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. Rebecca Summers:

**Testimony of Dr. Rebecca Summers**

**LACOE’s Coordinator of Educational Leadership Programs**

Good Morning Chairs Newman and Laird,

I am Dr. Rebecca Summers, Coordinator of Educational Leadership Programs (ELP) for the Los Angeles County Office of Education. Thank you for the opportunity to contribute to this discussion, and to share our unit’s work in credentialing new educational administrators. This work seeks to fill a critical and growing demand for leaders in the education field – principals, assistant principals, coordinators, specialists, and others. We believe that every student deserves to have a credentialed, effective, resourceful, and innovative teacher and administrator. We further believe that every student deserves to see themselves represented in school leadership.

LACOE is the largest regional education agency in the nation, serving 80 school districts and over 1.4 million students. LACOE’s Educational Leadership Programs meet the critical need for developing well-trained and highly prepared administrators in Los Angeles County. LACOE’s programs offer a high retention pathway from earning the preliminary to earning the clear administrative services credential. To close the achievement gap and educate all students for the demands of 21st century citizenry, LACOE prepares administrators to be skilled, courageous, and equity-minded leaders. We provide support and training to educators throughout the county by offering two administrative services credentialing programs:

The Preliminary Administrative Services Credential (PASC) program:

One-year program resulting in a PASC credential for entry-level educational leadership.

Consists of six standard-aligned courses, fieldwork experiences, and coaching support for the California Administrative Performance Assessment (Cal-APA).

In our first two years, we are on track to credential over 100 new administrators.

The Clear Administrative Services Credential (CASC) program:

A two-year program resulting in a Clear Credential for new administrators in their first few years in an administrative position.

Grounded in personalized leadership coaching, assessment, and professional development.

Develops leaders for a lifetime of Administration

Since its inception in 2016, the program has provided clear credentials to over 650 new administrators.

Our current program enrollment represents a diverse slate of candidates in both PASC and CASC. This year alone we are serving 251 candidates and training 68 Leadership Coaches, an increase of 20 percent year over year. Due to the growing demand, we have had to turn away applicants and keep extensive waiting and interest lists. Daily, we field inquiries from new and aspiring administrators who want to apply to our programs.

Our administrative candidates also represent partnerships with:

47 public school districts

28 charter schools

3 private schools

30 districts in differentiated assistance

Being properly credentialed is a requirement to work as an administrator in California; therefore, the livelihood of our candidates is dependent on completing the appropriate program, in a specific time frame, and being financially responsible for yet another cost that may lead to an accumulation of more debt and loans. These are cost effective solutions, and alternatives to University Programs for districts and charters that do not have in-house administrator preparation or induction programs that help to ensure administrators obtain appropriate credentials for their leadership positions.

LACOE hires accomplished, retired administrators to serve as Leadership Coaches and Course Instructors. Their diversity mirrors the administrators enrolled in our program ethnically, gender, level of experience and geographically represent urban, rural, suburban schools throughout LA county.

Not only is our bridge complete with the two pathways from the Preliminary to the clear, but our coaches also serve as a bridge as well and provide tools for administrative success underscored by equity, change leadership, and identifying root cause analysis of institutional and structural factors that impact student success.

Every administrator needs that bridge, that lifeline to succeed. Today, it is very challenging to be an administrator, especially when stepping into classrooms to substitute due to the teacher shortage, or doing the job of several administrators because vacancies are unfilled. And our job is to reduce hurdles and build efficacy so administrators, especially administrators of color, have the tools for a lifetime of administration.

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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