

# SACRAMENTO CITY UNIFIED SCHOOL DISTRICT BOARD OF EDUCATION

Agenda Item 10.5

**Meeting Date:** March 17, 2016

**Subject:** Approve the Multiple Subject Elementary – with BCLAD Mandarin Variable Term Waiver

- Information Item Only
- Approval on Consent Agenda
- Conference (for discussion only)
- Conference/First Reading (Action Anticipated: \_\_\_\_\_)
- Conference/Action
- Action
- Public Hearing

**Department:** Human Resource Services

**Recommendation:** Approve the Multiple Subject Elementary – with BCLAD Mandarin Variable Term Waiver for the 2015-2016 School Year to fill a need at William Land Elementary Mandarin Immersion Program.

**Background/Rationale:** The District is working diligently to provide opportunities for our students to expand their linguistic repertoire to meet the ever-changing needs of the global society. As a result, language immersion programs have become a pathway for our students to acquire fluent literacy skills in both English and another language.

The Mandarin Immersion Program at William Land Elementary School began five years ago and continuous efforts have been made to recruit qualified teachers. The Sacramento region, however, is limited in its number of qualified Mandarin immersion teachers and consequently, a limited number of qualified candidates have applied to District job postings. Additionally, while local universities, CSUS and UCD, have Mandarin programs, they do not currently have Mandarin credential programs, thus limiting the pipeline of potential Mandarin immersion teachers. In order to exercise additional options in which to fill a vacant certificated position at William Land Elementary for the remainder to the 15/16 school year and continuing through the 16/17

teacher staffing in the Mandarin Immersion Program at William Land Elementary School is essential.

**Financial Considerations:** None

**LCAP Goal(s):** College and Career Ready Students; Safe, Clean, and Healthy Schools; Family and Community Engagement

**Documents Attached:**

1. Executive Summary

**Estimated Time of Presentation:** 2 minutes

**Submitted by:** Cancy McArn, Chief Human Resources Officer

**Approved by:** José L. Banda, Superintendent

# Board of Education Executive Summary

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## Human Resource Services

Approve the Submission of a Credential Waiver Application to the California Commission on Teacher Credentialing for One (1) Multiple Subjects w/BCLAD Mandarin Variable Term Wavier  
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programs, thus limiting the pipeline of potential Mandarin immersion teachers. The following represents some recruitment efforts employed this school year:

- Advertisement in World Journal Publication (Nationwide Chinese Newspaper)
- Pursued employment leads outside of regional area (i.e. San Francisco Bay Area, Southern California, and China/Taiwan)
- Engaging in the H-1B visa process
- Attended local and regional teacher recruitment job fairs
- Explored all employment leads from PTA.

### III. BUDGET: N/A

### IV. GOALS, OBJECTIVES AND MEASURES:

In order to exercise additional options in which to fill a vacant certificated position at William Land Elementary for the remainder to the 15/16 school year and continuing through the 16/17 school (note: another waiver request will be needed for 16/17), Human Resources will be submitting a credential waiver application to the Commission on Teacher Credentialing for approval. The teacher candidate is working towards the Multiple Subjects credential, however needs additional time to complete the necessary requirements.

The District must submit this waiver request for a teacher candidate who will provide Mandarin instruction at William Land Elementary School. Having 100% Mandarin teacher staffing at William Land Elementary School is essential.

### V. MAJOR INITIATIVES:

The District works to fill all positions in order to best support sites, programs, and students by recruiting, training, retaining, and supporting a motivated, capable and diverse workforce.

### VI. RESULTS:

With the approval of this waiver request the District will submit the application to CCTC following teacher will be able to teach Mandarin in the William Land Elementary School immersion program:

- Celia Peng

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### VII. LESSONS LEARNED/NEXT STEPS:

Staff and the William Land PTA Subcommittee have been meeting regularly since September in order to identify ways to recruit for and fill the hard to fill positions within the Mandarin Immersion Program at William Land.

Staff suggests the approval of the Submission of a Credential Waiver Application to the California Commission on Teacher Credentialing for One (1) Multiple Subjects w/BCLAD Mandarin Variable Term Waiver in order to meet the needs of the Mandarin Immersion Program at William Land Elementary.