



Speech to the Board

18 November 2015

By Amanda Fanning

Good evening Dr. Lovely, President Williams, Members of the Board:

As we hobble into the final week before Thanksgiving break, I would like to take a moment to reflect on how far we have come, as well as how far we still have to travel. This year, at long last, CUSD finds itself an LCFF district, with a projected, ongoing, increased revenue topping 7 million dollars. In addition to those funds, one-time monies such as mandated cost reimbursement, the block grant, and the Educator Effectiveness Grant add to our growing revenue.

For the past two years, the topic of an impending teacher shortage has appeared in headlines across the country including *The New York Times*, *The Washington Post*, and on NPR. Statewide, there were 21 thousand teaching vacancies just this year, with only 15 thousand new credentials being issued. We have all heard the statistics on what “might” be coming, but until this year, Carlsbad had avoided *actually* being impacted.

Unfortunately, that “grace period” is over. This year CUSD has lost several new, and prospective, employees to surrounding districts—some after already committing to CUSD. We can no longer pretend that Carlsbad is immune to this educator shortage.

All members of Carlsbad Unified wish to recruit, and retain, highly qualified educators; therefore, we must find new incentives to entice leading scholars and experts in their field to come work within our district. The Educator Effectiveness Grant allows for long-overdue programs to be reinstated to better support our new teachers. According to the National Commission on Teaching and America’s Future, nearly 50% of educators leave the profession within the first five years. We must recognize this inherent problem and develop programs which will support new, as well as veteran staff.

Working together, Carlsbad Unified and CUTA will implement programs to create an even *more* desirable district, one that can be competitive with surrounding areas in all aspects.