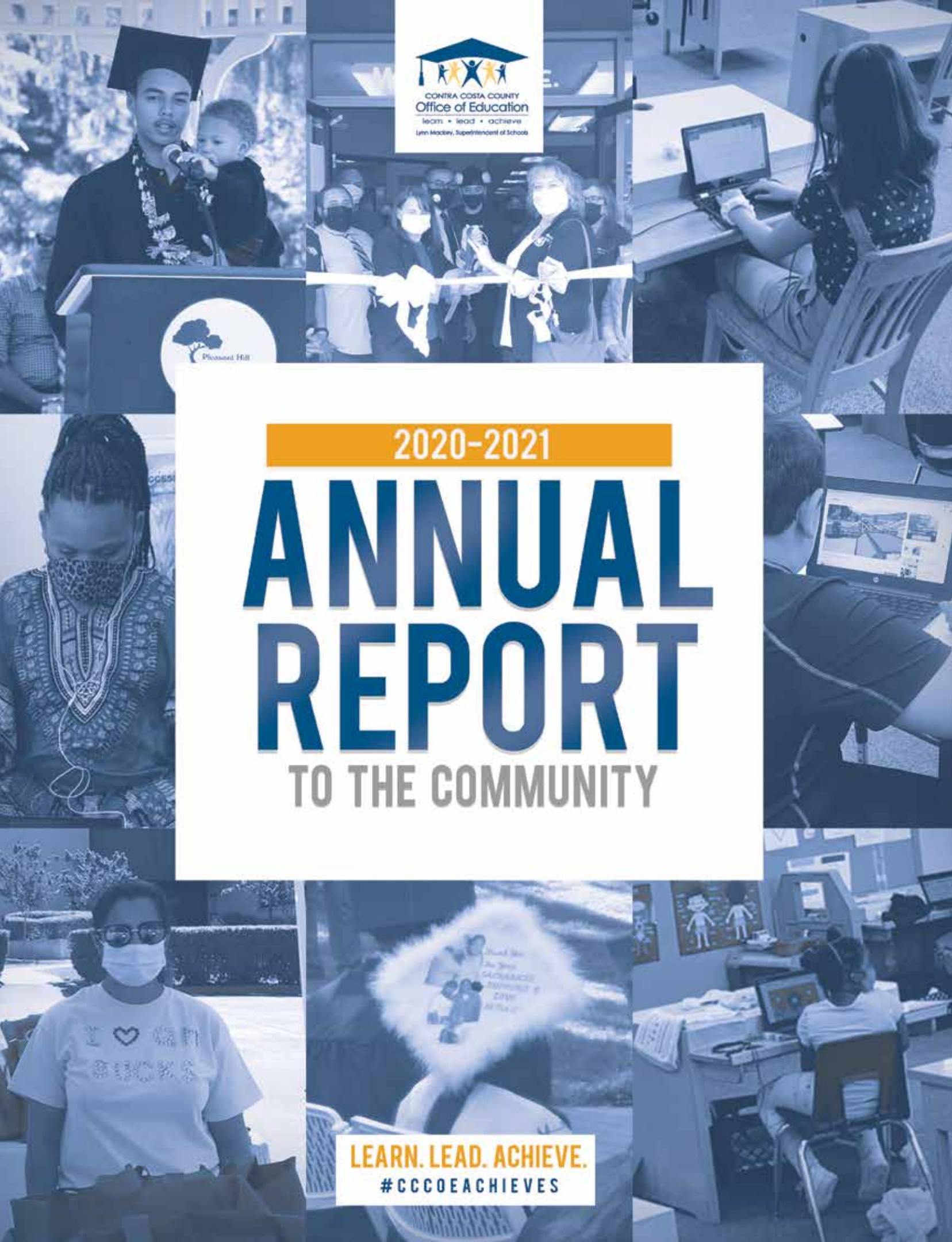




CONTRA COSTA COUNTY
Office of Education
learn • lead • achieve
Lynn Mackey, Superintendent of Schools



2020-2021

ANNUAL REPORT

TO THE COMMUNITY

LEARN. LEAD. ACHIEVE.
#CCCONEACHIEVES

A Message from **LYNN MACKEY** Contra Costa County Superintendent of Schools



LYNN MACKEY
County Superintendent
of Schools

Dear Contra Costa County Residents,

The 2020-21 school year continued the unprecedented journey that began with the arrival of the pandemic. The past school year presented several challenges, including ongoing concerns about COVID-19 and virtual learning for many students in the county. I am proud that this office and schools throughout Contra Costa County were able to provide students and families with many of the resources and support they needed to endure this past year.

Along with educational resources, schools and school districts in Contra Costa County provided students with much-needed food, technology, and access to socio-emotional support. As the Contra Costa County Superintendent of Schools, it was a privilege to work alongside education and health leaders as we managed this crisis and provided much-needed services to students and their families.

The pandemic made clear the need for many of the services and resources we were able to provide. It also made noticeably clear that our work needs to be grounded in equity. Simply providing resources with no consideration of the circumstances and need of students and families is not a recipe for success. It is my hope that we were able to make equity a focus of our work last year and continue to make progress as we move forward.

In this year's Annual Report to the Community, we share stories and information about many of the programs and services offered by this agency and highlight how equity helped drive many of the decisions that were made over the past year.

In addition to the work necessary due to the pandemic, the Contra Costa County Office of Education (CCCOE) and I are also responsible for providing direct and regional support to school districts and serve as the primary implementation arm of the California Department of Education. Other responsibilities of my office include educating specific student populations like special education and disenfranchised youth; monitoring and oversight of student academic environment and district fiscal stability; providing academic and technical support and assistance to districts and their schools; providing direct services to small school districts; reviewing school districts' Local Control and Accountability Plans (LCAPs), and ensuring alignment of projected spending, services, and goals; and implementing regional support activities to assist district and school staffs.

I hope this report provides you with some basic information about how we operate, and offers you a glimpse into this agency's schools, programs and services. I hope you will take a moment to look through this document, and I encourage you to contact us if you have any questions or suggestions on how we can improve.

If you would like to learn more about CCCOE, please visit www.cocoschools.org.

Sincerely,
Lynn Mackey

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CCCOE CABINET MEMBERS



DENISE PORTERFIELD
Deputy Superintendent,
Business & Admin Services



MARSHA TOKUYOSHI
Senior Director,
Educational Services



NORMA GONZALES
Assistant Superintendent,
Human Resources



NICK BERGER
Senior Director,
Student Programs & Service



MARCUS WALTON
Director II,
Communications
& Special Projects

The county superintendent of schools is elected by the voters of Contra Costa County, and is the chief executive officer of the Contra Costa County Office of Education. She administers all County Office of Education programs and facilitates cooperation among schools, colleges, universities, government, and community organizations. She is responsible for monitoring and approving all school district budgets. In addition, she serves as an advocate for education with the legislature and the public. She is responsible for all hiring and human resource decisions at the CCCOE.

Meet Our COUNTY BOARD

Contra Costa County Board of Education

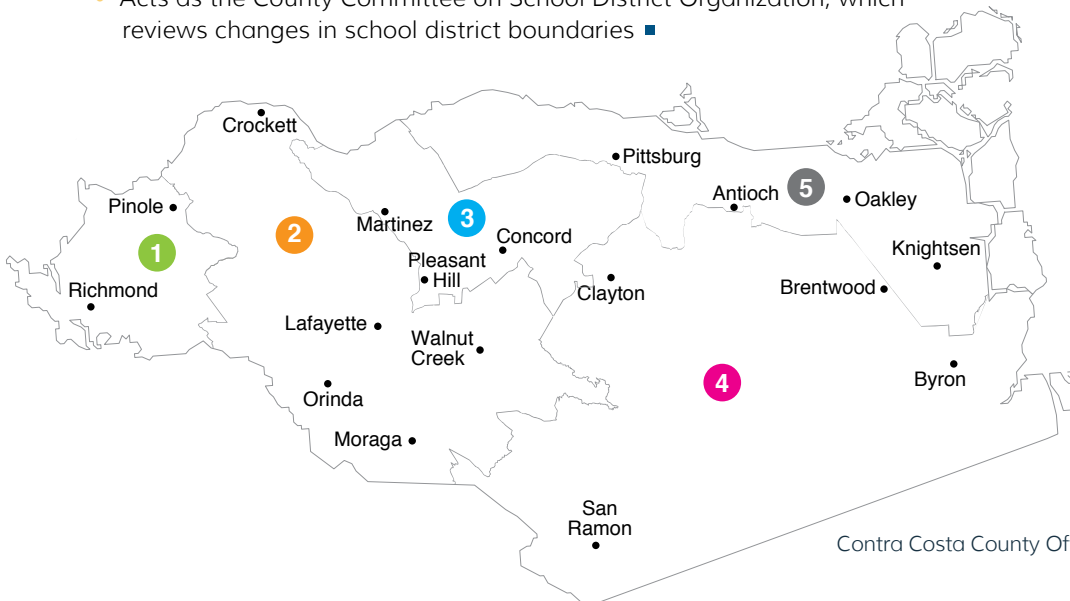


The Contra Costa County Board of Education is the elected Board of Education for the county of Contra Costa. The Board of Education consists of five members elected by trustee district areas to staggered four-year terms. Each board member represents a different area of the county and must be a registered voter in that area. In accordance with the California Education Code and certain other rules and laws, the Contra Costa County Board of Education serves as the governing board for the juvenile court schools operated by the County Office of Education.

What Does the Board Do?

The Board provides leadership and citizen oversight for educational programs and services operated by the County Office of Education. The Board also:

- Approves selected curriculum for education programs operated by the CCCOE
- Reviews and approves the County Office of Education budget
- Hears appeals on charter school petitions, interdistrict-transfer disputes, and expulsion cases
- Advocates on behalf of education at the local, state, and national levels
- Acts as the County Committee on School District Organization, which reviews changes in school district boundaries ■




AREA 1



TERM EXPIRES: 12/13/2024

CONSUELO LARA
El Cerrito, El Sobrante, Kensington, San Pablo, parts of Pinole, and Richmond

AREA 2



TERM EXPIRES: 12/09/2022

SARAH G. BUTLER
VICE PRESIDENT
Crockett, Hercules, Lafayette, Moraga, Orinda, Port Costa, Rodeo, parts of Alamo, Concord, Martinez, Pinole, Pleasant Hill, Richmond, and Walnut Creek

AREA 3



TERM EXPIRES: 12/13/2024

ANAMARIE AVILA FARIAS
Pacheco and parts of Clayton, Concord, Martinez, Pittsburg, Pleasant Hill, and Walnut Creek

AREA 4



TERM EXPIRES: 12/09/2022

MIKE MAXWELL
Blackhawk, Byron, Danville, Diablo, Discovery Bay, San Ramon, parts of Alamo, Antioch, Brentwood, Clayton, and Concord

AREA 5



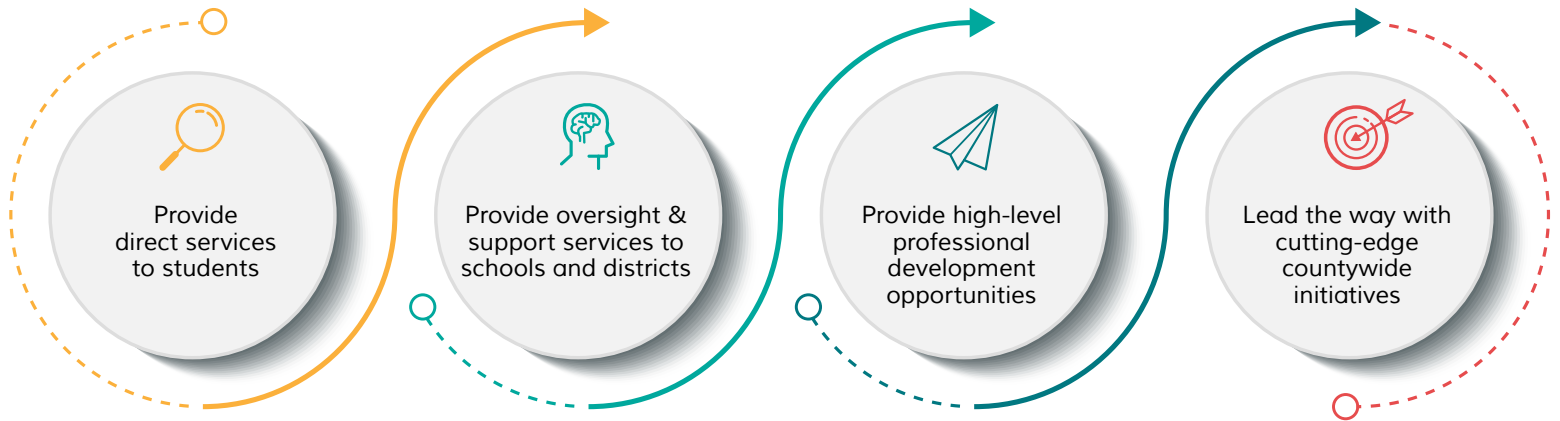
TERM EXPIRES: 12/09/2022

ANNETTE LEWIS
PRESIDENT
Bethel Island, Clyde, Knightsen, Oakley, parts of Antioch, Bay Point, Brentwood, and Pittsburg

Who We Are / What We Do

ABOUT CCCOE

How County Offices Operate



All data on this page from 2020-21 • Source: California Department of Education

BY THE NUMBERS

18 SCHOOL DISTRICTS

173,021 STUDENTS ENROLLED IN 2020-2021

285 SCHOOLS, INCLUDING CCCOE & CHARTER SCHOOLS

Contra Costa County Office of Education (CCCOE) is a unique agency. We are 1 of 58 counties in the state of California and have the ninth largest public school student population in the state. Officially established in 1932, CCCOE has a long history of providing direct services to some of our county's most vulnerable students, including adults and young people who are incarcerated, homeless, or in foster care, as well as students who have severe physical or emotional challenges. CCCOE also serves more than 10,000 students at 34 high schools through its Career Technical Education program (CTE).

CCCOE also provides support services to schools and school districts in Contra Costa County—services that can be handled most effectively and economically on a regional basis, rather than by each of the county's 285 schools or 18 school districts. These services range from budget approval and fiscal support to technology infrastructure and communication support. In addition, CCCOE provides some of the best high-level professional development opportunities for educators.

CCCOE serves as an advocate for education and youth in our county, helps to increase public awareness of educational issues, and acts as a liaison between school districts and other agencies during emergency situations.

The County Office of Education is an essential part of Contra Costa County's outstanding public school system. Together with our 18 school districts and numerous community partners, we prepare students in Contra Costa County to LEARN, LEAD, and ACHIEVE! ■

<p>Acalenes Union High www.acalenes.k12.ca.us</p> <p>Enrollment: 5,535</p>	<p>Antioch Unified www.antiochschools.net</p> <p>Enrollment: 16,559 Charter Enrollment: 947</p>	<p>Brentwood Union www.brentwood.k12.ca.us</p> <p>Enrollment: 9,023</p>
<p>Knightsen Elementary www.knightsen.k12.ca.us</p> <p>Enrollment: 608</p>	<p>Lafayette www.lafsd.k12.ca.us</p> <p>Enrollment: 3,261</p>	<p>Liberty Union High www.luhsd.net</p> <p>Enrollment: 8,222</p>
<p>Oakley Union Elementary www.ouesd.k12.ca.us</p> <p>Enrollment: 4,939</p>	<p>Orinda Union www.orindaschools.org</p> <p>Enrollment: 2,478</p>	<p>Pittsburg Unified www.pittsburg.k12.ca.us</p> <p>Enrollment: 11,015</p>



Contra Costa COE
Charters & Golden Gate (G.G.) Community School
G.G. Enrollment: 272 | Charter Enrollment: 6,612

Who We Are / What We Do

BY THE NUMBERS



Enrollment by Ethnicity

Hispanic or Latino	37.2%
White	27.6%
Asian	13.4%
African American	8.4%
Two or More Races	6.8%
Filipino	4.2%
Pacific Islander	0.6%
Not Reported	1.5%
American Indian or Alaska Native	0.3%

Additional Data

	Total Enrollment	% of total Student Population
English Learners	26,056	15.1%
Foster Youth	512	.002%
Homeless Youth	1,889	1.1%
Students with Disabilities	21,193	12.2%
Socioeconomically Disadvantaged	66,843	38.6%

History of K-12 Public School Enrollment in Contra Costa County

2007-2008	166,772
2008-2009	166,958
2009-2010	166,519
2010-2011	166,228
2011-2012	169,394
2012-2013	171,418
2013-2014	173,020
2014-2015	174,802
2015-2016	176,413
2016-2017	177,370
2017-2018	177,770
2018-2019	177,516
2019-2020	178,406
2020-2021	173,021

*Source: CDE DataQuest



Byron Union

www.byronunionschooldistrict.us

Enrollment: 1,319
Charter Enrollment: 874



Canyon Elementary

www.canyon.k12.ca.us

Enrollment: 72



John Swett Unified

www.jsusd.org

Enrollment: 1,312



Martinez Unified

www.martinez.k12.ca.us

Enrollment: 3,983



Moraga

www.moraga.k12.ca.us

Enrollment: 1,769



Mt. Diablo Unified

www.mdusd.org

Enrollment: 29,582
Charter Enrollment: 326



San Ramon Valley Unified

www.srvusd.net

Enrollment: 30,726



Walnut Creek

www.walnutcreeksd.org

Enrollment: 3,467



West Contra Costa Unified

www.wccusd.net

Enrollment: 27,383
Charter Enrollment: 3,644

Total County Enrollment Public Schools and Charter Schools

Enrollment: 173,021 | Charter Enrollment: 12,403

How Schools ARE FUNDED



California funds public schools using the Local Control Funding Formula (LCFF) with a focus on supplemental funding for high-needs students. The LCFF provides a base funding level connected to each district’s average daily attendance (ADA) and additional funding for low-income students, foster youth, and English learners. ADA is the number of attendance days divided by the number of days in the regular school year. A student attending school every day equals one ADA. The Local Control Accountability Plan (LCAP) is a planning tool used to set goals, plan actions, and leverage resources to improve student outcomes.

The LCAP addresses the needs of all students, including specific student groups, and all districts must specifically address English learners, foster youth, and low-income students. In addition, the LCAP must address the state of California’s eight priority areas that include student academic achievement, school climate, student access to a broad curriculum, and parent engagement.

Each district’s spending plan aligns to these priorities. Our Educational Services team, in partnership with Business Services, provides ongoing assistance to LEAs in our county to support them in achieving their identified goals, actions and services. ■

K-12 School District	ADA	General Fund Revenue	Per ADA Revenue Next Year
Acalanes Union High	5,413	\$82,912,557	\$15,317
Antioch Unified	15,148	\$200,821,777	\$13,257
Brentwood Union	8,980	\$96,577,219	\$10,755
Byron Union	1,384	\$16,708,461	\$12,069
Canyon Elementary	66	\$903,386	\$13,729
John Swett Unified	1,327	\$18,476,576	\$13,924
Knightsen Elementary	583	\$6,850,632	\$11,749
Lafayette	3,436	\$44,308,731	\$12,897
Liberty Union High	7,860	\$96,488,971	\$12,276
Martinez Unified	3,970	\$46,389,356	\$11,685
Moraga	1,808	\$23,455,504	\$12,973
Mt. Diablo Unified	29,121	\$364,229,235	\$12,508
Oakley Union	4,968	\$56,768,389	\$11,427
Orinda Union	2,483	\$33,667,853	\$13,560
Pittsburg Unified	10,770	\$145,514,085	\$13,511
San Ramon Valley Unified	30,949	\$360,644,069	\$11,653
Walnut Creek	3,444	\$39,886,161	\$11,580
West Contra Costa Unified	26,555	\$377,454,790	\$14,214
District Total	158,265	\$2,012,057,752	N/A
County Office of Education		\$71,944,166	
County Total	158,265	\$2,084,001,918	

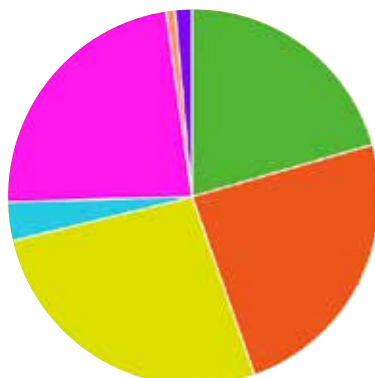
Data reported by districts, 2020-21 unaudited actuals

Our team:

- Assists LEAs in developing their LCAP
- Provides financial advisory services to assist with budget and LCFF planning
- Oversees compliance with State and Federal mandates
- Provides technical support focused on improved outcomes for student groups
- Supports LEAs with school climate and social emotional learning support

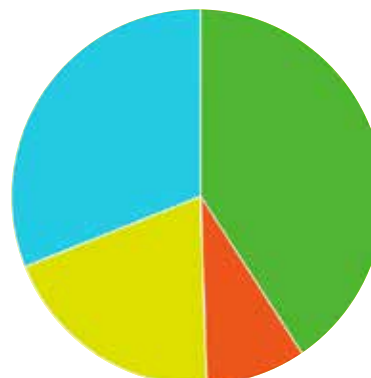
EXPENDITURES:

- Employee Benefits.....**26.6%**
- Classified Salaries.....**24%**
- Certificated Salaries.....**20.6%**
- Services/Other Operating Expenses.....**23.2%**
- Books & Supplies.....**3.3%**
- Other Outgo.....**1.5%**
- Capital Outlay.....**0.8%**



REVENUES

- LCFF Sources.....**40.9%**
- Local Revenues.....**31%**
- State Revenue.....**19.5%**
- Federal Reserve.....**8.6%**



*Source: CCCOE 2020-21 Unaudited Actuals

Serving Students With INTENSIVE NEEDS



Serving Students Birth to Age 22 from the 18 Public School Districts in Contra Costa County

CCCOE's EIGHT SPECIAL EDUCATION SITES



Student Programs and Services provides direct instructional programs and a variety of support services for students enrolled in CCCOE schools, as well as students throughout the county.

CCCOE provides a full range of services designed to meet the learning needs of students with disabilities from birth to age 22. We serve more than 200 students in eight locations throughout the county.

The students we serve:

- Early Start and Preschool students
- Students with Autism
- Students with Emotional Disabilities
- Students with Severe and Multiple Disabilities
- Students with Visual and Auditory Impairments
- Students transitioning into adulthood

Classroom settings include fully integrated sites on regular school campuses, community-based instruction, and special education centers. ■

“Mauzy School is an incredible asset in the East Bay, serving a unique group of kids like our daughter Violet. The campus, which includes a Medical Therapy Unit, concentrates expertise and care for kids with complex, special needs.”

- PARENT, MAUZY SCHOOL

Classrooms
by the Numbers

- 34** Classes
- 8** Counseling Enriched
- 2** Preschool
- 3** Early Start
- 6** Special Day Classes (Intensive)
- 8** Special Day Classes (Severe Multiple Disability)
- 7** Special Day Classes

District
Specified Services

- 4** Teachers of the Deaf and Hard of Hearing
- 5** Teachers of the Visually Impaired (Two are Orientation and Mobility Credentialed)
- 2** Augmentative and Alternative Communication Specialists
- 1** Adaptive Physical Education Teacher

What We Are Doing

ROP/CTE IN DISTANCE LEARNING

Since 1975, the Contra Costa Office of Education (CCCOE) Regional Occupation Program (ROP) has provided career and technical education (CTE) for a wide range of careers and educational opportunities to both high school students and adults.

In the 2020-2021 school year, CCCOE served more than 6,500 students with classes in 22 high schools, including court and community schools, throughout Contra Costa and Alameda counties. Currently, there are 254 state-of-the-art career development classes in the ROP program. The program focuses on providing high-quality CTE pathways, include rigorous academic curriculum, hands-on experiences, and work-based learning activities in high-wage, high-demand industries. In addition to High School ROP courses, CCC ROP runs adult courses to provide certification for Clinical Medical Assistance and Process Plant Operator programs. These 18-week programs are offered twice each year. This year, 96 students completed our adult programs and are beginning their careers in these fields.

CCC ROP leads a consortium of districts, industry partners and community organizations to develop courses that address regional labor market demands and develops curriculum that engages students in emerging technologies. As the CCR Consortium leads, CCCOE manages CTE grants, coordinates advisory boards, and seeks opportunities to expand access to

“

I AM PROUD THAT ROP TEACHERS WERE STILL ABLE TO EDUCATE AND ENGAGE STUDENTS IN RIGOROUS, RELEVANT INSTRUCTION.”

- LYNN MACKEY
COUNTY SUPERINTENDENT
OF SCHOOLS



6,500
students

22
high
schools

254
classes

programs for all students. All classes and programs are directed by and funded through CCCOE.

Traditionally, combining classroom instruction with hands-on learning, the ROP program was still able to offer valuable, practical, and real-world applications in a distance learning environment during the COVID-19 pandemic.

“This pandemic caused all of our educators to change what they do and how they do it,” Contra Costa County Superintendent of Schools Lynn Mackey said. “I am proud that ROP teachers were still able to educate and engage students in rigorous, relevant instruction. The fact these hands-on classes still provided value in a virtual setting spoke to the commitment and imagination of the teachers and the ability of students to adapt to an unpredictable and ever-changing environment.”

Despite the challenges of moving her usually “hands-on” class to an online format, Dozier-Libbey Medical High School sports medicine teacher Kim O’Leary said her second-year students were still able to design a virtual instructional project successfully. They created and determined the criteria, wrote the rubric, and helped judge a teaching tool titled, “What Does a 1st, 2nd or 3rd Degree Ankle Sprain Look Like?”

CCCOE ROP teachers and students took an innovative approach to virtual learning that provided students with the vital skills to succeed in evolving fields. The COVID-19 pandemic introduced a challenge that resulted in an opportunity for students, teachers, and administrators to pivot and identify new strategies for models of learning. ■

Student Outcomes Thriving With **LEARNING HUBS**

Recognizing the challenges families faced during the COVID-19 pandemic, CCCOE partnered with childcare centers and non-profit organizations across the county to provide Learning Hubs for students primarily in Transitional Kindergarten through 5th grade while schools were in a distance learning mode.

With a \$1.3 million dollar investment for the 2020-21 school year, CCCOE-sponsored Learning Hubs served more than 250 students in 17 locations across the county. The organizations that offered learning hubs include: YMCA of the East Bay, the cities of Richmond and Oakley, the housing authorities in Pittsburg and Rodeo, the Learning Center in Pittsburg, STAND! Transitional Housing in Concord, The Growing Room and Kid's Country in Danville, and Bright Futures in Richmond.

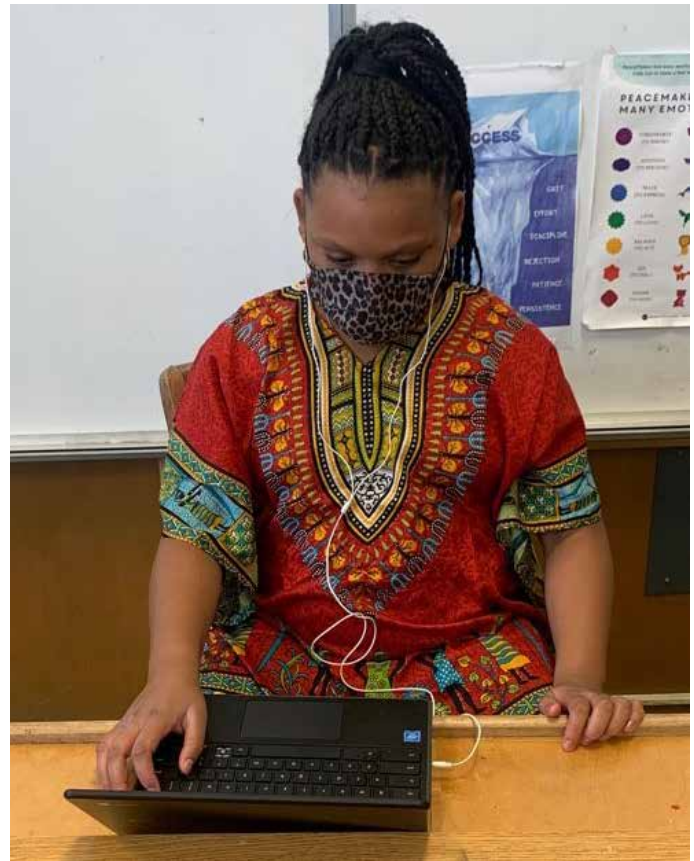
Thanks to the partnership between the Contra Costa County Office of Education and community-based organizations, Learning Hubs became a vital resource to communities and for parents who are essential workers.

“During this pandemic, Learning Hubs were a model that promote the achievement of educational and developmental milestones,” Superintendent of Schools Lynn Mackey said. “They became a safe place for students who needed additional support during distance learning. Community partnerships and investments were invaluable in helping get us beyond the difficulties families and students faced.”

Bright Futures, a 501(c)(3) nonprofit growth and development center in Richmond, quickly mobilized when the pandemic hit. The center jumped into action, knowing the community they served needed the Learning Hub even more.



“We went immediately into solution mode,” Bright Futures Executive Director Ivy Winston said. “We were provided with air purifiers and we were able to put procedures into place to operate and function in the safest way that we could. We opened for parents who were essential workers.



We trained parents on safe practices away from the center and trained staff on safe practices while here.”

Open during the school day and after-school hours, Learning Hubs provided students with academic and technology support, social-emotional learning, STEM learning activities, team-building, and daily health screenings. To ensure safety during the current pandemic, the Learning Hubs implemented intense safety protocols.

Students attending Learning Hubs had access to socially-distanced activities and support. Bright Futures provided educational assistance for students participating in Distance Learning, and ensured students were being nurtured socio-emotionally. Winston said she noticed a change in the students' attitudes over time.

“Kids had yard time,” Winston said. “They interacted with each other but kept their distance. When they ate outdoors, they could still laugh and joke and talk with each other. Their mindset absolutely turned around.” ■

Supporting Our MOST VULNERABLE

Golden Gate Community School

Golden Gate is an alternative education charter school serving the academic and social-emotional needs of students who have been referred by their local school district due to expulsion or other school-related challenges, as well as students whose families feel they would benefit from a smaller learning environment. We have five classrooms and four Independent Study Centers serving a diverse population that ranges from 7th-12th grades from many of the county's school districts. We prepare students to return to their home districts with the tools to thrive and reach their full potential. Students gain access to future success by earning a high school diploma, going on to higher education and pursuing a career. Golden Gate offers classrooms and/or Independent Study in Brentwood, Pittsburg and Richmond. Individualized learning plans are provided for each student. ■



Mt. McKinley and Golden Gate Community schools celebrated their graduating seniors with an outdoor ceremony at Pleasant Hill Community Center.

2020-21

BY THE NUMBERS

- **132** students served
- **30** Graduates
- **15%** Reduction in the number of students who were chronically absent
- **11%** increase in our overall attendance rate
- **49** High School diplomas awarded

Court School — Mt. McKinley School

Mt. McKinley provides educational services to students who are either incarcerated or in some phase of the judicial process. Students come from throughout Contra Costa County's 18 school districts and are served at two locations — Mt. McKinley School in Martinez, located within Juvenile Hall, and the Byron Campus is located at Orin Allen Youth Rehabilitation Facility.

In addition to offering a traditional school schedule that supports all core disciplines, Mt. McKinley offers three CTE Pathways that include: Residential and Commercial Construction, Computer Science, and Public Health. Mt. McKinley partners with the Contra Costa County Community College District to offer concurrent enrollment.

Educational services continued to be provided during COVID-19 closures and distance learning using pre-recorded video instruction and work packets created by Mt. McKinley teachers who were also accessible via video conferencing during the school day. Students and teachers also had dedicated weekly zoom conferences to review classwork and progress. Counseling and other IEP services were also provided virtually through video conferencing. ■

2020-21

BY THE NUMBERS

- **197** students served
- **980** A-G course credits awarded
- **3** College Pathways offered (Construction, Public Health, Coding, Horticulture)
- **23** Students dual-enrolled in Horticulture at DVC
- **38** Community College courses completed
- **30** High school diplomas awarded

CCCOE's Court and Community schools are WASC accredited. CCCOE believes that ALL students want to learn and are capable of learning. Students engage in transformative learning according to their individual needs, to achieve their potential, and to positively participate in and contribute to their community.

Programs that Pave the Way and **BREAK DOWN BARRIERS**



Contra Costa Adult School/Adult Correctional Education

The WASC-accredited Contra Costa Adult School (CCAS) offers educational programs to incarcerated adults through the Office of Sheriff Inmate Services. CCCOE provides college and career readiness opportunities for students to take grade-appropriate academic course work and address basic skill deficits. Students earn high school/community college credits, a high school diploma, a high school equivalency certificate, and participate in career technical education, personal development classes, and transition and employment services.

In 2020-2021, 1,397 enrolled and 822 students participated (completed independent distance learning packets) in educational opportunities at one of the three jail facilities:

- Marsh Creek Detention Facility – Clayton
- West County Detention Facility (WCDF) – Richmond
- Martinez Detention Facility – Martinez

Due to the COVID-19 pandemic, there was no in-person instruction and online access was not available. CCAS teachers developed distance-learning modules in 15 courses at all three facilities. This included the development of three new programs; Construction Career Exploration, Culinary Class, and Multi-Craft Core Curriculum (MC-3) to prepare students for work in the trades.

Students earned more than 800 certificates of achievement, completion, benchmarks and participation during the year. One student earned an adult high school diploma and one student completed the Multi-Craft Core Curriculum, MC-3 certificate from North America Building Trades Unions (NABTU). ■



249
students
completing
813 modules



“Thanks to the Reentry Program’s transition services and outside agencies, I now have a wonderful place to live and a great job.”

- Former Student

Class/ Activity	Total 2019-2020	Total 2020-2021
Academic Learning Gains in Reading/Writing	154	102
Construction Trades Multi Craft Core Academic Curriculum	0	176
Construction Trades Multi Craft Core CTE Curriculum	0	91
Construction Trades Career Exploration	Replaced Woodshop during Distance Learning	64
Woodshop Toys	898	0
Bikes	81	0
Computer Applications/ Office Professional	97	42

Game Plan for Success

Game Plan for Success (GPS) is an individualized comprehensive reentry program where clients can receive case management services from the Reentry Transition Specialists and the Reentry Employment Specialist. During the pandemic, the GPS team developed a program that consists of a variety of modules to assist inmates/students with planning for their reentry into the community. Twenty modules replaced the in-person Pre-Game Planning Sessions and Strategy Sessions. Each module is interactive and participants are expected to participate and return requested paperwork and assignments to the Reentry Transition Specialists. This allows GPS the opportunity to continue to make appropriate referrals for services on the student’s/inmate’s behalf and eventually provide them with a reentry plan.

Providing Opportunities ACCESS TO GED/HISET



Through some of the most critical phases of the COVID-19 pandemic, CCCOE offered in-person General Education Development (GED) and High School Equivalency Test (HiSET) testing to all California residents. CCCOE offered a stable testing program environment to fulfill the needs of participants of all ages and backgrounds who were seeking GED or HiSET certification to move forward in their lives during the pandemic.

“GED and HiSET testing are critical tests that change people’s lives,” said Superintendent of Schools Lynn Mackey, who took and passed the GED to complete her high school education. “CCCOE is committed to educational equity and providing education opportunities to people of all backgrounds. The influx of test takers to this program shows that high school equivalency tests are a crucial service to our community and the state of California, regardless of the pandemic.”

GED and HiSET testing availability is important for people beginning new chapters in their lives, as receiving a passing mark is often a prerequisite to continuing their education, going through immigration proceedings, and entering careers such as nursing or law enforcement.

During the summer of 2020, accessibility to the in-person GED and HiSET exams was limited due to the pandemic. Taking the test still remained crucial to many, with several people driving from far regions of the Bay Area and even Southern California. Within weeks of reopening in July 2020, the testing center was fully booked.

Nicole Grimshaw, Testing Administrator for the Contra Costa County Office of Education, saw firsthand how the pandemic increased GED and HiSET participation, causing the agency to increase the number of available testing days.

“In the 2019-2020 year, we had 192 GED tests scheduled and 171 people showed up,” Grimshaw said. “Since July 2020, when we reopened and started testing, we’ve had 450 GED tests scheduled and 371 people showed up. CCCOE provided the only testing center in the state for a very long time once we reopened.”

Grimshaw said someone drove six hours from Los Angeles and spent the night in a hotel just to take the GED so they could advance their career. Others came from Bay Area cities such as Sebastopol, Santa Rosa, San Jose, and Mountain View.

CCCOE provided a safe testing environment that follows COVID-19 safety protocols. High school equivalency tests are also available in Spanish, increasing accessibility for test takers.

“CCCOE saw a critical need to expand testing opportunities during the pandemic, and we answered the demand,” Superintendent Mackey said. “There’s no limit to education. Everyone is deserving of an education and an opportunity for a better life, and CCCOE is proud to offer these services.” ■



GED TESTS

2019-20

Out of 192 GED tests,
171 people showed up

Since July 2020

Out of 450 GED tests,
371 people showed up

Youth Services Provides RESOURCES AND OPPORTUNITIES

Youth Services (YS)

Youth Services provides a broad range of services for youth who are in foster care, facing housing instability, are involved with the legal system, or experiencing other barriers and need support to finish school, find a job, or pursue a career path. We work in partnership with school districts, child welfare, probation, community colleges, juvenile court, and community organizations to support children and youth so they can successfully access and navigate education, employment, and long-term economic opportunity.



Programs include:

- Education for Homeless Children and Youth (EHCY)** - The McKinney-Vento Homeless Assistance Act ensures educational rights and protections for children and youth experiencing homelessness. Youth Services provides support and resources to the 18 school districts in the county, CCCOE-operated school sites, and charter schools to implement McKinney-Vento. Technical assistance and training is available to District Homeless Liaisons and other staff who are involved in working with homeless children and youth.
- Foster Youth Services Coordinating Program (FYSCP)** - The FYSCP was established in 1973 to address and support the educational needs of foster youth. CCCOE FYSCP ensures school records are immediately obtained to establish appropriate placements and collaborate with school districts, child welfare agencies, probation, post-secondary institutions, caregivers, and community organizations to coordinate instruction, tutoring, mentoring, vocational training, emancipation services, training for independent living, and other related services.
- Workforce Programs** - CCCOE provides career and educational guidance to youth experiencing barriers who are 16-24 years old. Characteristics of eligible youth include: those involved in the legal system, pregnant/parenting, in foster care, with disabilities, and experiencing homeless. CCCOE provides youth workforce development services, including the required The Workforce Innovation and Opportunity Act (WIOA) youth program elements and the Department of Rehabilitation (DOR) five student services in an approach designed to enhance clients' essential employment skills and assist youth in setting and pursuing educational and career goals. ■



Children and Youth:	In Foster Care	2020-21	2019-20	2018-19	2017-18	2016-17
	Contra Costa County	797	842	948	1062	1099
Experiencing Homelessness	2020-21	2019-20	2018-19	2017-18	2016-17	
	Contra Costa County	2,271	2,680	2,896	2,437	2,682

*Source: CCCOE Youth Services

Quality Professional Development LEADS TO ACADEMIC SUCCESS

Teacher Induction Program (TIP)

The Contra Costa County Office of Education Teacher Induction Program (CCCOE TIP) is accredited by the California Commission on Teacher Credentialing as a pathway for teachers to earn a recommendation for a Clear Teaching Credential. The purpose of the TIP is to provide new teachers with an individualized and job-embedded system of support in order to develop, refine, and enhance their teaching skills. The program is designed to improve teacher practice as measured by the California Standards for the Teaching Profession (CSTP) and student achievement through intentional goal-setting, inquiry, self-assessment and reflection.



In collaboration with a mentor, participating teachers develop their individualized learning plan (ILP) which serves as a roadmap for professional growth. As a part of the ILP process, candidates work alongside their mentor to develop growth goals. In 2020-21, the program introduced the SMARTie (Specific, Measurable, Realistic, Timely, Inclusive and Equity Oriented) framework for developing growth goals to encourage mentors and candidates to engage in conversations about equity and inclusion which are key to developing as an effective practitioner in California.

Mentor Professional Development was designed so that equity was infused into all professional learning as opposed to an add on. Some of the mentor professional development topics included: Building relationships, resilience, and centering equity in virtual mentoring, as well as using a Universal Design for Learning (UDL) framework to provide self-differentiated learning and experience a myriad of equity related topics. ■

By the Numbers

Teacher Induction Program (TIP)

During the extraordinary 2020-21 school year, the program supported:

- 313** – Teachers
- 17** – School districts
- 28** – Private/charter schools
- 168** – TIP mentors

Administrative Leadership Program (ALP)

- 313** – Candidates in program
- 16** – 2021 graduates
- 22** – School LEAs served
- 25** – Certified leadership



Administrative Leadership Program (ALP)

Our ALP program proudly offers the Professional Clear Services Credential program as a support to recently hired administrators throughout our county and beyond. Our job-embedded, individualized-coaching program expands and deepens our administrator's knowledge, skill, and behavior. This year the pandemic created unique and complex leadership challenges, and candidates, in partnership with their coaches, worked continuously to find solutions that would result in equitable educational opportunities for all. In support of this effort, leadership coach meetings were designed to collaborate around equity-related topics and a study of *Shattering Inequities* by Robin Avelar and Ruth S. John. ■

Curriculum & Instruction

FOCUSES ON EQUITY

Equity has been a watchword for the Curriculum & Instruction department the last year. The department has sponsored trainings and led curriculum work in a number of areas, including Heritage/History Teacher Resources and the English Learner Roadmap and LCAP Toolkit.

For the Heritage/History Teacher resources, the C&I team curated resources to begin a conversation around the contributions, cultures, and histories of cultural/ethnic groups tied to Board of Education Resolutions. Additionally, discussion questions are included that are tied to the Social Justice Standards.

The English Learner Roadmap and LCAP Toolkit work included a three-part training series focused on using research-based tools to promote equity for English Learners. These trainings supported school districts to

design an LCAP that is aligned to the California English Learner Roadmap policy with the goal of identifying actions, services, programs, and resources that ensure equitable opportunities and outcomes for English Learners.

Other areas of work included:

- Social justice standards
- Grading for Equity
- Multi-Tiered Systems of Support
- Equity in Computer Science
- Ed1Stop Social Content Standards Review
- Equity in Mathematics ■



COMPUTER SCIENCE
PRINCIPLES
2020-2021 Cohort



Early Care and Education During A Pandemic:

QUALITY MATTERS MORE THAN EVER

Like many other types of businesses, early childhood care and education programs spent this year learning to navigate the new normal during COVID-19 so that they could continue to serve children and families. The pandemic made it even more clear that child care is essential, and that quality child care matters even more than ever.

The Contra Costa County Office of Education collaborates with First 5 Contra Costa, CocoKids, and the three local community colleges to support and promote quality early care and education for children ages 5 and under through Quality Matters – Contra Costa County's Quality Rating and Improvement System (QRIS). Quality Matters incentivizes child care providers to offer the best care possible. Participating programs are rated on their level of quality and are supported to engage in activities to raise their rating. Over 150 licensed child care programs in Contra Costa County continued to participate in Quality Matters during the pandemic. Providers, who voluntarily joined the program, received training, coaching, support and advice throughout the year. Most of these sites are located in low-income communities or serve children with high needs.

The County Office of Education issued stipends to the participating programs that continued their commitment

to quality child care and met program milestones this year in spite of the challenging times. Family Child Care Homes and Center Based Programs reported utilizing the stipends to purchase materials and programs to help them connect with families during the pandemic. Due to virtual learning, the demand for technology was higher and some of the programs reported they would not have the means to purchase the much-needed tablets and devices to help them stay in contact with families about their children's learning without the Quality Matters funding. Some programs also purchased learning software and memberships to keep families and children engaged through distance learning.

One site commented on their success this year stating that participating in Quality Matters supported their program to "Make it through the pandemic without having to make any sacrifices in quality! We were able to keep our staff employed, serve families, and keep everyone safe." ■



Tobacco Use Prevention Education (TUPE)

TUPE believes that tobacco is a social justice issue and that young people have the power and capacity to educate others and positively impact their entire school communities. TUPE reduces youth tobacco use by helping students make healthful tobacco-related decisions. We work alongside middle and high school students, who are active tobacco prevention leaders within their schools and communities and the next generation of tobacco-free advocates. The tobacco prevention landscape has shifted rapidly, with adolescent use of e-cigarettes/vape pens now surpassing use of combustible tobacco products. TUPE provides county-wide leadership and collaboration, and along with our youth development programs, is actively preventing tobacco use and supporting current users in their efforts to quit. ■

94%

of students reported that they learned more about the dangers of e-cigarettes/vape pens through our TUPE programs last school year.



During the 2020-21 school year, **more than**

3,100 STUDENTS

participated in teacher-led prevention education lessons.

Social Emotional Learning

SEL is a powerful lever for creating caring, just, inclusive, and healthy communities that support all individuals in reaching their fullest potential. SEL both fosters and depends upon an equitable environment, where everyone feels respected, valued, and affirmed in their individual interests, talents, social identities, cultural values and backgrounds. The past year has been challenging unlike any other in our lifetime and the power of safe a supportive school climate to support our adults and students is more important than ever.

The SEL department at CCCOE has engaged in multiple activities to support the intentional building of equitable spaces:

- Partner with Turnaround for Children to present the New Three R's series to support district teams in creating whole-child centered re-opening plans
- Facilitate an SEL Community of Practice for over 60 educators
- Engage in MTSS trainings for school sites and districts to support systematic implementation of equitable systems that support the academic and social/emotional needs of students
- Support LEAs in crafting Learning Accountability Plans and LCAP plans that support whole child design, mental and emotional health of adults and students and equity.
- Facilitate School Climate Network to connect LEA leaders to share best practices
- Continue PBIS trainings virtually ■

Supporting Districts and the Students They Serve

TECHNICAL SERVICES



Human Resources

The Human Resources Department (HR) services school districts by:

- Ensuring that all Contra Costa County teachers are credentialed and assigned to teach appropriate subjects
- Coordinating teacher and substitute job fairs to recruit staff for school districts and County Office programs
- Providing legal updates for school district personnel
- Providing fingerprinting services to over 20 agencies in Contra Costa County
- Celebrating outstanding service with the Classified Employee of the Year recognition program
- Coordinating Contra Costa County Personnel Administrators' Consortium

CERTIFICATED JOB FAIR

200 PROSPECTIVE
CERTIFICATED EMPLOYEES
18 SCHOOL DISTRICTS
AND CHARTER SCHOOLS.

CCCOE HR
ON-BOARDED

153 NEW HIRES

DURING THE 2020-21
SCHOOL YEAR

CCCOE hosted the first county-wide virtual Certificated Job Fair in 2020-21 that was attended by over 200 prospective certificated employees with 20 virtual booths representing 18 school districts and charter schools. CCCOE HR on-boarded 153 new hires during the 2020-21 school year.

Responding to calls for more diversity in the workplace that resonated throughout the pandemic, CCCOE HR has active memberships in CALSA (California Association of Latino Superintendents and Administrators) and CAAASA (California Association of African-American Superintendents and Administrators) to help in recruitment in establishing a more diverse candidate pool and committed to inclusion by instituting implicit bias training for CCCOE interview panel members. ■

Business and Administrative Services

The Business Services team stepped in to accommodate the distance learning mandate during the 2020-21 academic year, as technology needs increased, health and safety procedures were put in place, and school administrative processes went virtual. During that time, our team:

- Provided technology support to students without devices and internet connectivity
- Reviewed school sites and office infrastructures and resources to accommodate health directives
- Provided expanded technology access and resources are available for students and families
- Updated and modified technology and business policies to address automated approval processes and to protect private and sensitive information
- Completed an evaluation of all physical buildings and space to prepare classes for distance and in person instruction.
- Work with county and state health authorities to implement health and safety plans and CDPH guidance
- Redesign procedures and provide training to ensure personal health and safety in school facilities and vehicles
- Introduce new, comprehensive plans to meet cleanliness and disinfecting standards in school facilities and vehicles ■



2020-2021

COUNTY TEACHERS OF THE YEAR

Fourth grade teacher Sarah Clancy from Live Oak Elementary School and middle school teacher Courtney Konopacky from Stone Valley Middle School were named the 2020-21 Contra Costa County Teachers of the Year. Both work in the San Ramon Valley Unified School District.

The two were selected from a field of 22 educators representing 17 of the county's 18 school districts, the Contra Costa County Office of Education and the Contra Costa Community College District.



After serving as a substitute 4th-grade teacher at Quail Run Elementary School, in San Ramon, Sarah Clancy, has been teaching grades 2nd, 5th, and a Teacher on Special Assignment (TSA) for Student Support since 2008 at Live Oak Elementary School, in San Ramon. Clancy decided on a career as an educator when she worked in a kindergarten classroom to complete her senior project in high school. No doubt, this early calling was the correct one.

"Mrs. Clancy is instrumental in implementing both Sanford Harmony and No Place for Hate programs at Live Oak," says current Live Oak PTA President Smitha Swamy. "She models what she teaches and inspires the students to be a gracious leader. Over the years that I have interacted with Mrs. Clancy, I have only heard her say positive comments, no matter how difficult the situation. She is an educator who inspires not only her students but the parents as well. Mrs. Clancy's Leadership skills reflect a strong, positive, persevering, and kind spirit."



Courtney Konopacky has been a positive fixture for the past 17 years at Stone Valley Middle School, in Danville. The honored educator has been a Core 8 Teacher and Site Teacher Leader for most of her career. Currently, Konopacky serves as a TSA - Social Studies Curriculum Development and Coaching. Teaching is certainly in her blood, including her family members great-grandmother Rosa and aunt Marion.

"Courtney Konopacky is an innovative educator who genuinely cares about students and families," says Stone Valley Middle School Principal Justin White. "She digs in when students present signs of academic struggle and provides reteaching and reassessment on all essential skills. Courtney believes it is moral imperative to make sure that students have an in-depth understanding of critical skills that are needed to be successful. She continues to push her teaching design and delivery so that she can provide a top-notch educational experience for all students." ■

2020-2021 Contra Costa County Teacher of the Year Representatives:

Marlene Miranda, Acalanes Union High School District, Las Lomas High School

Robert Vieria, Antioch Unified School District, Antioch Middle School

Karen Neilson, Brentwood Union School District, Garin Elementary School

Jennifer Krey Byron Union School District, Excelsior Middle School

Thomas Barber, Contra Costa Community College District, Diablo Valley College

Ellyn Husted, Contra Costa County Office of Education, Mt. McKinley School

Kellyn M. Jew, John Swett Unified School District, Rodeo Hills Elementary School

Shirley Ann Padgett, Knightsen Elementary School District, Knightsen Elementary School

Christina Nitsos, Lafayette School District, Lafayette Elementary School

Lyndsie J. Memory, Liberty Union High School District, Liberty High School

Amber Love-Snyder, Martinez Unified School District, Las Juntas Elementary School

Brett Lorie, Moraga School District, Joaquin Moraga Intermediate School

Beth Miller Bremer, Mt. Diablo Unified School District, Wren Avenue Elementary School

Dylan Bland, Mt. Diablo Unified School District, College Park High School

Kathy Reinders, Oakley Union Elementary School District, Vintage Elementary School

Katherine Sahn, Orinda Union School District, Del Rey Elementary School

Taylor Leonna Smith, Pittsburg Unified School District, Rancho Medanos Junior High School

Sarah Clancy, San Ramon Valley Unified School District, Live Oak Elementary School

Courtney Konopacky, San Ramon Valley Unified School District, Stone Valley Middle School

Petra Sauve, Walnut Creek School District, Parkmead Elementary School

Cesar Dante-Barragan, West Contra Costa Unified School District, Cesar Chavez Elementary School

Jesus Alfredo Galindo, West Contra Costa Unified School District, Lincoln Elementary School

2020-2021

CLASSIFIED EMPLOYEES OF THE YEAR

Dan Luu, Lead Custodian at John Baldwin Elementary School in Danville, was one of nine 2021 California Classified School Employees of the Year, honored by State Superintendent of Public Instruction Tony Thurmond for their dedication to California's public school students.

Luu is now eligible to be nominated for the second annual Recognizing Inspiring School Employees (RISE) Award, a national honor which will be announced by the U.S. Department of Education in 2022.

"I want to congratulate Dan Luu for so ably representing the classified employees of Contra Costa County at the state level," County Superintendent of Schools Lynn Mackey said. "Classified school employees are important to the successful, everyday functions of schools. They represent the backbone of our school districts and contribute to the success of our students, teachers and communities."

Luu, who has 15 years of service with the San Ramon Valley Unified School District, was one of five Contra Costa County Classified School Employees of the Year.

"Dan's dedication and love of the school grounds is comparable to someone caring for their own home. Dan arrives early in the morning to clean, walk the grounds, and to ensure that the campus is at its best for students, staff, and community," John Baldwin Elementary School Principal Joe Romagna wrote in his nomination letter for Luu. "The demands of a lead custodian's job changed dramatically with school closures and the subsequent reopening for small groups, child nutrition distribution, and hybrid reopening. While the school was physically closed, Dan was hard at work cleaning out storage rooms in anticipation of furniture storage, and he later helped create a new cleaning schedule to accommodate for a.m. and p.m. student cohorts. Dan leads through example and mentorship." ■



DAN ARRIVES EARLY IN THE MORNING TO CLEAN, WALK THE GROUNDS, AND TO ENSURE THAT THE CAMPUS IS AT ITS BEST FOR STUDENTS, STAFF, AND COMMUNITY."



Dan Luu

2020-2021 Nominations: Classified Employees

Dan Luu,

Lead Custodian, John Baldwin Elementary School, San Ramon Unified School District

Derrick Kirk,

Youth Development Specialist,
Contra Costa County office of Education

Jeff Franz,

Technology Support Technician
Contra Costa County Office of Education;

Jill Pospisil,

Library Clerk, Adams Middle School
Brentwood Union School District

Hili Stephenson,

Cook Manager, Alhambra High School
Martinez Unified School District.



CONTRA COSTA COUNTY
Office of Education

learn • lead • achieve

Lynn Mackey, Superintendent of Schools

COUNTY SUPERINTENDENT OF SCHOOLS
LYNN MACKEY

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SARAH G. BUTLER, AREA 2

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MIKE MAXWELL, AREA 4

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