

TULARE/KINGS COUNTIES PERSONNEL COMMITTEE

Tulare County Office of Education

Redwood Room CDEF

Friday, April 11, 2025

9:00 a.m. - 11:00 a.m.

❖ Welcome 😊

❖ Hot Topics open discussion 9:00

❖ Lessons Learned from EEOC – Desiree Serrano, Lozano Smith 9:20

❖ California Standards for the Teaching Profession (CSTP) 10:00

- Morgan Devaney, Kings COE

❖ Credential Update – Sara Marvin 10:45

- CTC Updates
- STRS internal form

❖ Questions & wrap-up





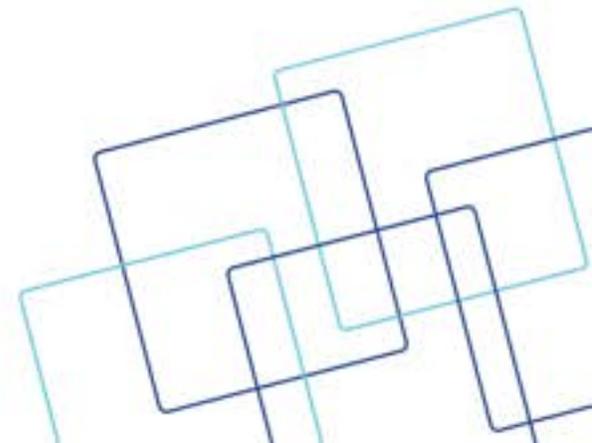
Lozano Smith
ATTORNEYS AT LAW

Lessons Learned from EEOC Investigations

Presented by: Desiree Serrano

Tulare County Office of Education – Personnel Committee

April 11, 2025



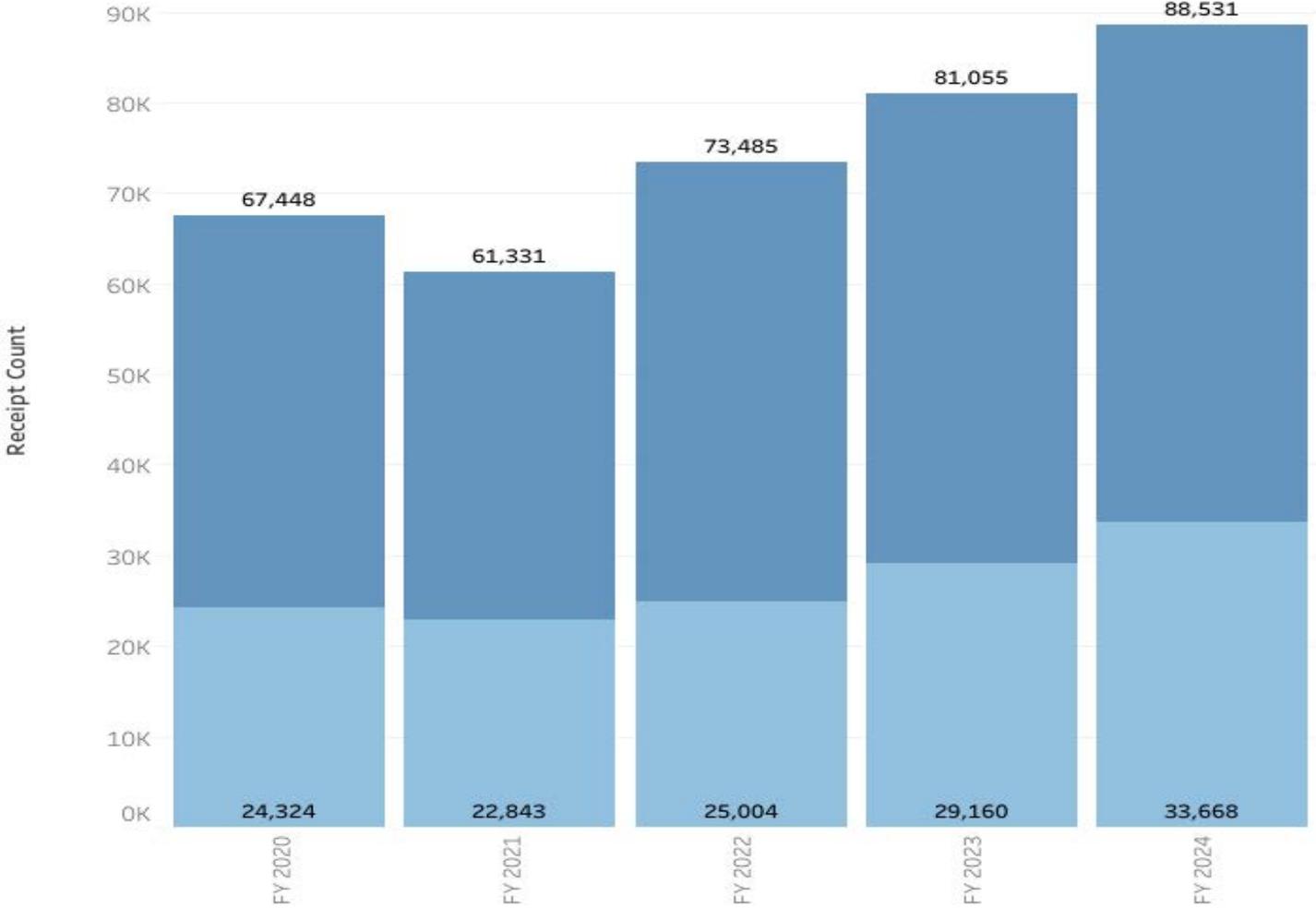


Training Overview

- What to Do When You Receive an EEOC or CRD Complaint
- EEOC and CRD General Process
- Response to Allegations Considerations
- Red Flags for EEOC/CRD Aka Best Practices

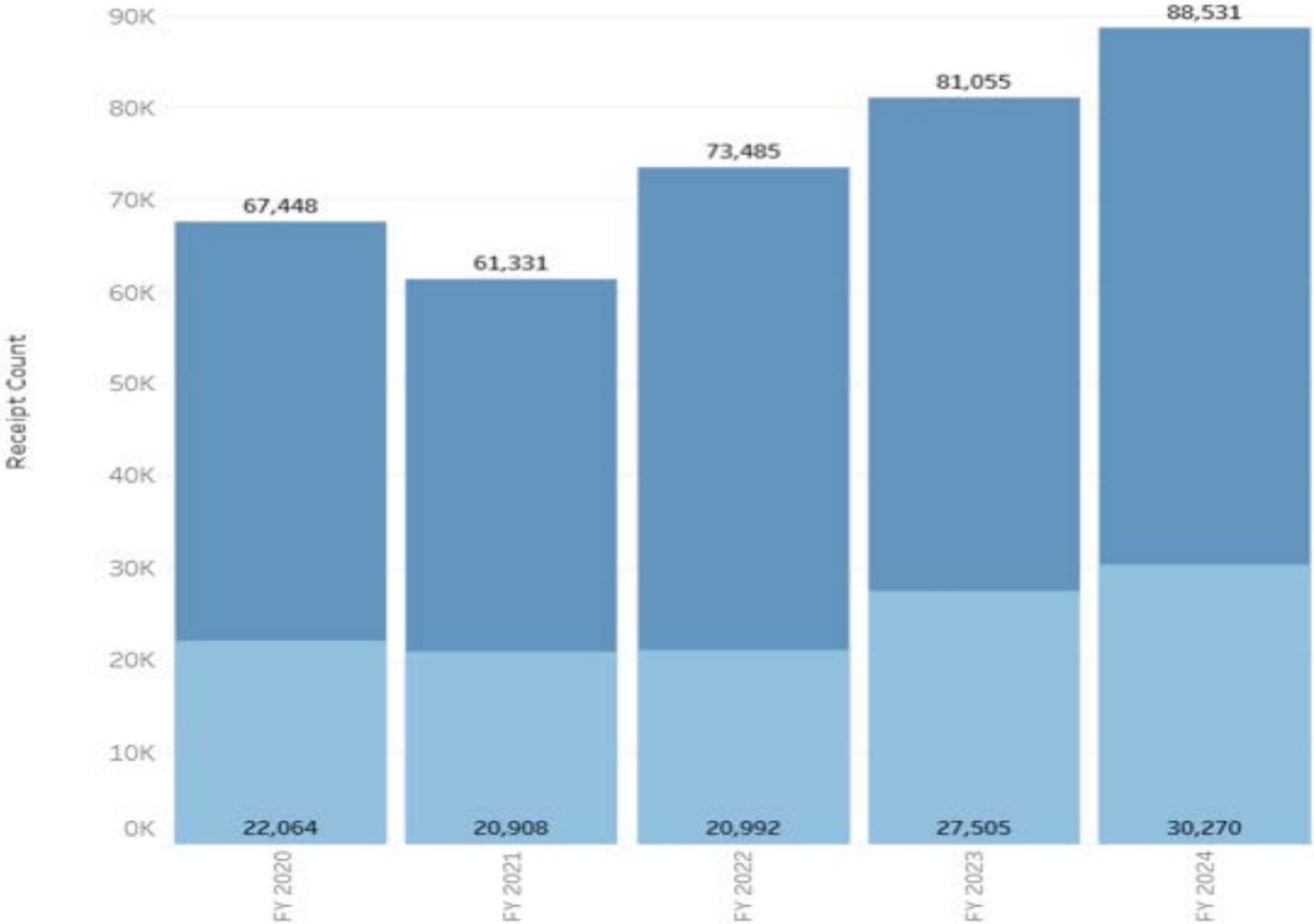
EEOC Complaint Statistics

EEOC Disability vs Total Charges



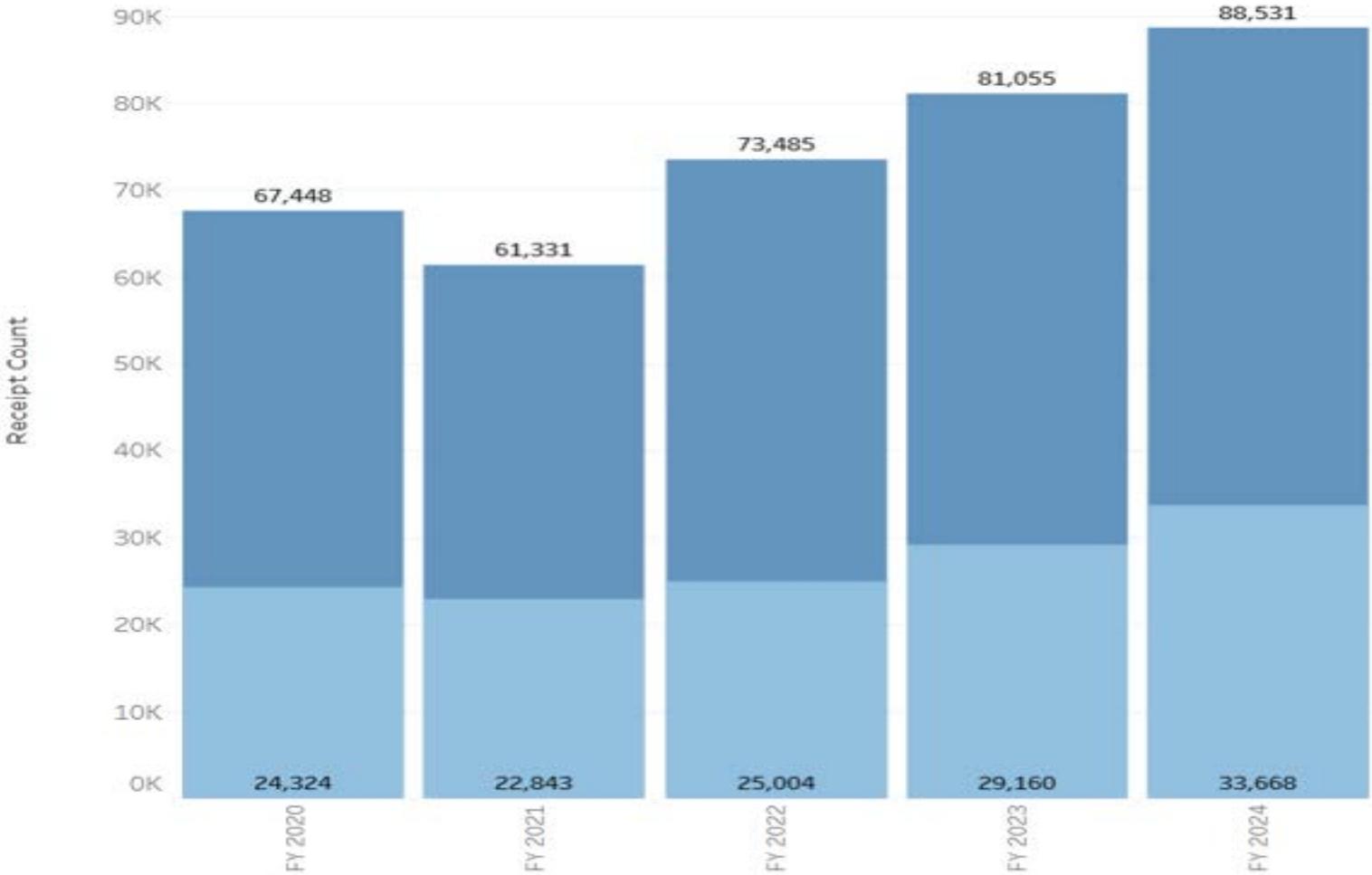
EEOC Complaint Statistics

EEOC Race-Based vs Total Charges



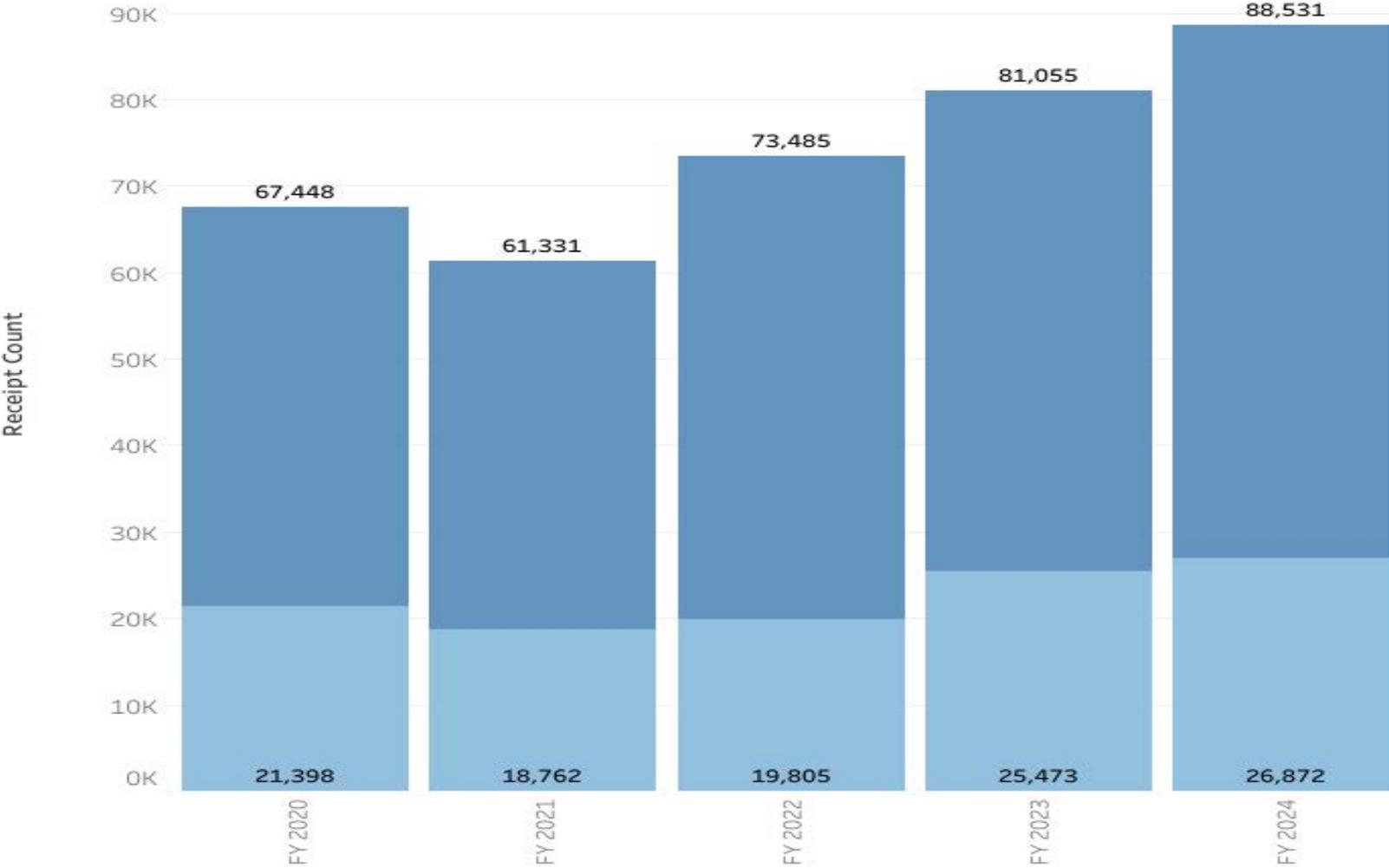
EEOC Complaint Statistics

EEOC Disability vs Total Charges



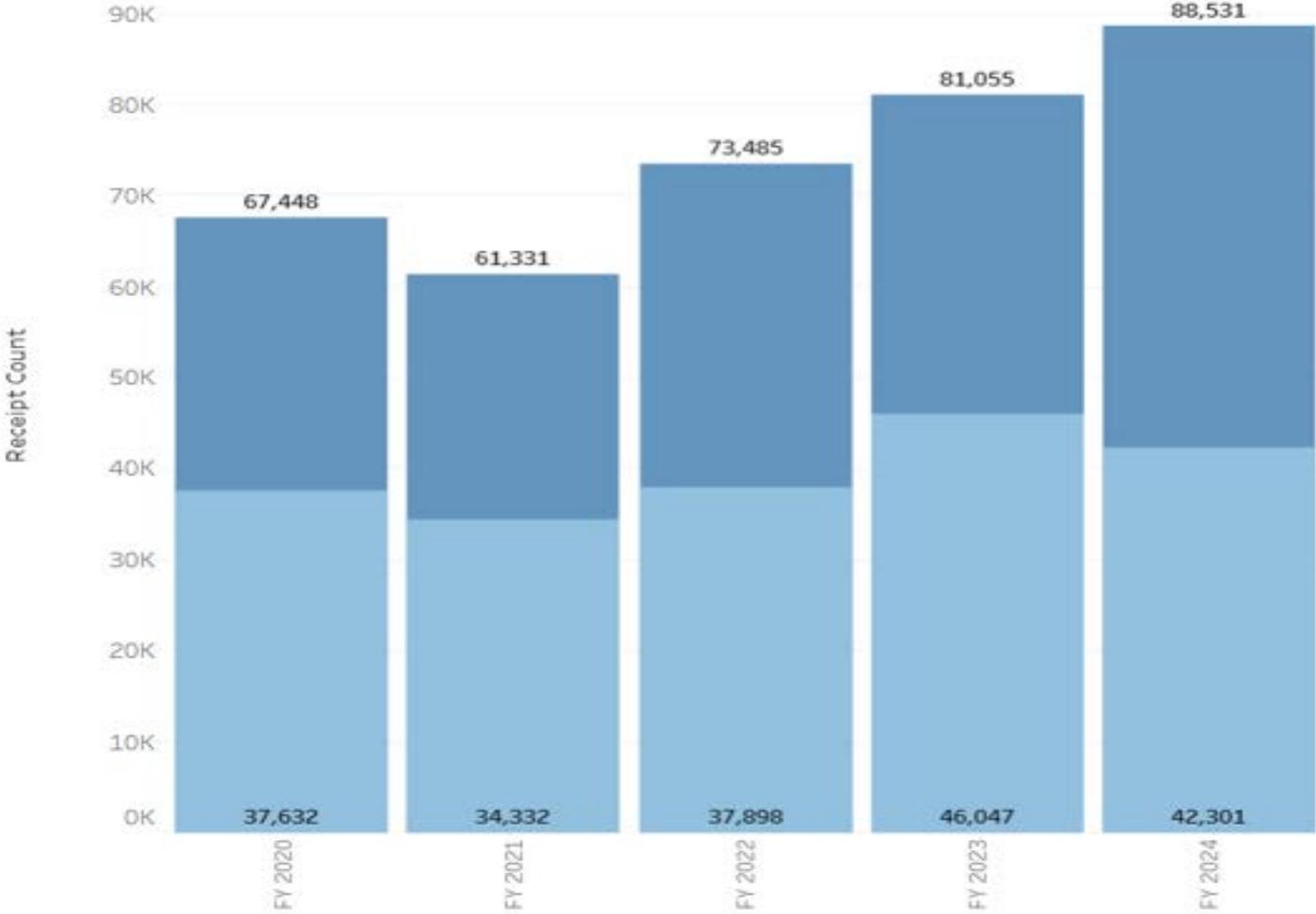
EEOC Complaint Statistics

EEOC Sex-Based vs Total Charges



EEOC Complaint Statistics

EEOC Retaliation-Based vs Total Charges



What to Do When You Receive an EEOC or CRD Complaint





EEOC and CRD General Process

Response to Allegations Considerations



Red Flags for EEOC/CRD or Best Practices



Follow Policies

Standard Practice

Will Interviews Match Position Statement

Training

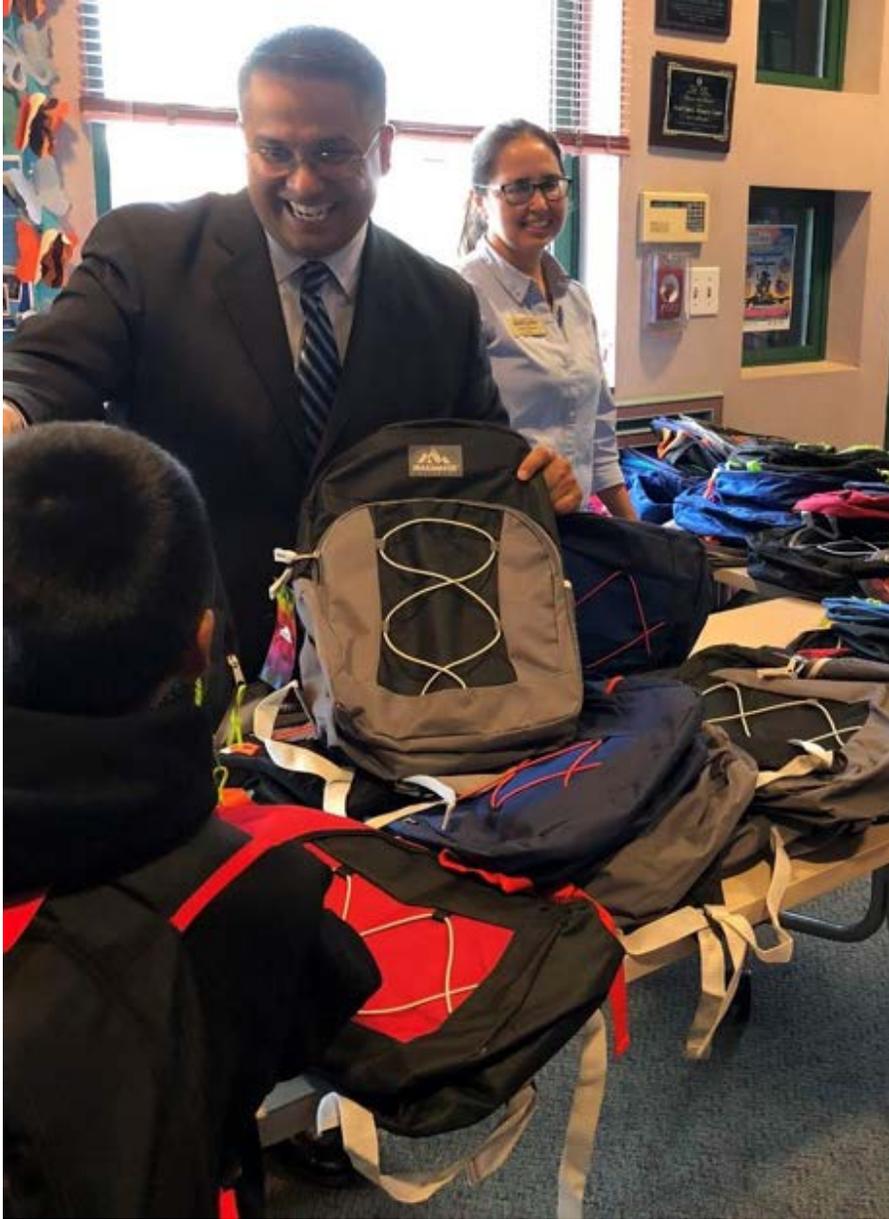
Prompt Response

Final Thoughts



Questions





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- Professional development
- Volunteer projects
- Sponsorships and award programs
- Scholarships

[#BlueHatProject](#)

[#LozanoSmithFoundation](#)

*For more information, questions and
comments about the presentation,
please feel free to contact:*

Desiree Serrano

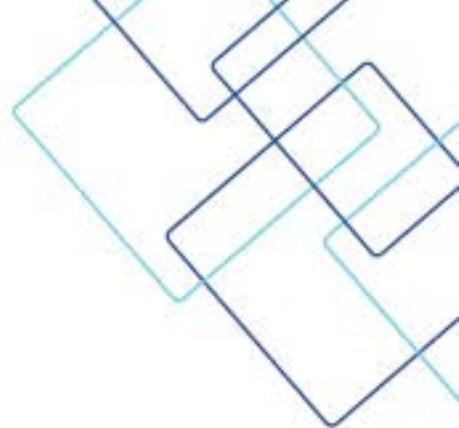
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*Or any of the attorneys
in one of our 8 offices.*





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The 2024 CSTP Refresh

Tulare-Kings Personnel Meeting

Morgan DeVaney
Summer Headley





Morgan DeVaney

Coordinator, Credential Programs

KINGS COUNTY OFFICE OF EDUCATION



Summer Headley

Ed. Services Program Analyst,

KINGS COUNTY OFFICE OF EDUCATION



Our purpose today is to:

- Provide the “why” behind the 2024 CSTP refresh
- Cover CSTP big ideas and themes
- Go over the structure of the 2024 CSTP

WHY





- 1 Engaging and Supporting All Students in Learning
- 2 Creating and Maintaining Effective Environments for Student Learning
- 3 Understanding and Organizing Subject Matter for Student Learning
- 4 Planning Instruction and Designing Learning Experiences for All Students
- 5 Assessing Students for Learning
- 6 Developing as a Professional Educator

CSTP Domains





**WHAT'S
NEW!**

The image features the text "WHAT'S NEW!" in a bold, red, bubbly font. The letters are thick and rounded, with a white outline and a slight shadow effect. The text is arranged in two lines: "WHAT'S" on top and "NEW!" on the bottom. Surrounding the text are several colorful confetti pieces in yellow, red, and blue, scattered in a circular pattern around the words. The background is plain white.

Standard Domain
Definition



Element Title &
Numbering



Element Definition



Example
Indicators



Note: Indicators are not standards, but serve as exemplars of effective classroom application of the given element.

CSTP 1: Engaging and Supporting All Students in Learning

Teachers apply knowledge about each student to activate an approach to learning that strengthens and reinforces each student's participation, engagement, connection, and sense of belonging.

Element 1A: Focus on Students

1A: Teachers plan and implement a student-centered learning perspective that frames diversity as an educational asset and supports each student in relevant and challenging experiences that explore students' identities and extend their learning.

Element 1A Example Indicators

Teachers

- 1A-1: Create learning experiences that support the academic, behavioral, cognitive, functional, cultural, linguistic, physical, and social-emotional development of each learner.
- 1A-2: Articulate, plan, and implement learning experiences to support each student in meeting pre-K-12 content and performance standards.
- 1A-3: Use knowledge of students and a variety of evidence-based approaches to inspire, engage, and strengthen each student's intrinsic motivation to embrace new learning challenges.
- 1A-4: Implement support systems for student access to learning opportunities that comply with legal requirements and include formal accommodations or modifications.
- 1A-5: Create a classroom community where each student is given choices, is valued, and experiences active and equitable participation in learning and success.



what's
next?

CREDENTIALIAL Workshop 2025

**\$50
Registration
fee**

PASCO and **CNS** are hosting a one-day, in-person Credential Workshop. The training sessions will cover the same content at each location and are designed for individuals at all levels who are looking to expand their credentialing knowledge.

Lunch will be provided. The workshop will be from 9:00 a.m. - 3:00 p.m. [More info here!](#)

**Madera
County**

5/5

**Sacramento
County**

5/13

**Los Angeles
County**

5/23



SCAN ME

**REGISTER
HERE**

