

ASSIGNMENT MONITORING SANCTION PROGRAM DECISION POINTS

Erin Henderson,
Deputy Director Certification

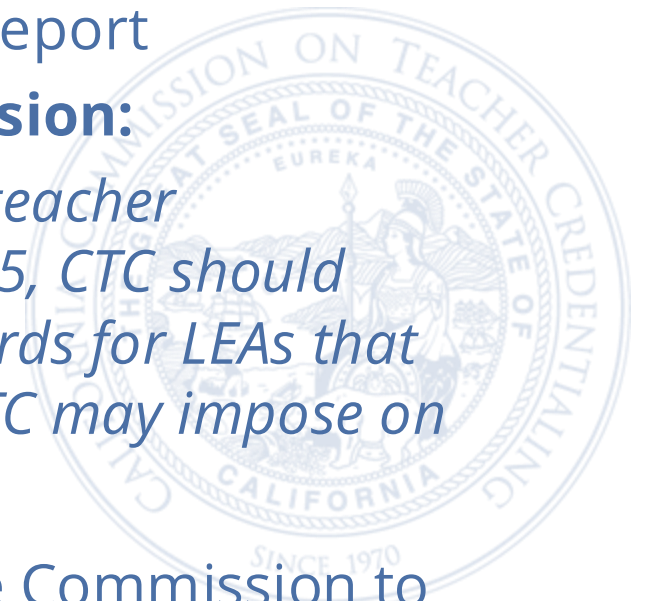
Gianna Barlupi,
Assignment Monitoring
Program

Ann Harris,
Assignment Monitoring
Program Manager



Background: Impetus for Sanctions

- In June of 2025, the State Auditor released their findings in the [2024-106 Highlands Community Charter and Technical Schools report](#)
- **Audit Recommendation 38 Directed at the Commission:**
“To ensure that LEAs, including charter schools, resolve teacher misassignments as state law requires, by December 2025, CTC should initiate promulgation of regulations defining the standards for LEAs that consistently misassign educators and what sanctions CTC may impose on those agencies.”
- Failure to take recommended action would require the Commission to justify lack of progress to the Legislature



Approved Sanction Plan

3A

Action

Certification Committee

Certificated Educator Assignment Monitoring Sanctions

Executive Summary: This agenda item provides an overview of a proposed plan to address the requirement in the 2024-106 Highlands Community Charter and Technical Schools report from the California State Auditor to pursue misassignment sanctions.

Recommended Action: Approve the proposed plan for satisfying the recommendation of the California State Auditor related to the 2024-106 Highlands Community Charter and Technical Schools and direct staff to promulgate regulations.

Proposed plan approved at the December 2025 Commission Meeting (Item 3A)

Requires those legally responsible to take assignment training

- Principal Administrator
- District Superintendent
- Overseeing Board Member (Decision Point)

Allows these individuals to nominate their staff for training

Leverages training for benefit of the entire field



Sanction Survey

Survey released in February

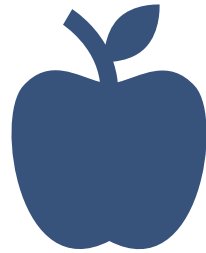
466 participants

53 counties represented

96% with experience in assignment monitoring

39% identifying as being in a position of legal responsibility for the assignment of educators

SUPPORTING STATEWIDE ASSIGNMENT DATA



All California Schools

75% of Local Education Agencies (LEAs) have 2% percent of total misassignments

90% of LEAs 5% percent of total misassignments



California Schools *with* Misassignments

75% of them 7.3% percent of total misassignments

91% have 15.8% percent of total misassignments

The image features a large, semi-transparent blue seal of the State of California on the left side. The seal includes the text "CALIFORNIA COMMISSIONER OF THE STATE OF CALIFORNIA" and "THE GREAT SEAL OF THE STATE OF CALIFORNIA" around the perimeter. In the center, there is a figure holding a grizzly bear and a sheaf of wheat, with the word "EUREKA" below. The seal is partially cut off by the edge of the slide.

DECISION POINTS:

Program Components

- Should trainings be targeted at school types?
- Should governing board members take training?
- Should sanctioned LEAs retain the ability to apply for emergency permits and waivers?

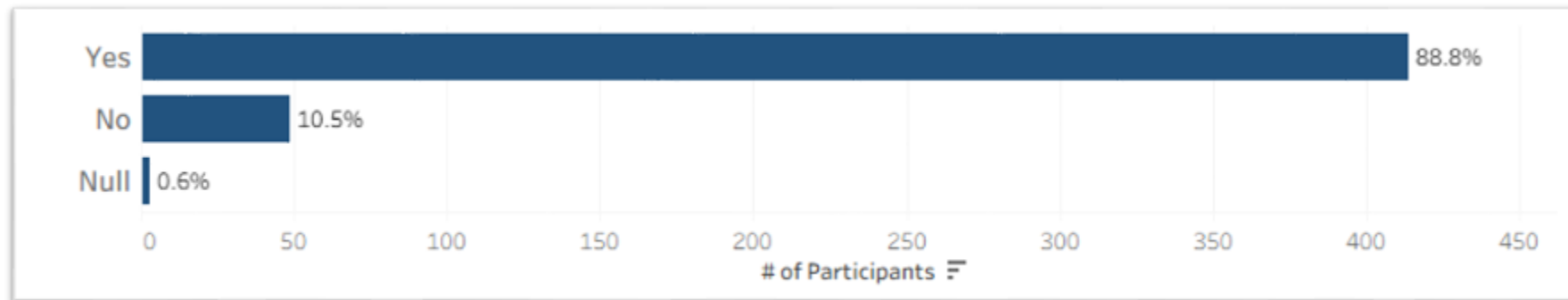
Sanction Thresholds

- What determinations (misassignment, vacancy, etc.) counts towards sanctions?
- What basis to calculate sanctions?
- What threshold to administer sanctions?



DECISION POINT: SHOULD TRAININGS BE TARGETED AT SCHOOL TYPE?

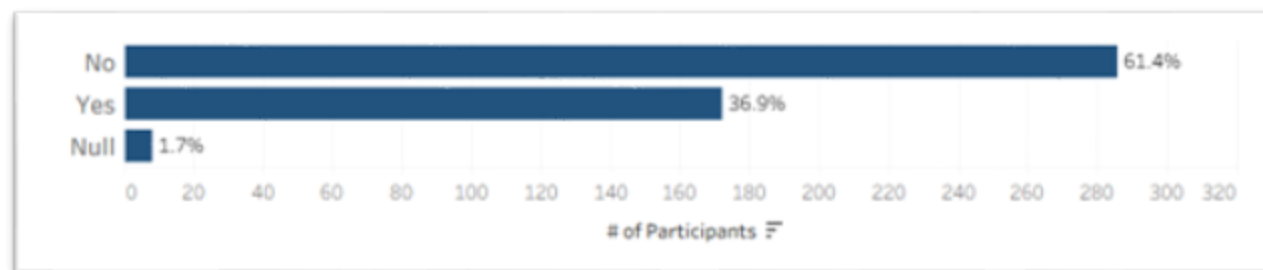
- Example:
 - Core setting and Team Teaching/Regrouping modules only required for Elementary and Middle Schools
- **Survey Question:** Should the training provided be targeted to the type of LEA identified for sanctions? (e.g. Elementary, Middle School, High School)



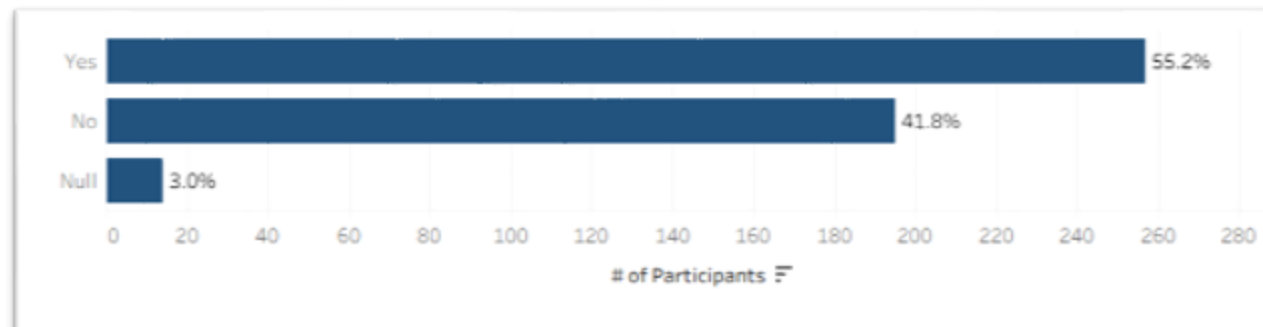


DECISION POINT: SHOULD BOARD MEMBERS BE REQUIRED TO TAKE TRAINING?

- **Survey Question:** should school board members be required to take mandatory training if a school under their purview is identified for sanctions?



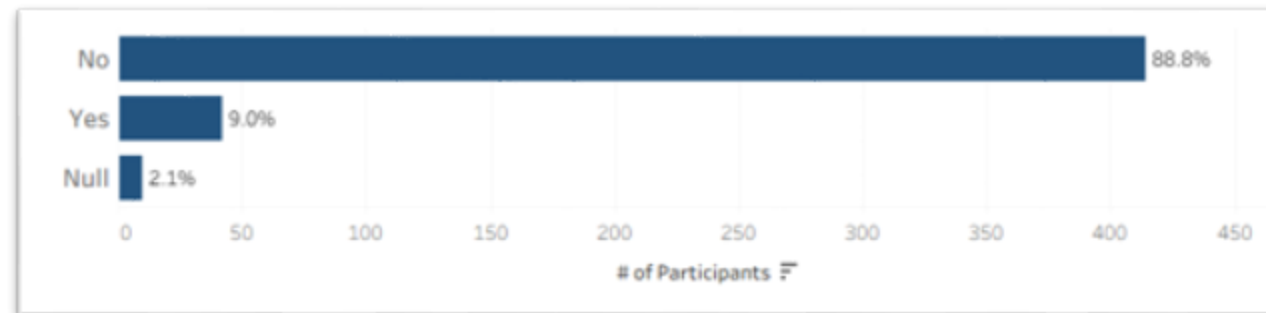
- **Alternative Solution:** Sanctioned individuals report to their Governing Board
- **Survey:** Should sanctioned individuals have to report to their governing board?





DECISION POINT: SHOULD SANCTIONED LEAs LOSE THE ABILITY TO APPLY FOR EMERGENCY PERMITS AND WAIVERS?

- **Survey:** Should LEAs identified for sanctions lose the ability to apply for emergency permits and waivers?

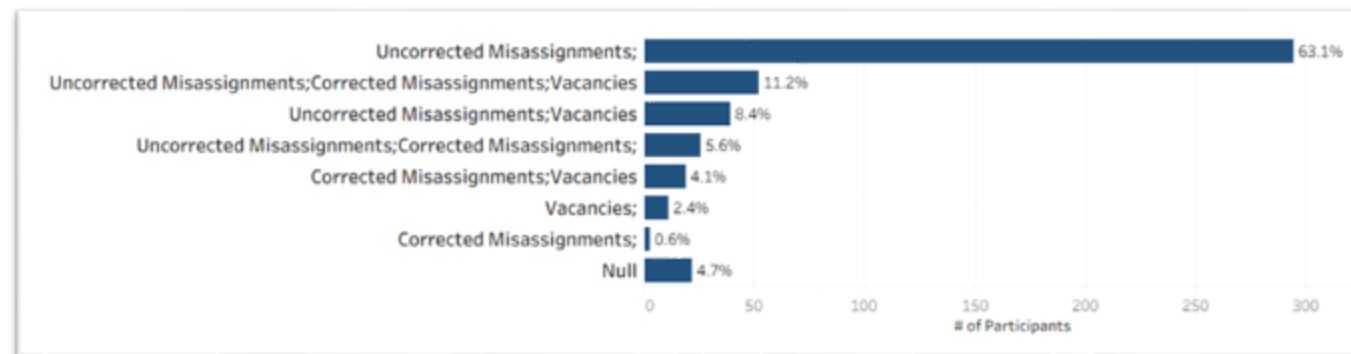


- Removes a tool for LEAs to come into compliance and a bridge for prospective educators in the area



WHAT DETERMINATIONS COUNTS TOWARDS SANCTIONS?

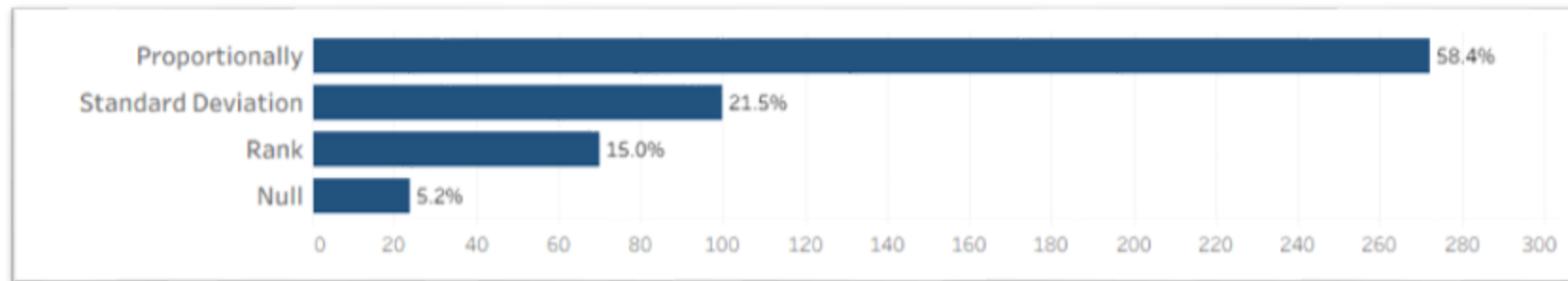
- LEA and its monitoring authority identify misassigned educators within the following three categories:
 - **Uncorrected Misassignment**
 - **Corrected Misassignment**
 - **Vacancy**
- **Survey:** What Determinations should count towards sanctions?





WHAT BASIS TO CALCULATE SANCTIONS?

- **Survey:** What is your preferred way to calculate a threshold for sanctions?

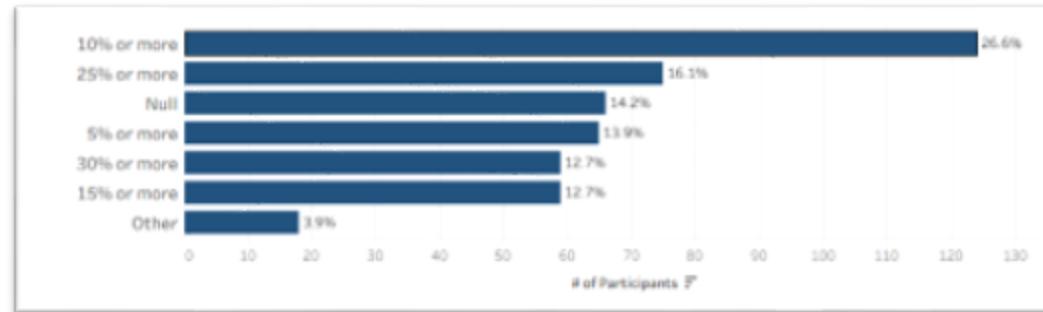


- This method entails identifying schools that reach a certain percentage of misassignments as compared to all their educator assignments
- Proportionality considers the school holistically
- Identifies a standard to uphold



WHAT THRESHOLD TO ADMINISTER SANCTIONS?

- **Survey:** If proportionality is chosen, at what percentage of misassignments should the threshold start?



- **Data:** How thresholds affect California Schools

THRESHOLD PERCENTAGE	NUMBER OF LEAS SANCTIONED	% OF TOTAL SCHOOLS EFFECTED
5% OR MORE	1201	10.7%
10% OR MORE	568	5.0%
15% OR MORE	335	3.0%
20% OR MORE	217	1.9%
25% OR MORE	162	1.4%
30%	114	1.0%



CONT. WHAT THRESHOLD TO ADMINISTER SANCTIONS?

- **Staff recommends sanctions be set at 25% proportion of misassignments because:**
 - Sanctions recommendation from State Auditor was to ensure LEAs with egregious misassignment proportions were targeted; Highlands was over 80% percent misassigned.
 - Allows for closer to equal distribution of sanctioned LEAs across school types.
 - Threshold may be used to levy fiscal sanctions by CDE someday, so do not want to impact large percentage of schools.
 - 16% of survey respondents indicated that 25% was appropriate- second highest response.

The seal of the State of California is visible on the left side of the slide. It features a central figure holding a grizzly bear, surrounded by the text "THE GREAT SEAL OF THE STATE OF CALIFORNIA" and "EUREKA".

STAFF RECOMMENDATIONS

- ✓ Design trainings with a tailored and targeted approach to training delivery
- ✓ Require sanctioned LEAs to report sanction status to their governing board
- ✓ Allow sanctioned LEAs to retain the ability to apply for emergency permits and waivers
- ✓ Count only uncorrected misassignments towards sanctions
- ✓ Consider sanctions based on the proportion of misassignments to assignments
- ✓ Set the base threshold to 25% or more misassignments to all assignments per LEA

Next Steps

- Draft a regulatory article dedicated to assignment monitoring for the Commission's approval that will:
 - clarify existing Education Code
 - provide definitions of common assignment monitoring terms
 - outline and explain the approved sanctions plan

