Wednesday, March 15, 2023

**Senate Joint Hearing Education and Budget and Fiscal Review Subcommittee No. 1 on the State of the Educator Workforce**

Dear Chairs Newman and Laird,

Thank you and your committee for having a hearing on the state of the educator workforce. The following is the testimony by Dr. Kanika White:

**Testimony of Dr. Kanika White**

**LACOE’s Chief Human Resources Officer**

Good Morning Chairs Newman and Laird,

I am Dr. Kanika White, Chief Human Resources Officer for the Los Angeles County Office of Education. Thank you for the opportunity to speak with you today about LACOE’s educator recruitment and retention work.

LACOE is the largest regional education agency in the nation, serving 80 school districts and over 1.4 million students. We also provide support and training to educators throughout the county by offering a number of credentialing programs and professional development. These programs include Beginning Teacher Programs, Administrative Services Credential Programs, and Designated Subjects Credential Programs. We are grateful to the California Department of Education for their National Board Certification and various teacher subsidy programs (Golden State Teachers Program, Certified Teacher Incentive Grants, National Board Candidate Subsidy) and their partnership with LACOE and other LEAs to address the shortage.

LACOE supports educators through our Beginning Teacher Programs which provides full service pathways to support teachers throughout their entire credentialing journey, for example our:

1. Pre-Service - provides 8 courses leading to intern eligibility. Candidates who complete the program are eligible to be hired by districts as interns.
2. Our District Intern Program - A two-year long program allowing for candidates to work during the day and take courses in the afternoons and weekends. Candidates who complete the program are eligible to receive a preliminary credential.
3. Our Induction Program - A two-year long program allowing for candidates to work during the day, apply new knowledge and skills within their current classrooms, and be paired with experienced mentor teachers for support. Candidates who complete the program are eligible to receive their clear credential.
4. We also offer authorization programs for autism, early childhood special education, and opportunities for classified staff interested in teaching positions to obtain the required credentialing.

These are cost-effective solutions, Alternative Pathways to University Programs, for districts/charters that do not have in-house Educator Preparation Programs that help to ensure teachers obtain appropriate credentials/authorizations for their teaching positions.

We have partnerships with:

* 37 districts
* 82 charter schools, and
* 25 non-public schools
* Providing job-embedded experience with mentor/practicum supervisors.

Like other local education agencies, LACOE has been challenged by the national teacher shortage. In response to the crisis we had to get creative through targeted social media recruitment campaigns and an expansion of our approach to job fairs. Under the leadership of the Los Angeles County Superintendent of Schools Dr. Debra Duardo and our Human Resources Team, we expanded our job fairs in the following ways:

* Hosted Virtual Job Fairs to support county school districts in their recruitment efforts that fostered global reach
* Partnered with Tulare County Office of Education to conduct a southern California regional global recruitment fair to support 10 counties which is home to more than half of California’s population.

We look forward to continuing our efforts to address the teacher shortage in LA County and beyond through our partnerships with CDE, education leaders, and the Legislature. Increased funding would help to ensure all classrooms are staffed with qualified teachers who aren’t negatively impacted financially through the credentialing process, reduce shortages and positively impact student achievement.

Thank you for your time and attention to this pressing matter.

We look forward to working with you on this important matter. I can be reached at [Gibbs\_Pamela@lacoe.edu](mailto:Gibbs_Pamela@lacoe.edu) if you have any questions.

Sincerely,



Pamela E. Gibbs, J.D.

Executive Director, Governmental Relations

cc: Members of the Senate Education Committee

Members of the Senate Budget and Fiscal Review Subcommittee No. 1 on Education

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