

# Cradle-to-Career System

## Governing Board

February 22, 2022

# Welcome and Swearing In

Yolanda Richardson, Secretary,  
Government Operations Agency

# Meeting Overview

Amy Fong, C2C Board Chair

# Board Meeting Agenda Items

Transitioning from planning into the operational phase of Cradle to Career, we thought it would be helpful to clarify for participants the nature of our agenda items as

I = Informational items

D = Discussion/Demonstration items

V = Vote

We've used notation above with parenthesis in our slide deck today.

# Agenda for Today's Meeting

- Remarks from the new C2C Executive Director, Mary Ann Bates (I)
- Public Comment on the Conflict-of-Interest Policy, proposed Advisory Board Members, CCGI, Teacher Dashboard, and draft Governance Manual
- California College Guidance Initiative (CCGI) Demonstration (D)
- Teacher Dashboard Presentation (I)
- Advisory Board Members Selection Process (I)
- Governance Manual Discussion (V)
- Conflict-of-Interest Policy (V)

# Agreement Scale

- We will continue to use the same agreement scale implemented during the C2C planning process
  - Agree
  - Agree with reservations
  - Disagree
- Both “agree” and “agree with reservations” will count as a yes toward the two-thirds vote
- Providing the “yes with reservations” option allows us to surface concerns that may improve implementation and helps to build consensus

# Remarks (I)

Mary Ann Bates,  
Executive Director

# Our vision

The Cradle-to-Career System seeks to foster evidence-based decision-making to help Californians build more equitable futures and empower individuals to reach their full potential.



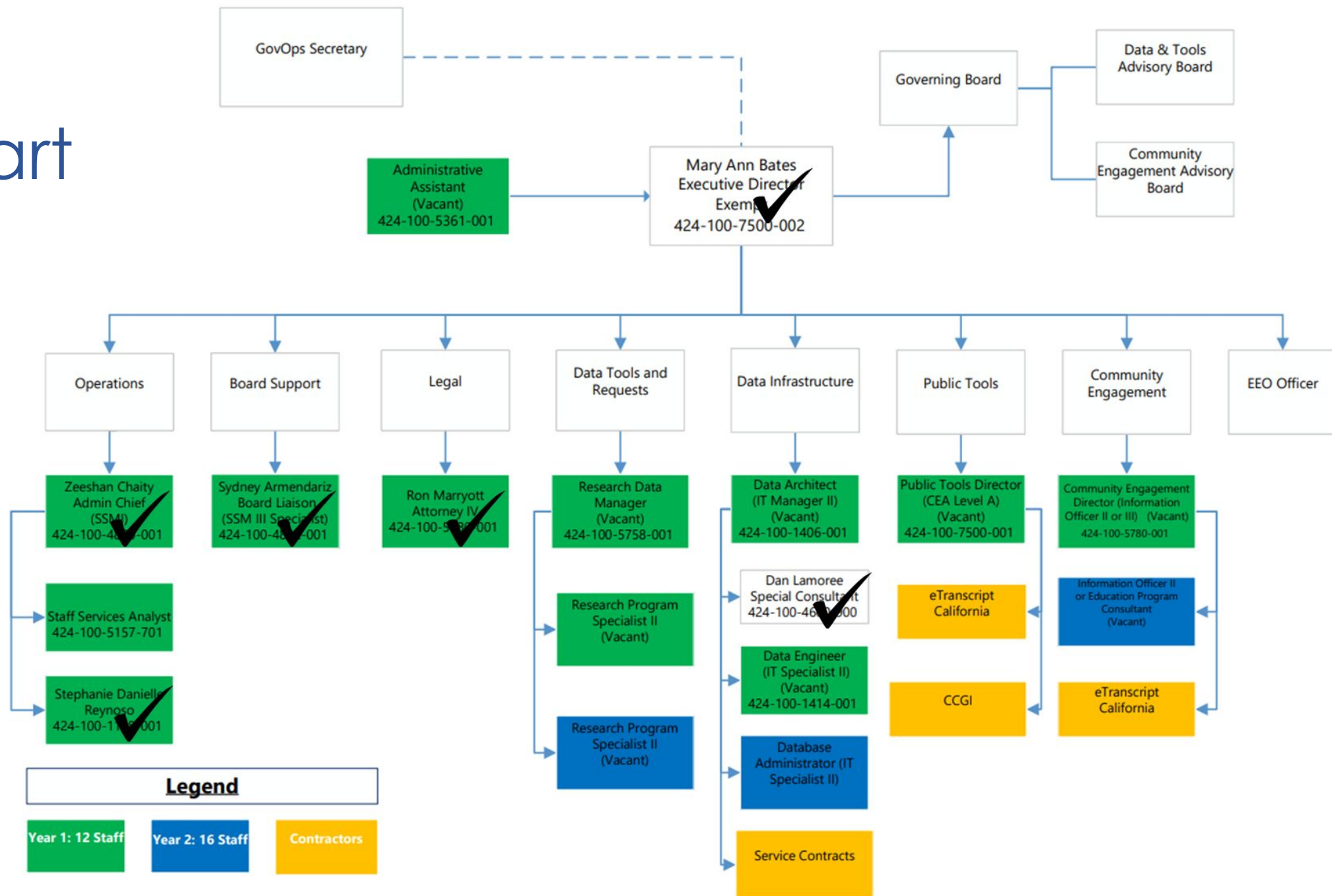
# Early priorities: People

C2C Team

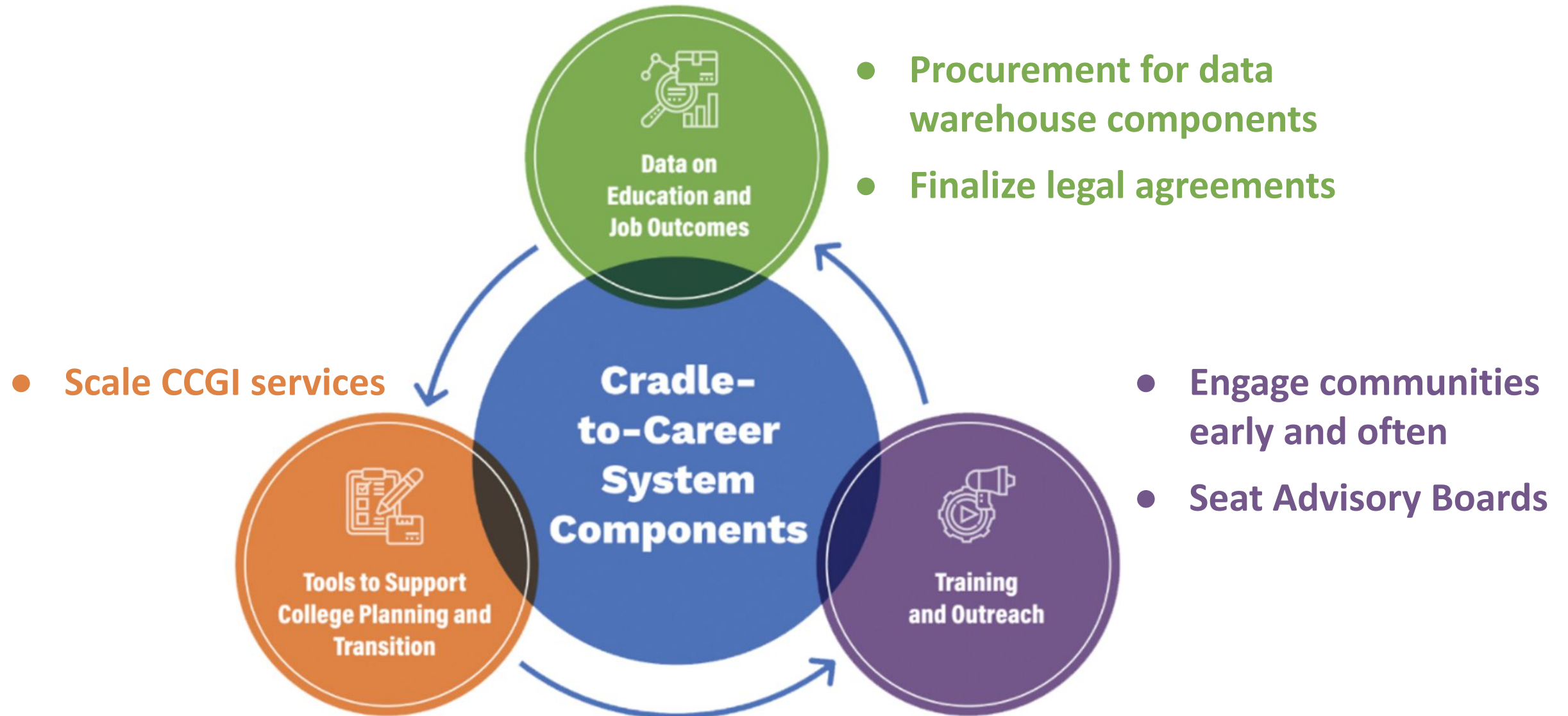
Governing  
Board

Advisory Boards  
& Communities

# Draft Org Chart



# Early priorities: Our work



# Public Comment

Remote viewers who want to comment should use the chat feature to send a message to Rhegille Baltazar to indicate your interest. She will maintain the list of speakers. During the public comment period, Rhegille will unmute you when it is your turn. You will have two minutes to comment.

# CCGI Demonstration (D)

Recess - 10 Minutes

Return at 11:20

# Teacher Retention and Training Dashboard Scope (I)

# The Role of a Proof-of-Concept

## Purpose

- Validate our design (architecture and supporting processes)...
- ...by completing a full delivery cycle from data ingestion to dashboard...
- ...so we can iterate based on what we learn for our next

## Next steps

- Data providers sign legal agreements
- Complete procurement documents and conduct procurement
- Contract with selected services provider
- Work with services provider to configure technology stack and develop proof-of-concept which will serve as the first public facing deliverable for the analytical data system
- Move into iterative release cycle



# Original Scope of the Teacher Retention and Training Dashboard

The dashboard would provide information on the following topics:

- Is there a strong pipeline of people entering teacher preparation programs?
- Do teaching program completers obtain teaching credentials?
- Do newly credentialed teachers get jobs in public schools?
- How do newly credentialed teachers' racial/ethnic characteristics compare to those of the students they teach?
- To what extent do those who enter the profession through emergency permits, waivers, and intern pathways remain in California public schools?
- How do retention rates differ by teacher characteristics?

# Expanded Scope of the Teacher Retention and Training Dashboard

- Include information from the Employment Development Department about the earnings and industry of occupation for teacher candidates and people who leave positions in the California public schools
- Include information on the subjects in which students earned community college awards and CSU bachelor's degrees before entering a teacher preparation program

# Advisory Board Member Application Process (I)

# C2C Advisory Boards

- **Data and Tools Advisory Board:** ensures that the data tools provide actionable information and identifies ways to improve access to that information.
- **Community Engagement Advisory Board:** ensures there are strong feedback loops with data users to support evidence-based decision-making, analytical capacity, and equitable access to actionable information.
- Each Advisory Board will have 16 members

# Application Process

1. Develop application and scoring rubric based on proposed activities of the advisory boards
2. Post application on C2C website, Screendoor, and other relevant sites
  - a. Governing Board Members can encourage potential applicants to apply
  - b. Two-week deadline
3. C2C Board Chair and staff review applications based on rubric and develop a short list of potential advisory board members who meet the criteria
4. Potential Board Review Ad Hoc Committee to review applications (if needed)
5. C2C Board Chair will present recommended slate of advisory board members to the C2C Governing Board for a vote

Lunch - 30 Minutes

Return at 12:30

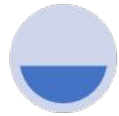
# Governance Manual (V)

# The Continuum of Data System Documentation



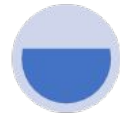
## **Board Manual**

Non-binding and ever-evolving documents that help governing board members understand the norms of engagement



## **Models**

Summaries of anticipated relationships or processes that can be used to craft more specific resources like procurement documents or legal agreements



## **Policies**

Rules that direct how specific issues will be addressed, such as an opt-out policy that clarifies how an individual could request to be excluded from the linked data set



## **Legal Documents**

Binding documents that establish requirements for specific stakeholders, and which hold the full force of law



## **Legislation**

State laws that define the structure, allowable use, and requirements of data systems



## Governance Manuals

Governance manuals are like car manuals.

They provide information to orient you about processes.

They don't set the speed limit.

# Process for Developing the Draft Governance Manual

- Most content was drawn from documents created during the planning process (some of which were adjusted by WestEd staff to reflect subsequent recommendations of the workgroup)
- WestEd made edits and additions based on the legislation that codified the structure for C2C (AB 132)
- Office of C2C and GovOps staff made edits based on legal considerations, such as the Bagley-Keene provisions

# Draft Governance Manual Discussion

- Are there additional topics that you would like to see addressed in the Governance Manual?
  - Board members: please use chat so we can document these topics for the ad hoc committee to address
- What clarifying questions do you have?
- Is the draft sufficient to approve, knowing that it is a living document and that amendments could be proposed at future meetings?

## Governance Manual Vote

Adopt the Cradle-to-Career Governance Manual, with the understanding that it is a living document and will be modified on an ongoing basis by the Cradle-to-Career Governing Board.

# Conflict-of-Interest Policy (V)

Conflict-of-Interest Vote

Approve the Conflict-of-Interest Policy

Adjournment