



In an effort to streamline the process of finding the right class or content expert for districts' and schools' professional learning needs, ESS is introducing Mosaic. Mosaic consists of a logo that helps identify ESS classes without the long acronym; an easy-to-find link on the SCOE homepage; and a landing page where users can easily search for classes, request custom services, and view our staff bios.

To learn more and browse dozens of possible custom topics, visit [scoe.org/mosaic](http://scoe.org/mosaic).

**Contact:**  
Deputy Superintendent of Instruction  
Jennie Snyder | [jsnyder@scoe.org](mailto:jsnyder@scoe.org)

## North Coast School of Education

SCOE is affiliated with and sponsors the North Coast School of Education (NCSOE). NCSOE provides a variety of approved and accredited teacher and administrator programs, credentialing services, and services for districts and charters. These include the following:

- Be a Teacher intern program (Pending Accreditation)

This alternative (intern) program offers a path to

credentials in multiple subjects, single subject, and special education.

- **Teacher and administrative induction**  
Two-year clear credential induction programs for teachers and administrators.

**Contacts:**  
**Executive Director (teacher induction/intern services)**  
Karen Ricketts | [kricketts@scoe.org](mailto:kricketts@scoe.org)  
**SCOE Director II (administrative induction)**  
Anna Moore | [amoore@scoe.org](mailto:amoore@scoe.org)

## Human Resources

### Superintendent Search Services

SCOE offers district governing boards a highly successful superintendent search process. Superintendents that are recruited and hired with SCOE assistance have provided an average of four and a half years of continuous service to the hiring districts. This high success rate is a result of two forms of support to contracting districts. Each successful candidate receives ongoing support during the first year in the form of a personal mentor and coach for the superintendent. Additionally, an independent board/superintendent liaison helps the hiring district establish measurable performance goals between the school board/charter and the superintendent during the first year.

**Contact:**  
Assistant Superintendent of Human Resources  
Michael Juric | [mjuric@scoe.org](mailto:mjuric@scoe.org)

## Special Education Services

SCOE's Special Education Services department offers expertise in numerous areas on a case-by-case basis. SCOE's special education staff has expertise in assessment, IEP development, program design, and other areas of special education. In some cases, these experts are available to conduct special education assessments and contribute to IEP meetings.

To learn more and see if SCOE's special education staff can be of help to your school or district, see contact information below.

**Contact:**  
Assistant Superintendent of Special Education  
John Laughlin | [jlaughlin@scoe.org](mailto:jlaughlin@scoe.org)



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# support services for Sonoma County Districts and Charters



## supporting the ever-evolving classroom



## About SCOE Support Services

From professional development to regulatory compliance, Sonoma County Office of Education (SCOE) provides local districts and charters the programs and services necessary to meet the demands of the ever-evolving classroom. Often, these services can result in significant savings to educational agencies that would otherwise have to hire full-time staff to do the same high-quality work.

### Services include:

- Customized, on-site professional development
- Teacher and administrator credentialing
- Superintendent searches
- Regional business expertise
- Regional information technology expertise
- Library support

Read more in this brochure about the many support services SCOE offers and how to take advantage of them.



**SCOE offers a range of services to districts and charters in Sonoma County.**

## Business Support Services

### Fiscal Support Services (FSS)

The Fiscal Support Services (FSS) Team was established in response to the needs of local education agencies (LEA) within Sonoma County. Under this new program, SCOE's FSS Team of professional staff can provide financial services to small and mid-sized districts. Specifically, the FSS staff can prepare interim, adopted budget, and unaudited actual financial reports, with required supporting documentation. They are available to help develop budgets and multi-year financial projections and can present state-required financial reports to the school board. Staff is also available to prepare/process payroll, accounts payable, accounts receivable, and provide training for district staff. LEAs can contract with the FSS Team on a project basis or for a designated time period.

#### Contact:

Deputy Superintendent of Business Services  
Mary Downey | mdowney@scoe.org

### Information Technology (IT) Support

The goal of this service is to provide entry-level technical support services—onsite and remote—to participating districts and charters on an agreed upon schedule. Through this cooperative agreement, small districts and charter agencies can manage costs by leveraging SCOE expertise without having to hire a full-time employee.

Districts that sign up through an annual MOU can receive a variety of technical services:

- Technology purchasing assistance
- Computer setup and installation
- Comprehensive repair services
- Desktop application support
- Helpdesk support via phone and email
- Server and network support

#### Contact:

##### Director of Information Technology

Daniel Bienkowski | dbienkowski@scoe.org

### SCOE Print Shop

The SCOE print shop provides printing and duplicating services for schools and nonprofit agencies. It is a full-service shop, with the lowest pricing in the county. From color brochures to black-and-white business forms, printing jobs can be completed quickly and efficiently at SCOE. It also offers scanning services, whereby print documents are converted into searchable PDFs.

#### Contact:

##### Lead Digital Technician

Brad Halliday | bghalliday@scoe.org



## Instructional Support

### Library Support

SCOE Library Services offers several curriculum support functions for public and private schools in Sonoma County. With a hard copy collection of over 35,000 items, it circulates curriculum-relevant resources to contracting schools and districts. It also provides a web portal with access to nine databases that are curriculum-focused and meet demands for digital content.

Recently SCOE Library Services has made available to public school students of Sonoma County over 280 e-books, including Spanish and dual language. It hosts a library automation cloud which serves over 40 schools. SCOE also provides the services of a credentialed librarian.

#### Contact:

##### Consultant, Library Services

Michael Powell | mpowell@scoe.org

### Custom, Site-Based Instructional Services

Recognizing that schools and districts often have unique professional development needs, Educational Support Services (ESS) provide customized, site-based professional development services in a wide range of topic areas and formats. By using SCOE's custom service option, your school or district can access deeper level support in areas of key importance and address the specific needs of your staff, students, and program operations. A nominal fee is charged for these services.