

02/16/20



LAKE COUNTY  
OFFICE OF EDUCATION

## Lake County Office of Education Response to the Initial Program Preconditions

I, the undersigned Superintendent of the Lake County Office of Education (LCOE), which sponsors the Teach Lake County Intern Programs, submit this letter of verification as evidence that the LEA will adhere to the following requirements of the Commission on Teacher Credentialing to sponsor an approved intern program.

- (1) Demonstration of Need. To be granted initial program accreditation by the Committee on Accreditation, the program proposal must include a demonstration of the need for the program in the region in which it will operate. Such a demonstration must include, but is not limited to, assurance by a sample of school administrators that one or more school districts will, during the foreseeable future, hire or assign additional personnel to serve in the credential category.

*Lake County Office of Education serves as a resource and support system for the six school districts in Lake County as well as other districts in the region. All districts in the county are experiencing difficulties in recruiting and retaining highly qualified, fully credentialed teachers because of the remote location of the county, the high needs of the student population, and communities that have been devastated, both physically and emotionally by several destructive wildfires. Despite the extensive efforts of the districts to recruit and hire fully credentialed teachers, each school year is started with many PIPS and STPS in the classrooms and classrooms staffed by substitute teachers. Many of these teachers would like to pursue the preliminary credential, but the teacher education options in our area are limited. The high poverty rate in this county and remote location prohibits teachers from enrolling in approved intern programs such as Sonoma County Office of Education or Humboldt State University. The cost and long distances make this option prohibitive. Online programs are also very expensive and often include a master's program that must be completed prior to being recommended for the preliminary credential. Lake County experiences a high turnover of PIPS and STSP each year because there is not currently a clear pipeline of teacher development. Given the unique local issues in recruiting and retaining credentialed teachers, LCOE plans to sponsor the multiple subject and special education mild/moderate intern programs as a way to move teachers on temporary permits into a path to the preliminary credential, decreasing and eventually eliminating the need to staff our classrooms with less than fully credential teachers. In addition to offering a rigorous curriculum that meets the standards established by the Commission on Teacher*

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*Credentialing, LCOE will take the opportunity to include professional development on Trauma Informed Practice that will assist our teachers in meeting the unique needs of a community that continues to be impacted by the destructive wildfires and high poverty conditions. Like the infusion of English learner strategies throughout the curriculum, Trauma Informed Practice will be incorporated throughout the pre-service and regular intern program curriculum. The goal is to provide the very best education for our students by preparing and retaining a highly qualified teacher force in Lake County. District administrators in each of the Lake County districts have signed a letter in support of LCOE sponsored intern programs.*

- (2) Practitioners' Participation in Program Design. To be granted initial program accreditation by the Committee on Accreditation, the program proposal must include verification that practitioners in the credential category have participated actively in the design and development of the program's philosophical orientation, educational goals, and content emphases.

*The design and development team for the Teach Lake County Intern Programs included the Associate Superintendent from Mendocino County Office of Education, the Lake County Office of Education Coordinator of Teacher Development, the Senior Director of School and District Support and the Deputy Superintendent of LCOE. The monthly meetings of district superintendents afforded LCOE the opportunity to receive input and feedback from our future intern employers. The superintendents reiterated the need for multiple subject and mild/moderate special education teachers and fully supported the development of LCOE sponsored intern programs in those areas. The district superintendents were updated about the progress of the plan at their superintendents' meetings. All members of the design and development team have participated actively in the program's philosophical orientation, educational goals, and content emphases. A representative workgroup, entitled The Teach Lake County (TLC) Leadership Team, has been formed that will eventually become a program advisory board for the new teacher educational programs. The Teach Lake County Leadership Team met for the first time in Spring 2018. This group is comprised of representatives from each of the districts who are committed to the successful development of the TLC Intern Program.*

*The Lake County Board of Education is receiving regular updates about the progress of becoming an approved program sponsor and the design and development of the teacher education programs.*

02/16/20

Brock F

Brock Falkenberg  
Superintendent of Lake County Office of Education

2-14-2020

Date

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## LAKE COUNTY OFFICE OF EDUCATION

TO TEACH. TO SERVE. TO LEARN,

We, the educational leaders in Lake County, support the county decision to sponsor the multiple subject and mild/moderate intern programs. Over the past five years, our communities have experienced extreme hardships and one of the results of these hardships is difficulty in recruiting, hiring and retaining fully credentialed teachers in these two credential areas. Currently, we hire some interns who are candidates in the Sonoma County Office of Education Intern Program, but the travel distance and cost of the program is challenging for Lake County participants. It is not always possible to fill all the open teaching positions we have in our districts, so hiring PIPS and STPS is necessary.

Recruitment efforts include use of Ed Join, participation in teacher job fairs, both in California and out-of-state, advertisements in regional newspapers, and contacts at local universities. Open teaching positions are not filled by intern candidates when experienced, fully credentialed teachers are available, but the pool of qualified teachers is not adequate to meet our districts' demands.

In the future, when Teach Lake County Intern Program, sponsored by the Lake County Office of Education is in place, our districts will be ready to hire intern candidates in the multiple subject and/or mild/moderate special education areas.

Sincerely,

 Dave McQueen, Superintendent	 Kelseyville USD
 Donna Becnel, Superintendent	 Konocti USD
 Catherine Stone, Superintendent	 Middletown USD
 Mike Brown, Superintendent	 Lucerne USD
 April Leiferman, Superintendent	 Lakeport USD
 Pat Iaccino	 Upper Lake USD
 Dr. Giovanni Annous, Superintendent	 Lake County Office of Education USD
 Brock Falkenberg, Superintendent	

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Brock Falkenberg, Superintendent of Schools  
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