; and (2) specially designed content instruction delivered in English in multiple-subject-matter (self-contained) classes, or single-subject-matter (departmentalized) courses as authorized by any supplementary authorization listed. This crosscultural, language and academic development authorization also covers classes authorized by other valid, non-emergency credentials held, as specified in Education Code Section 44253.3.



# Accomplishments/Successes

## UNDERSTANDING YOUR CREDENTIAL

- Authorizations – the authorization(s) listed on a credential, certificate, permit, or waiver describe the authority of an individual to serve in a particular subject or subject area(s), and in a setting and at a grade level also listed on the document. The authorization statement provides the specifics for the authorization.



# Accomplishments/Successes

## UNDERSTANDING YOUR CREDENTIAL

<a href="#">Frequently Asked Questions</a>		
<a href="#">Glossary of Credential Terms</a>		
<a href="#">California Commission on Teacher Credentialing Web Site</a>		
<a href="#">Governor's Home Page</a>		
<a href="#">Contact the Commission on Teacher Credentialing</a>		
<b>Renewal Code(s)</b>	R20	To renew this credential, the holder needs to submit only an application and fee to the Commission no earlier than 12 months before the expiration date. The renewal period is five years.
<b>Expiration Date</b>	04/05/2007	
<b>Expiration Date</b>	05/01/2012	
<b>Date of Original Issuance</b>	04/05/2007	
<b>Authorized Subject(s)</b>	General Subjects (Examination) Crosscultural, Language & Academic Development Emphasis	
<b>Recommending Institution/Agency</b>	NATIONAL UNIVERSITY	



# Accomplishments/Successes

## ADDING AUTHORIZATIONS TO YOUR CREDENTIAL

- TYPES
  - Supplemental Authorizations – non-NCLB compliant
  - Subject Matter Authorization – NCLB compliant
  - Additional Subjects to Single Subject Credentials – NCLB compliant
  - Adding a Single Subject to a Multiple Subject or vice versa – NCLB compliant



# Accomplishments/Successes

- Our intention is to market this presentation to:
  - New graduates
  - Out-of-work/Pink-slipped teachers
  - Currently employed teachers looking to add to their current authorizations

(local universities, in-house advertising and through local district offices)

# Accomplishments/Successes



## Santa Clara County Office of Education

Credential Services Unit  
1290 Ridder Park Drive, MC 255  
San Jose, CA 95131

Phone: 408.453.6767  
Fax: 408.441.1530

Your.Name@company.com

[www.sccoe.org](http://www.sccoe.org)

## Make the Most of Your Teaching Credential

The job market today is rough. With the end of class size reduction and an influx of highly qualified teachers flooding the market, you need to do all you can to stand out from the other teachers you are competing with for the handful of jobs that are out there. Maybe we can help.

While we can't help you with your teaching style, how you may fit within an organization or what your work or education history may be, we can help you understand that teaching credential you worked so hard to earn and help you make the most of it.

Our experienced credential specialists will work with you one-on-one to help you understand the parameters of your credential and find ways to enhance the credential to give you the leg up on your competition.

Whether you've just finished a program, you're veteran teacher looking to add to your credential or if you're just looking for your next teaching job, we are here to serve you.

# Accomplishments/Successes

## WHY I DO WHAT I DO



My Mom –

Mom was a career teacher who retired after over 40 years of teaching elementary school.

I was the kid who wiped down the blackboards and put up bulletin boards and flipped over print to cursive letters.

My son –

My son, Jacob, is currently a 4<sup>th</sup> grader at a local school district.

Like any parent, I want him to have the best education which means having the best, most qualified teachers.



# Accomplishments/Successes

## WHY I DO WHAT I DO



- Jasmine is starting high school
- Joselyn will be in kindergarten
- As any parent wants for their children, they deserve to have the highest quality educators teaching them



# Key Learnings

## Project

- With the changes to the dynamics of the Credential Services Unit and the demands that this second half of the school year puts on our workload, it was difficult to find the time to bring this project to fruition during this CFL program
  - Assignment Monitoring
  - Change in Manager
  - Hiring and Training a new Credential Specialist
- The need for this training is still there
  - The current job market is still tough for teachers
  - Our districts demand the highest quality candidates
  - Keeping teachers coming in to the COE for our services keeps us an indispensable resource
- Offer the training next year before or in tandem with the Teacher Recruitment Fair



# Key Learnings

## CFL Program

- Leadership doesn't necessarily have a title attached to it.
- Understanding people (including yourself) is key to sound leadership
- Understanding there are often outside influences that could change the type of leader you are or need to be
- Anticipating possible outcomes to difficult conversations – even interviews – by practicing helps us present ourselves as leaders of the organization

# Thank you

- Mentors – Tish Nilsen and Cathy McKim
- Managers – Mary Jane Roberts and Philip Gordillo
- CFL Staff – Kathy Sealana, Debbie Boer and SCCOE Chiefs and other presenters
- Lunch Stop – awesome dinners!