

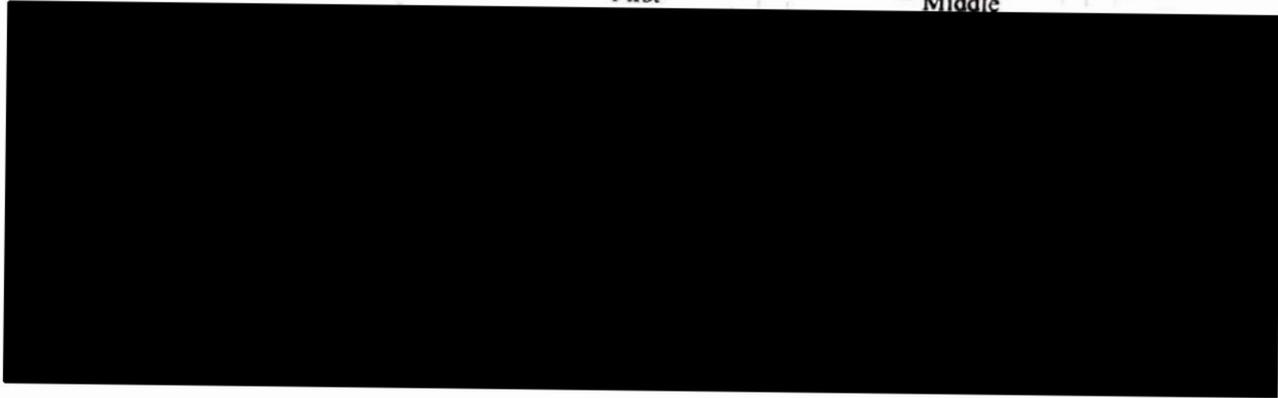
# Appendix



## APPLICATION FOR APPOINTMENT TO THE COMMITTEE OF CREDENTIALS OF THE COMMISSION ON TEACHER CREDENTIALING

### A. IDENTIFICATION:

1. Name Hayes Rachel Danielle  
Last First Middle

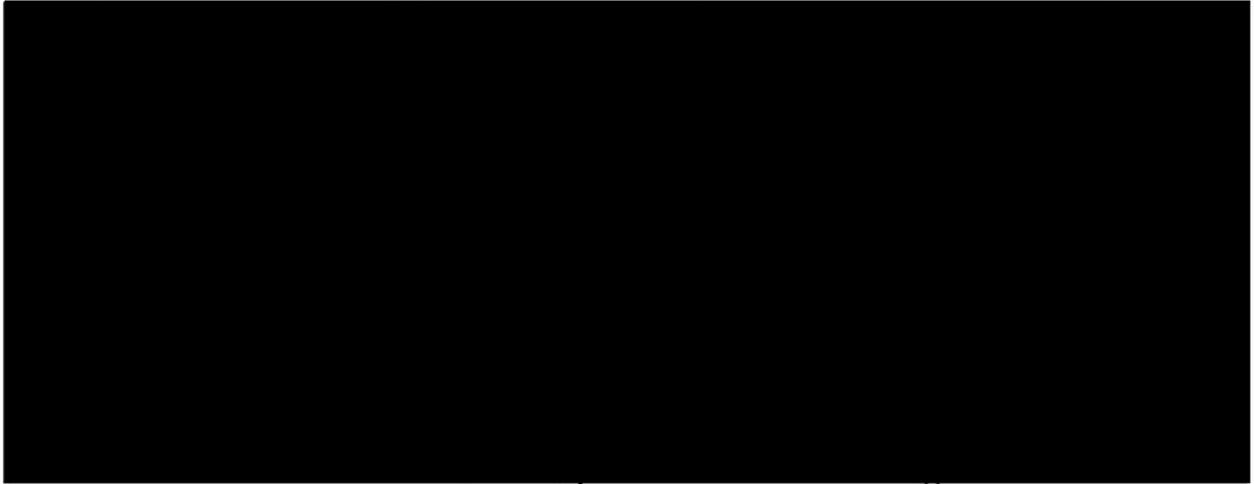


### B. CATEGORY OF APPOINTMENT FOR WHICH YOU ARE APPLYING:

- Elementary Teacher.** Must be a full-time certified classroom teacher in the public elementary schools with not less than five (5) years of classroom experience.
- Secondary Teacher.** Must be a full-time certified classroom teacher in the public secondary schools with not less than five (5) years of classroom experience.
- School Administrator.** Must be a certified practicing administrative employee in the public schools.
- School Board Member.** Must be a member of the governing board of a school district.
- Public Member.** Must be a representative of the public and may not currently be employed in either a certificated public school position and/or be a member of any governing board of a school district or county board of education.

**C. CURRENT AND FORMER EMPLOYMENT:**

List your current and former employment for the past ten (10) years. Please include dates of employment.



**D. EDUCATION AND EXPERIENCE:**

1. Name and Location of College or Univ.	Course of Study	Completed Semester	Completed Quarter	Degree	Date Completed
--	-----------------	--------------------	-------------------	--------	----------------



---

---

---

2. Business, Correspondence, Trade, or Service Schools	Course of Study
Spanish Studies Abroad, Seville, Spain (Spring, 2015)	credits towards B.A. in Spanish
15 units earned in literature, culture, Adv. writing, listening, and Regional Folk Dance - Flamenco	

3. Currently valid certificates of professional or vocational competence, licenses, and expiration dates.

Certificate of Clearance : 8/5/2021 - 9/1/2026

4. Membership in professional associations. Please include dates of membership.

I am a member of the World Swing Dance Council as a competitive West Coast Swing Dancer Jul '17-present

**E. ADDITIONAL ACHIEVEMENTS:**

Summarize your accomplishments and involvement in community service which you believe would contribute to your value as a member of the Committee of Credentials:

Outside of my work as a data analyst and recommending Agency to the Commission on teacher credentialing, I have been an active member of every community I have lived in. In Los Angeles, I was an active organizer in running social events for senior citizens, high school students and children ages K-12. I have always had a passion for the arts and I have supported funding and organization for community art, and cultural-healing events such as, "Trinity Heritage Days" through the Trinity Arts Council. Additionally, I have been a small-business owner, serving the community through dance and the arts via "I'M Dance Happy Studios" and "Affinity Arts".  
Torrance, CA  
Chico, CA

#### F. KNOWLEDGE AND ABILITIES:

Please review the knowledge and abilities lists on page two of this application packet. Please describe how you satisfy each.

Through my work in the K-12 system over the past 5 years, and my work in higher education before that, I have a very confident understanding of Education Code and consider it to be a high priority to stay up to date with new legislation.

As a Credential Analyst, I am very familiar with investigating documents as well as background checks, criminal or otherwise. My speed at processing educators is of the highest efficiency- through use of new technology and older, tried and true systems.

One of my main values in life and in my profession is truth and honesty. I feel this is relevant to the fair and impartial attitude needed for this work. I will view each scenario on a case-by-case basis, setting aside any previous prejudice or bias I may have. I will listen to my team members to make a fair decision.

I am able to communicate effectively by keeping emotional responses professional. Some work can be difficult or even triggering. I am able to communicate how I feel in a way that is professional and respectful of all involved- keeping in mind the educator, and those helping to make a determination.

Lastly, I find maintaining confidentiality not only necessary, but vital to the success of the Committee of Credentials.

**G. PROFESSIONAL FITNESS QUESTIONS**

1. Have you ever been convicted of a felony or misdemeanor?

[REDACTED]

(If yes, attach explanation)

2. Have you ever been dismissed or resigned from, or otherwise left employment because of allegations of misconduct or while allegations of misconduct were pending?

[REDACTED]

(If yes, attach explanation)

3. Are you currently the subject of an inquiry or investigation by any law enforcement agency or any licensing agency in California or any other state?

[REDACTED]

(If yes, attach explanation)

4. Are any criminal charges currently pending against you?

[REDACTED]

(If yes, attach explanation)

5. Have you ever had any credential, including but not limited to, any Certificate of Clearance, permit, credential, license or other document authorizing public school service, revoked, denied, suspended, publicly reprimanded, and/or otherwise subjected to any other disciplinary action (including an action that was stayed) in California or any other state or place?

[REDACTED]

(If yes, attach explanation)

6. Have you ever had any professional or vocational (not teaching or educational) license revoked, denied, suspended, and/or otherwise subjected to any other disciplinary action (including an action that was stayed) in California or any other state or place?

[REDACTED]

(If yes, attach explanation)

7. Have you ever been involved in an educator discipline matter or the educator discipline process in California (including investigation, defense, prosecution, employment related hearings, or otherwise)?

[REDACTED]

(If yes, attach explanation)

8. Do you vote or in any other way participate in lobbying as a member of any organization as to issues involving educator discipline in California? If so, please specifically identify the organization, your role as to voting or lobbying on matters regarding educator discipline in California, and whether you receive compensation or gifts (travel, meals, lodging, transportation, etc.) of any kind in exchange for your participation in this activity.

Yes  No

(If yes, attach explanation)

9. Do you know any current or former Commissioners or members of the Committee of Credentials? If so, please list their name(s) and how you know them.

Yes  No

10. Do you know any current or former employees from the Commission on Teacher Credentialing and, if so, in what capacity?

Yes  No

I do not personally know any employees from the Commission on Teacher Credentialing. However, I have been in sessions hosted by Amy Peising at the annual CCAC conference. Additionally, I have spoken with Angel Lopez and I believe, Erin Sullivan in a group discussion at the conference. Thank you all for your clear and direct communication. I hope to contribute to the work you are doing.

You must obtain fingerprint clearance as part of the appointment process.

**H. CONFLICT OF INTEREST**

Please disclose any conflicts of interest that you believe will impact your impartiality in making recommendations as to educator discipline cases in California. Explain.

I consider myself to be an objective, open-minded member of the public. I do not have any conflicts of interest which would make me biased in the decisions made.

**I. LETTERS OF RECOMMENDATION**

All applicants must provide at least two (2) letters of recommendation. These letters must be submitted with your application.

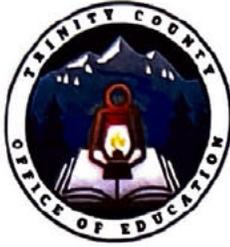
**VERIFICATION BY APPLICANT**

I hereby certify that all statements made in this application are true and correct. I understand that if I am selected for appointment I must execute an Oath of Office and abide by the laws and rules applicable to officers of the State of California.

  
\_\_\_\_\_  
Signature

3/3/2025  
\_\_\_\_\_  
Date

You may attach a resumé and other materials you wish the Commission to consider.



## Trinity County Office of Education

Fabio Robles, Ed. D  
Trinity County  
Superintendent of Schools

P.O. Box 1256 ● 201 Memorial Drive, Weaverville, CA 96093-1256  
(530) 623-2861 ● FAX (530) 623-4489  
<https://www.tcoek12.org>

March 4, 2024

Dear Hiring Committee,

I am pleased to provide a recommendation for Rachel Hayes, who has served as our CalPads and Credentialing Coordinator since March 8, 2021. Rachel has proven to be an invaluable member of our team, demonstrating innovation, dedication, and superb collaboration with not only the customer base she serves but with her team here in the business department. While she has excelled in her current role, I firmly believe her potential extends well beyond it.

Rachel's ability to quickly grasp complex concepts has enabled her to become a trusted subject matter expert in CalPads and Credentialing. Her level of proficiency in such a short period of time has been truly impressive and would be invaluable to any educational institution.

One of Rachel's outstanding qualities is her natural talent for fostering collaboration and teamwork. She excels in bringing diverse perspectives together, effectively communicating ideas and inspiring enthusiasm among colleagues.

Beyond her technical expertise and collaborative nature, Rachel possesses a rare combination of professionalism, passion, and dedication. She approaches her work with a positive attitude and a strong commitment to excellence, making her an absolute pleasure to work with.

I have no doubt that Rachel will thrive in whatever role she undertakes within your organization. Any team or project would be fortunate to have her on board and I am wholeheartedly confident that she will make a significant and positive impact wherever she goes.

Please feel free to contact me if you require any further information.

Sincerely,

A handwritten signature in black ink that reads "Melanie R. Holmes". The signature is fluid and cursive.

Melanie R. Holmes  
Executive Director, Human & Business Services  
Trinity County Office of Education



# Trinity County Office of Education

**Fabio Robles, Ed. D**  
Trinity County  
Superintendent of Schools

P.O. Box 1256 ● 201 Memorial Drive, Weaverville, CA 96093-1256  
(530) 623-2861 ● FAX (530) 623-4489  
<https://www.tcoek12.org>

March 5, 2024

To Whom It May Concern,

It is with pleasure that I write this letter of recommendation for Rachel Hayes.

Rachel Hayes worked for the Trinity County Office of Education as a remote employee for the past 3 years as a CALPADS and Credentialing Coordinator. During that time, I was her direct supervisor for her first year. During her second year, our office reorganized and she was transferred to the Human Resources department where we continued to collaborate on various projects. During this time, Rachel was able to adapt and learn new skills as different challenges presented themselves.

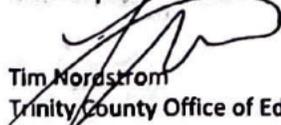
As the CALPADS coordinator, Rachel was in charge of ensuring that all 10 districts received ongoing support through training as new requirements and procedures were continually changing. As a new employee to the education world, she actively networked with other like positions around our region and state to ensure she received the information and training she needed in order to perform her job and support districts. She regularly held office hours and developed trainings that were provided to districts as well as one to one support as it was requested. When she was presented with a problem or challenge that she wasn't readily able to answer, she took the initiative to find an answer and get back to the requestor in a timely manner.

As the Credentialing specialist, she was in charge of guiding prospective and new employees through the credentialing process to ensure they had the information and were able to meet the necessary requirements in order to obtain the correct credential. Our office received very positive feedback from the past 3 years from individuals who she walked through this process with who were grateful for her professionalism and knowledge. As her work ethic stood out to me, I included her in a grant from the CA Teacher Credentialing office and she became a partner in administering and reporting of the grant. This grant enables classified employees to receive tuition assistance in order to earn their teaching credential. This required her to logistically organize, advertise and monitor participants throughout the duration of the grant and collaborate with Institutions of Higher Ed to ensure participants were on track and successful.

Rachel has been a vital part of our team these past few years and while I am sorry to see her leave, I am excited for whatever role she takes on next as I know she will be a valuable asset to whatever organization that is. I have very much appreciated her ability to work effectively as a member of our team as well as a willingness and ability to do whatever was needed to achieve the desired results and do what was best for students, which most notably earned her our county office's Above and Beyond Award for her work this past year.

Rachel is an outstanding employee with exceptional skills and talents. I would consider it a privilege to work with her again. If you have any further question's regarding Rachel's abilities or this recommendation, please do not hesitate to contact me [REDACTED]

With respect



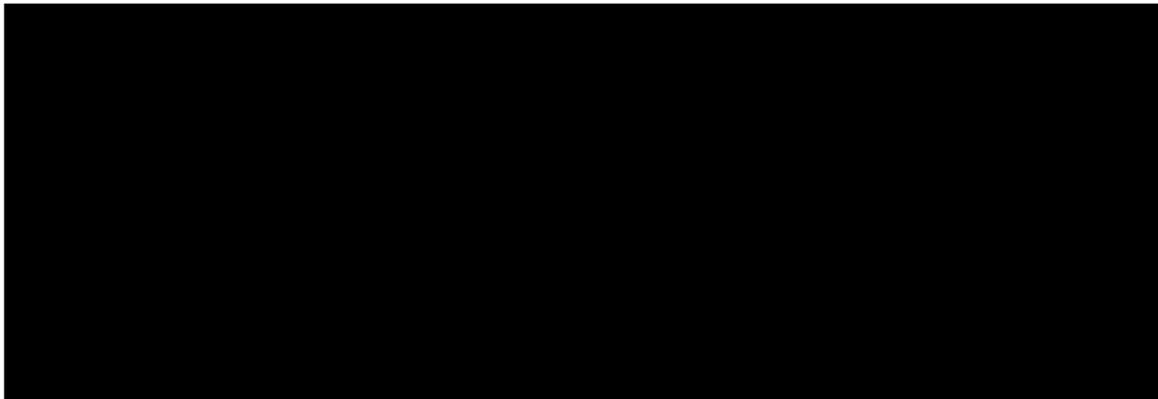
Tim Nordstrom  
Trinity County Office of Education, Assistant Superintendent



**APPLICATION FOR APPOINTMENT TO THE  
COMMITTEE OF CREDENTIALS  
OF THE COMMISSION ON TEACHER CREDENTIALING**

**A. IDENTIFICATION:**

1. Name Lal Dhyan  
Last First Middle

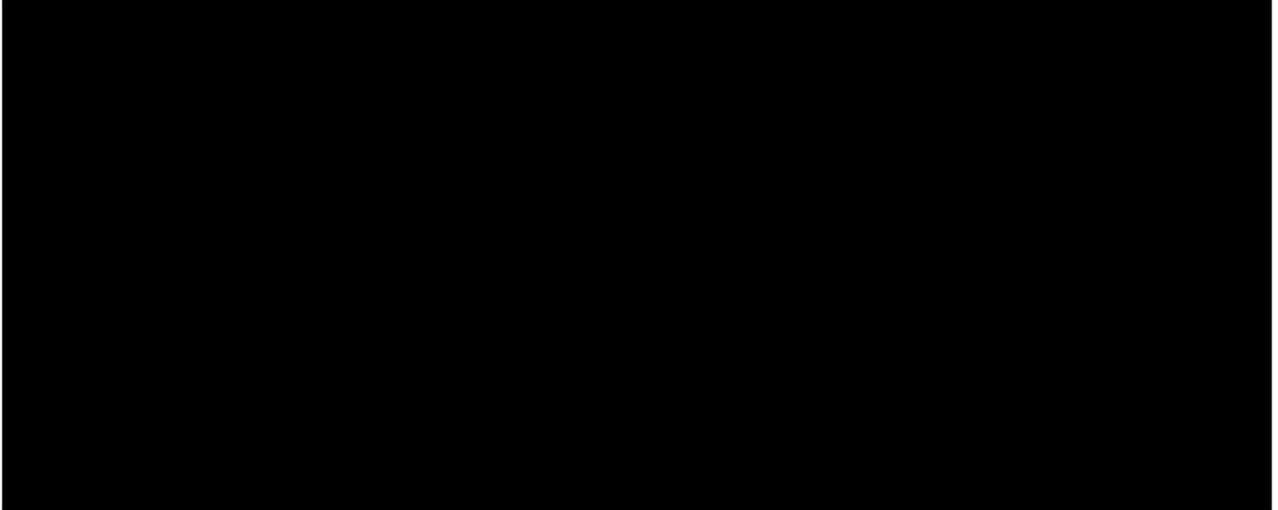


**B. CATEGORY OF APPOINTMENT FOR WHICH YOU ARE APPLYING:**

- Elementary Teacher.** Must be a full-time certified classroom teacher in the public elementary schools with not less than five (5) years of classroom experience.
- Secondary Teacher.** Must be a full-time certified classroom teacher in the public secondary schools with not less than five (5) years of classroom experience.
- School Administrator.** Must be a certified practicing administrative employee in the public schools.
- School Board Member.** Must be a member of the governing board of a school district.
- Public Member.** Must be a representative of the public and may not currently be employed in either a certificated public school position and/or be a member of any governing board of a school district or county board of education.

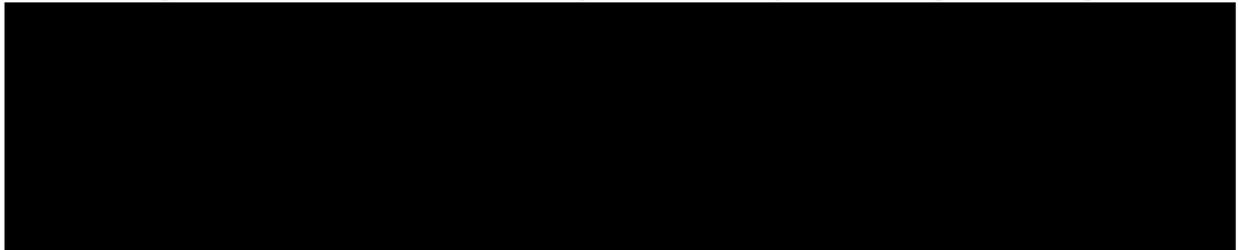
**C. CURRENT AND FORMER EMPLOYMENT:**

List your current and former employment for the past ten (10) years. Please include dates of employment.



**D. EDUCATION AND EXPERIENCE:**

1. Name and Location of College or Univ.	Course of Study	Completed		Degree	Date Completed
		Semester	Quarter		



---

---

---

2. Business, Correspondence, Trade, or Service Schools	Course of Study
Glendale Community College	Business Administration, A.A.

---

---

---

---

---

---

3. Currently valid certificates of professional or vocational competence, licenses, and expiration dates.

Life Administrative Services, K-12

---

Life Pupil Personnel and Services, K-12

---

Life Standard Secondary - Psychology, 9-12

---

Life Special Education - Educationally Handicapped, K-12

---

Life Special Education - Exceptional Children, K-12

---

4. Membership in professional associations. Please include dates of membership.

Association of California School Administrators (ACSA), 1983-2010

---

Associated Administrators of Los Angeles, LAUSD, 1983-2004

---

Association of Supervision and Curriculum Development (ASCD), 1991-2009

---

Alliance of Asian Pacific Administrators, LAUSD, 1983-2004

---

**E. ADDITIONAL ACHIEVEMENTS:**

Summarize your accomplishments and involvement in community service which you believe would contribute to your value as a member of the Committee of Credentials:

National Pacific Islander Educator Network, Outstanding Educator Award, 2003

---

Department of the Army, Medal, Dedicate Support of the JROTC Program, 2003

---

Los Angeles Police Department, Certificate of Appreciation for Dedicated Support, 2003

---

American Heritage Club of Los Angeles, Certificate of Appreciation, 2002

---

National Gang Crime Research Center, Chicago, Milton Thrasher Gang Research Award, 2000

---

California School for the Blind, Parent Association, Certificate of Appreciation, 1996

---

California Department of Education, Certificate of Appreciation, 1995 & 1996

---

Leadership Education for Asian-Pacific (LEAP) Award, 1994

---

White House Commission on Presidential Scholars, 1993

---

California Department of Education, Superintendents' Ethnic Tri-Council Recognition, 1991

---

California State Education/Technical Advisory Committee, Outstanding Commitment Award, 1990

---

Council of Black Administrators, Black Child Conference, Appreciation Award, 1990

---

**F. KNOWLEDGE AND ABILITIES:**

Please review the knowledge and abilities lists on page two of this application packet. Please describe how you satisfy each.

My knowledge of the Ca Education Code of Regulations and related case law is supported and enhanced by education law courses for my administrative credential and degrees and by my teaching and administrative experiences. I have served as a district level teacher, counselor, assistant principal, principal, deputy superintendent, superintendent, and California Department of Education as a Deputy Superintendent and State Administrator. The experiences I gained in these positions have afforded me with multiple opportunities to use professional and interpersonal skills when interacting with students, teachers, parents, and peers. Especially when working on committees that required content knowledge as well as collaboration and effective communication skills. Specifically, as an administrator, I used my knowledge of the Ed Code and the ability to analyze complex text to make informed decisions and fair/impartial judgments in regards to certificated and classified personnel issues and student disciplinary action. Additionally, I used effective communication and conflict resolution skills to resolve problems between individuals, groups, and organizations.

As an educator and administrator, I abide by the highest standards of ethical practice as outlined in the California Education Code and the California Standards for the Teaching Profession (CSTP) especially in adhering to the tenants private and confidential content of interactions with others. I believe that I have the ability to apply the correct legal standard in cases that require the Commission to determine a connection between a credential holder's conduct and their ability to carry out their duties without an adverse effect on students and the school's responsibility to provide a safe learning environment.

---

---

---

---

---

---

---

---

**G. PROFESSIONAL FITNESS QUESTIONS**

1. Have you ever been convicted of a felony or misdemeanor?

[REDACTED]

(If yes, attach explanation)

2. Have you ever been dismissed or resigned from, or otherwise left employment because of allegations of misconduct or while allegations of misconduct were pending?

[REDACTED]

(If yes, attach explanation)

3. Are you currently the subject of an inquiry or investigation by any law enforcement agency or any licensing agency in California or any other state?

[REDACTED]

(If yes, attach explanation)

4. Are any criminal charges currently pending against you?

[REDACTED]

(If yes, attach explanation)

5. Have you ever had any credential, including but not limited to, any Certificate of Clearance, permit, credential, license or other document authorizing public school service, revoked, denied, suspended, publicly reprimanded, and/or otherwise subjected to any other disciplinary action (including an action that was stayed) in California or any other state or place?

[REDACTED]

(If yes, attach explanation)

6. Have you ever had any professional or vocational (not teaching or educational) license revoked, denied, suspended, and/or otherwise subjected to any other disciplinary action (including an action that was stayed) in California or any other state or place?

[REDACTED]

(If yes, attach explanation)

7. Have you ever been involved in an educator discipline matter or the educator discipline process in California (including investigation, defense, prosecution, employment related hearings, or otherwise)?

[REDACTED]

(If yes, attach explanation)

8. Do you vote or in any other way participate in lobbying as a member of any organization as to issues involving educator discipline in California? If so, please specifically identify the organization, your role as to voting or lobbying on matters regarding educator discipline in California, and whether you receive compensation or gifts (travel, meals, lodging, transportation, etc.) of any kind in exchange for your participation in this activity.

Yes  No

(If yes, attach explanation)

9. Do you know any current or former Commissioners or members of the Committee of Credentials? If so, please list their name(s) and how you know them.

Yes  No

10. Do you know any current or former employees from the Commission on Teacher Credentialing and, if so, in what capacity?

Yes  No

Bryan Astrachan. Former employee and colleague.



March 15, 2025

To Whom It May Concern:

It is my absolute honor and privilege to write a letter of recommendation for Dr. Dhyan Lal whom, I have known for three decades. Dr. Lal has a proven track record which includes serving as Deputy California State Superintendent of Public Instruction and numerous other educational areas that I have known and observed for over three decades.

During his several administrative posts, including Superintendent for the Lynwood Unified School District where I had the privilege of serving as his Designee over Child Welfare Attendance and Safe Schools, which provided me with firsthand knowledge of his unique management style and dedication to his mantra “KIDS CAN’T WAIT” which resonated districtwide!

Dr. Lal has been a “roll up your sleeves” Administrator who knows all aspects of public-school Administration from a classroom teacher, counselor, dean, Assistant Principal, Principal, Deputy Superintendent and Superintendent. During his tenure as an educator, he continued his strong commitment to student engagement, guidance counseling and the social & emotional well-being of not just the students but, the whole community approach to education i.e. “The Village Concept”.

As my mentor, Dr. Lal has encouraged and nurtured my professional and academic growth providing me with “real-life” experiences and academic enrichment to allow me further involvement within instructional, counseling and administrative career advancement!

In closing, I wholeheartedly endorse Dr. Lal as a California Teacher Credentialing, Committee on Credentialing Community Member, as I can assure you, he will prove to be a valuable participant who will prove to be an asset and provide his expertise and knowledge.

Sincerely,

*Bryan Astrachan*

Bryan Astrachan, COC Member



May 5, 2025

To Whom It May Concern:

I am writing with reference Dr. Dhyan Lal and his professional credentials in the area of education in general and educational supervision in particular. I have known Dr. Lal since 2000 when I sought cooperation from him for a research project that I was carrying out on school violence. Subsequent to the study's completion, I have remained in close contact with Dr. Lal because of our mutual interest in improving the mission of public education.

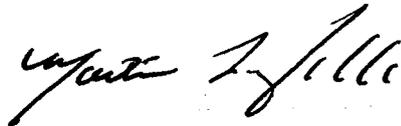
Dr. Lal is an impressive professional having demonstrated impeccable leadership at both the secondary and district superintendent levels. In these professional capacities in which I have first-hand observational evidence, he has exhibited three specific qualities. The first of these has been as a creative innovator in developing and enhancing existing educational programs. At the high school in which he was the principal, he revamped the curriculum to better serve students with differing educational skills and support. The result was the improvement of student scores and the increase in students from this inner-city school finishing their education with a diploma and being admitted to college and advanced training centers.

The second quality that Dr. Lal has consistently demonstrated is a keen focus on having programs executed in a very efficient manner. He both designs and keeps abreast of how efficient the programs he is supervising are being executed. When problems of efficacy arise, he addresses them immediately and works with others to improve delivery and content in a more efficient way. He did this by organizing existing personnel to monitor, and when necessary, to make adjustments to existing programs. This kept these programs both fresh and cost effective.

The third quality that Dr. Lal has demonstrated is his persistence in evaluating existing programs in terms of their effectiveness in delivering educational services to students. He was always committed to improving policies and programs to better serve students so that they might maximize their knowledge base, skill acquisition, and general life experience while attending schools. In that effort, he would interview students about their experience and consistently monitor scores on objective tests. When issues were observed, he immediately took action to ameliorate them.

In closing, I have been an educator at the junior and high school levels, and the University level for more than 46 years and I can accurately state that I have never interacted with a professional educator that was more impressive than Dr. Lal. I could not be more confident in saying that Dr. Lal is exceptional in formulating, evaluating, and implementing educational policy and it is a pleasure to recommend him.

Sincerely,

A handwritten signature in black ink, appearing to read "Martín Sánchez-Jankowski". The signature is written in a cursive style with a large initial 'M'.

Martín Sánchez-Jankowski  
Distinguished Professor

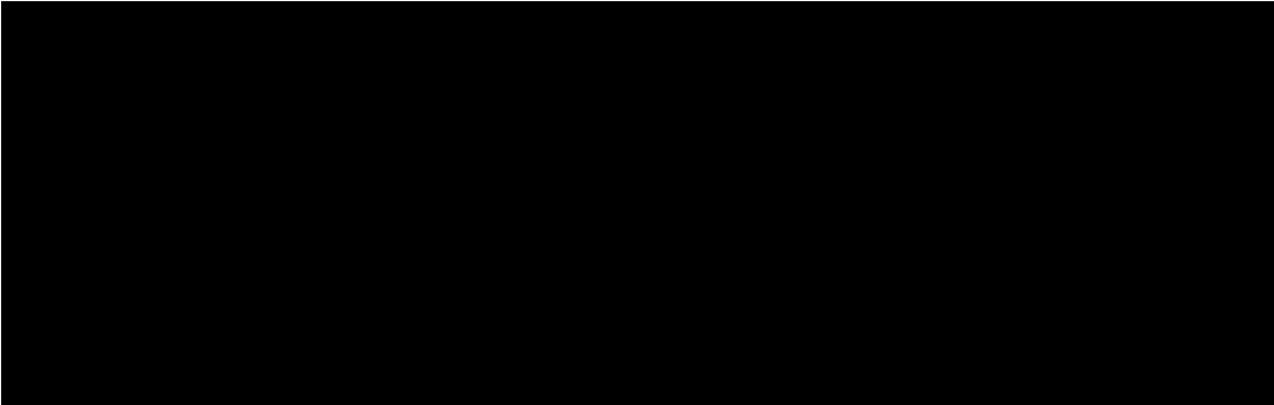
**Resume**  
**Dhyan Lal**



**PROFESSIONAL EXPERIENCE**

2009 - Present      Consultant  
2004 – 2010      Superintendent/CEO, Lynwood Unified School District  
2000 - 2003      Principal, David Starr Jordan `High School, LAUSD  
1997 - 1999      Deputy Superintendent, Lynwood Unified School District  
1996 - 1997      Director, Career Development, LAUSD  
1995 - 1996      Deputy Superintendent/State Administrator, California Department of  
Education  
  
1991 - 1995      Principal, Carson High School, LAUSD  
1988 - 1991      Principal, Carnegie Junior High School, LAUSD  
1986 - 1988      Assistant Principal, Curriculum and Instruction, Dana Jr. High, LAUSD  
1988 - 1991      Assistant Principal, Student Services, South Gate Middle School, LAUSD  
1980 - 1982      Dean of Students, Palms Junior High School, LAUSD  
1979 -1985      Adjunct Professor, School of Education California Lutheran University,  
Thousand Oaks, California.  
  
1978 - 1980      Resource Specialist, Palms Junior High School, LAUSD  
1977 -1983      Adjunct Professor, School of Education, California State University, Los  
Angeles, California.  
  
1977 - 1978      Teacher, Learning Handicapped, Sun Valley Junior High School, LAUSD  
1973 - 1977 -  
LAUSD      Teacher, Educable Mentally Retarded, Carver Junior High School,

**EDUCATION**



**CERTIFICATION**

Life                      Administrative Services, K-12  
Life                      Pupil Personnel and Services, K-12  
Life                      Standard Secondary - Psychology, 9-12  
Life                      Special Education - Educationally Handicapped, K-12  
Life                      Special Education - Educationally Retarded, K-12  
Life                      Special Education - Exceptional Children, K-12

## PUBLICATIONS

- Article:** Li, Xin & Lal, D. (2006). An inner-city school mentor: A narrative inquiry of the life experiences of "daddy." *Mentoring & Tutoring: Partnership in Learning*.
- Lal, D. (1995). *Education: More than a profession, it's a way of life*. The Special Edge. California Department of Education.
- Book** Lal, S. R., Lal, D. & Achilles, C. (1993). *Handbook on gangs in schools: Strategies to reduce gang related activities*. Thousands Oaks, CA: Corwin Press.
- Lal, D. (1985) *Reducing gang activities on a junior high school campus*. Doctoral dissertation, Nova Southeastern University, Ft. Lauderdale, FL.
- Chapter:** Lal, S. R., and Lal, D. (2000). *Creating a positive school environment: A proactive approach to handling gang activities*, in Official Proceedings of the Third International Gang Specialist Training Program. Chicago, IL.
- Manual:** Lal, D. et. al. (1998). *Teaching social science standards*, Lynwood Unified School District, Strategic Plan: Compton Unified School District.
- Paper:** Lal, D. & Lal, S. R. (1995, March). *Identifying negative gang activities*. Presented at the South Hills Area School District Association, Pittsburgh PA
- Lal, D. & Lal, S. R. (1995, July) *Creating a positive learning environment by celebrating our diversity*. Presented at NOVA Southeastern University Summer Institute, Washington, DC.
- Lal, D. (1992, July) *Proactive approach to discipline*, presented at NOVA Southeastern University Summer Institute, Ft Lauderdale, Florida.

## CONFERENCE PRESENTATIONS

- Li, X. & Lal, D. (2004) *"Please don't take our daddy away": A teacher's life*. A paper presented at the American Education Research Association (AERA) Conference.
- Li, X & Lal, D. (2004) *A teacher's life: The inner city school daddy*. A paper presented at the Hawaii International Conference on Education, Honolulu.
- Lal, D. (2001) Effective Leadership in Education. Staff Development Training, Ta Hwa College and Institute of Technology Hsin Hsu, Taiwan
- Lal, S. & Lal, D. (2000) *Creating A Positive School Environment: A Proactive Approach to Handling Gang Activities*, Third International Gang. Chicago, IL

- Lal, D. (2000) *Youth Gangs: "The Need to Belong."* Ninth Annual Youth At-Risk Youth Conference, Lake Tahoe, Nevada. California State University, Chico
- Lal, S & Lal, D. (2000) *"Potential Gang Member or Dropout: Understanding the similarities". and "Reducing and Preventing Negative Gang Activities: A Practical Approach."* 12<sup>th</sup> Annual National Dropout Prevention Conference, Baltimore. Sponsored by National Dropout Prevention Center/Maryland State Department of Education
- Lal, D. (1995) *Leadership Development in a Gang Setting: Seventh Annual Partners in People* University of California, Berkeley.
- Lal, D. (1995) *Meeting the Needs of All Children: Learning Disabilities Association of California 35<sup>th</sup> Anniversary State Conference*, Burbank, CA. 1995.
- Lal, D. (1994) *Meeting the Challenges of Education in a Diverse Society: A Pathway to Examining Vital Issues in Education Today* Nova Southeastern University Summer Institute, Ft. Lauderdale, FL.
- Lal, D. (1994) *Gang Dress and Paraphernalia: Gang Identity and Clothing Style, Sharing Perspective and Seeking Solutions.* University of California, Davis.
- Lal, D. (1993) *Preventing Violence on School Campuses and Communities: British Columbia Crime Prevention Conference*, Vancouver, and British Columbia, Canada.
- Lal, D. (1992) *Effects of Youth Violence and Gangs on Education: Education Conference* Abbotsford School District, Clearbrook, British Columbia, Canada.
- Lal, D. (1991) *Education in the Multicultural Society: Long Beach Unified School District, Multicultural Professional Development Day.*
- Lal, D. (1991) *Gangs: Who are they and what do they do?* Kern County Office of Education Workshop on Gangs.
- Lal, D. (1990) *Establishing better human relations in diverse communities: Los Angeles Unified School District, Board of Education Proceedings.*
- Lal, D. (1990) *Meeting the Challenge of Higher Education: Community Awareness Conference, Assistance League of Southern California, Western Region Asian Pacific Agency.*

- Lal, D. (1990) *Proactive Approach to Controlling Gangs on a School Campus: Los Angeles County Office of Education Gang Symposium.*
- Lal, D. (1990) *Providing Safety Through Collaboration and Cooperation: Governor's Conference on Victims Services and Public Safety.*
- Lal, D. (1989) *Concerns and Issues in the Asian American Community: Loyola Marymount University*

## **GUEST SPEAKER**

2002 & 2003 (regular guest speaker for selected courses). Topics: Teachers' Rights and Responsibilities & The Impact of Gang Violence in K-12 Schools. Graduate School of Education, California State University, Long Beach & College of Education, California State University, Dominguez Hills.

2002. Sociology Class, Topic: The Sociological Impact of Poverty and Gang Membership on Student Achievement, at University of California, Berkeley.

2000. Conference: Los Angeles Educational Partnership (LAEP) Topic: Importance of Partnerships Between Businesses and Inner City Schools.

1998. Administrators' Retreat, Keynote Address, Topic: Educational Leaders for the 21<sup>st</sup> Century Lynwood Unified School District.

1995 to present (regular speaker for selected courses). Topics: Teachers Rights and Responsibilities and Impact of Gang Violence in K-12 Schools, California State University, Dominguez.

1995 - 1999 National Educational Leaders Program, Nova Southeastern University. Topic: Current Issues in Administrative Leadership: Seminar for School Administrators on How to Solve Problems of Youth Gangs on School Campuses,

## **AWARDS AND COMMENDATIONS**

National Pacific Islander Educator Network, Outstanding Educator Award, 2003  
 Operation Progress Foundation, Boston, MA, Educational Leadership Award, 2003  
 Department of the Army, Medal, Dedicate Support of the JROTC Program, 2003  
 Los Angeles Police Department, Certificate of Appreciation for Dedicated Support, 2003  
 California State University, Dominguez Hills, Asian Pacific American Faculty Association 2002.  
 American Heritage Club of Los Angeles, Certificate of Appreciation, 2002  
 Operation Progress, Boston MA, Exemplary Service to Children Award, 2001  
 National Gang Crime Research Center, Milton Thrasher Gang Research Award, 2000  
 Nova Southeastern University, Los Angeles Clusters, Exemplary Leadership Award, 1999  
 Association Pacific Island Educators, Sulu Ole Tautua Award (Torch of Service), 1998  
 Compton Unified School District Advisory Council, Distinguished Service Award, 1996  
 California School for the Blind, Parent Association, Certificate of Appreciation, 1996  
 Democratic National Committee, Recognition for Education Leadership, 1996

NOVA Southeastern University Los Angeles Cluster, Exemplary Leadership Award, 1996  
California Department of Education, Certificate of Appreciation, 1996  
Association of Pacific Island Educators, Outstanding Service Award, 1995-1996  
California State Legislature, Outstanding Service in Education Award, 1995  
California Department of Education, Certificate of Appreciation, 1995  
Lynwood Unified School District Board of Education, Recognition Award, 1995  
Deaf Counseling and Rehabilitation Agency, Appreciation Award, 1995  
Los Angeles Unified School District, Combined Charitable Campaign Award, 1995  
California's One-Stop Career Center System, Certificate of Appreciation, 1995  
Listed in the Who's Who among Asian Americans, 1994-1995  
Leadership Education for Asian-Pacific (LEAP) Award, 1994  
Mayor Bradley's Asian Pacific American Heritage Month, Distinguished Educator, 1993  
City of Los Angeles, Asian Pacific American Heritage Leadership Award, 1993  
White House Commission on Presidential Scholars, 1993  
Harbor Gateway Area Community Identity and Pride, Certification Appreciation 1992  
Democratic National Committee, Outstanding Citizen Award, 1992  
City of Carson, Service Honor, 1992  
Pepperdine University Graduate School of Education and Psychology, Certificate of Mentorship and Service to the University 1991  
California Department of Education, Superintendents' Ethnic Tri-Council Recognition, 1991  
Office of Criminal Justice Planning, Comprehensive Alcohol & Drug Prevention, 1991  
Education and Technical Advisory Committee, Outstanding Commitment Award, 1990  
Council of Black Administrators, Black Child Conference, Appreciation Award, 1990  
Orange County Human Services, Appreciation Award, 1990

### **PROFESSIONAL ORGANIZATION MEMBERSHIP**

Alliance of Asian Pacific Administrators, LAUSD  
Asian American Educators Association, LAUSD  
Association of Supervision and Curriculum Development (ASCD)  
Secondary Education Committee, Association of California School Administrators  
Association of California School Administrators (ACSA)  
Associated Administrators of Los Angeles, LAUSD  
Council of Mexican American Administrators, LAUSD  
Middle Schools Principals Organization, LAUSD  
Senior High Principals Organization, LAUSD  
Association of Pacific Island Educators (APIE)

### **COMMUNITY ACTIVITIES AND MEMBERSHIP**

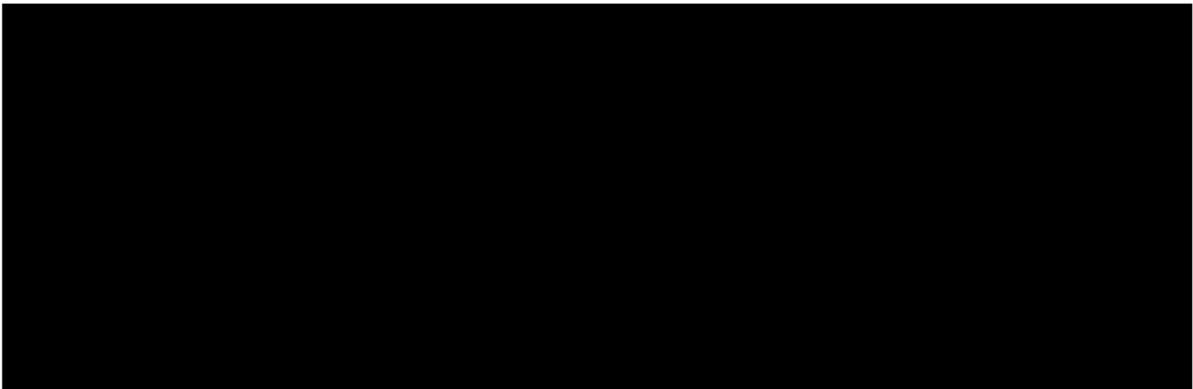
California Department of Education Ethnic Advisory Council  
California Office of Criminal Justice Planning  
Carson Community Coordinating Council  
Los Angeles County Anti-Crime Roundtable  
Los Angeles County Comprehensive Drug & Alcohol and Gang Prevention Education  
Operation Progress Foundation, Los Angeles  
Watts Area Neighborhood Council



**APPLICATION FOR APPOINTMENT TO THE  
COMMITTEE OF CREDENTIALS  
OF THE COMMISSION ON TEACHER CREDENTIALING**

**A. IDENTIFICATION:**

1. Name Osipova Anna

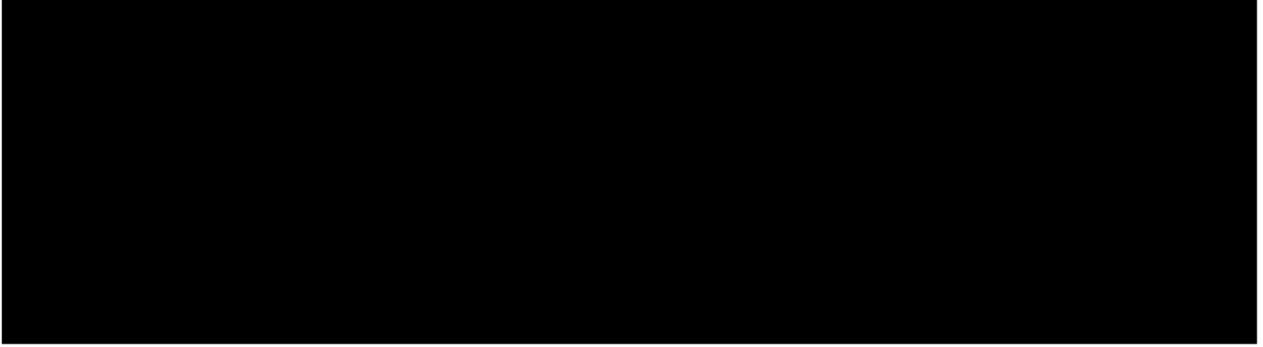


**B. CATEGORY OF APPOINTMENT FOR WHICH YOU ARE APPLYING:**

- Elementary Teacher.** Must be a full-time certified classroom teacher in the public elementary schools with not less than five (5) years of classroom experience.
- Secondary Teacher.** Must be a full-time certified classroom teacher in the public secondary schools with not less than five (5) years of classroom experience.
- School Administrator.** Must be a certified practicing administrative employee in the public schools.
- School Board Member.** Must be a member of the governing board of a school district.
- Public Member.** Must be a representative of the public and may not currently be employed in either a certificated public school position and/or be a member of any governing board of a school district or county board of education.

**C. CURRENT AND FORMER EMPLOYMENT:**

List your current and former employment for the past ten (10) years. Please include dates of employment.

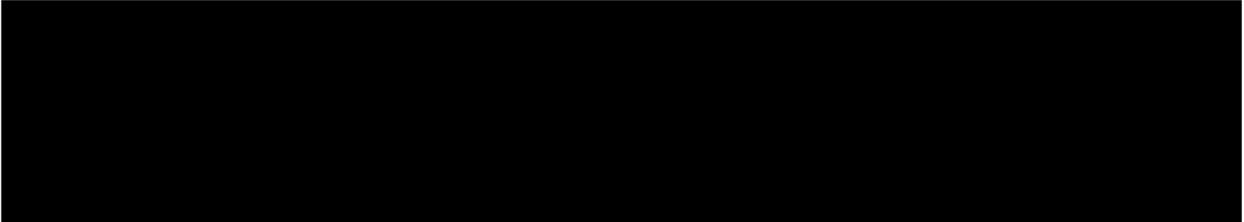


---

---

**D. EDUCATION AND EXPERIENCE:**

1. Name and Location of College or Univ.	Course of Study	Completed		Degree	Date Completed
		Semester	Quarter		



---

---

---

2. Business, Correspondence, Trade, or Service Schools	Course of Study
--	-----------------

---

---

---

---

---

---





**G. PROFESSIONAL FITNESS QUESTIONS**

1. Have you ever been convicted of a felony or misdemeanor?

[REDACTED]

2. Have you ever been dismissed or resigned from, or otherwise left employment because of allegations of misconduct or while allegations of misconduct were pending?

[REDACTED]

(If yes, attach explanation)

3. Are you currently the subject of an inquiry or investigation by any law enforcement agency or any licensing agency in California or any other state?

[REDACTED]

(If yes, attach explanation)

4. Are any criminal charges currently pending against you?

[REDACTED]

(If yes, attach explanation)

5. Have you ever had any credential, including but not limited to, any Certificate of Clearance, permit, credential, license or other document authorizing public school service, revoked, denied, suspended, publicly reprimanded, and/or otherwise subjected to any other disciplinary action (including an action that was stayed) in California or any other state or place?

[REDACTED]

(If yes, attach explanation)

6. Have you ever had any professional or vocational (not teaching or educational) license revoked, denied, suspended, and/or otherwise subjected to any other disciplinary action (including an action that was stayed) in California or any other state or place?

[REDACTED]

(If yes, attach explanation)

7. Have you ever been involved in an educator discipline matter or the educator discipline process in California (including investigation, defense, prosecution, employment related hearings, or otherwise)?

[REDACTED]

(If yes, attach explanation)

8. Do you vote or in any other way participate in lobbying as a member of any organization as to issues involving educator discipline in California? If so, please specifically identify the organization, your role as to voting or lobbying on matters regarding educator discipline in California, and whether you receive compensation or gifts (travel, meals, lodging, transportation, etc.) of any kind in exchange for your participation in this activity.

Yes  No

(If yes, attach explanation)

9. Do you know any current or former Commissioners or members of the Committee of Credentials? If so, please list their name(s) and how you know them.

Yes  No

10. Do you know any current or former employees from the Commission on Teacher Credentialing and, if so, in what capacity?

Yes  No





# GLENDORA UNIFIED SCHOOL DISTRICT

500 North Loraine Avenue, Glendora, CA 91741 · (██████████)

February 17, 2022

To Whom It May Concern:

Having worked in the Glendora Unified School District for 19 years, I have had the great opportunity of working alongside many outstanding professionals. As I stop and reflect on the many unique and talented people, Ms. Anna Osipova stands at the top of a very distinguished list and I am honored to write about her qualifications and talents as they relate to the position of Personnel Compliance Officer.

As an experienced Data Management Analyst with extensive experience and technical knowledge, Ms. Osipova's attention to detail, organization, communication skills, and technical understanding have been instrumental in the success of several district level programs. Her professionalism is beyond reproach and her ability to tackle complex, often technical problems is unmatched.

Anna's level of customer service is an asset to our program and an essential trait for anyone working in human resources. As an integral part of the district office team, Anna's depth of knowledge and experience allow her to have a deep understanding of several key aspects of the district, especially working with our student information system. I believe these skills will easily transfer over to HR as she is eager to learn, is a performer, and has a deep technical understanding. Her keen intellect and ability to learn quickly add to her impressive repertoire of skills needed for this technical and detailed position.

Additionally, Anna works well with others and her pride in professionalism and performance has deservedly earned the respect of many. In my opinion, her greatest assets would be problem solving mindset, her attention to detail and organization skills, and her caring, customer service-oriented personality, all qualities needed for an excellent Personnel Compliance Officer who is working closely with staff.

I hope I made the point that Ms. Anna Osipova is a very special person who has the education, background knowledge, work ethic, intelligence, and experience needed to excel in this position. I would ask that you would extend to her the **highest** level of consideration for this position. I have complete confidence in her ability to learn this new role while making needed contributions to our Human Resources Department.

If you have any questions regarding Anna's character or professional attributes, please do not hesitate to contact me.

Sincerely,

A handwritten signature in black ink, appearing to read "Eric Osborne".

Eric Osborne  
Executive Director of Student and Family Support Services

SELECTED

**PROFESSIONAL** *Personnel Compliance Officer, Personnel Services, Mar 2022 to Present*

**EXPERIENCE**

Facilitating the planning, organization, and administration of department responsibilities. Identifying areas for improvement through operational review and program analysis and executing strategies for growth and process implementation. Analyzing and interpreting federal, state, county, and school district laws and regulations to determine necessary procedural changes and assessing best practices. Managing several large projects while completing day-to-day duties to ensure stability in district operations. Collaborating with other departments to problem-solve and introduce new technology tools to streamline procedures. Establishing regular departmental and interdepartmental meetings to ensure better communication, relationship-building, efficiency, and cooperation throughout the district to support organizational redesign. Promoting a culture of learning and curiosity. Leading the department through a significant transition period by engaging stakeholders at all levels.

- Transitioned an all-paper onboarding process for new employees to a digital one to enable a conversion to a paperless filing system within the first six months
- Reorganized departmental job duties to facilitate efficiency, transparency, and ownership
- Established and enforced a new leave policy to significantly reduce unauthorized absences

*Data Management Analyst, Educational Services, Aug 2020 to Mar 2022*

Ensured the data integrity of the district's student information system. Generated, compiled, and verified a variety of data as required by the district, state or federal government and computed statistical information accordingly. Liaised between local users and software support personnel. Researched, implemented, integrated, and trained on new technological tools. Established new integrations on existing technological tools to facilitate automation. Provided technical support. Coordinated with other departments to assist with setting attendance policies and implemented appropriate tracking protocols. Researched best practice solutions and processes. Facilitated standardized student assessment and distributed subsequent data reporting.

- Played an integral role in shifting all student learning online during the Covid-19 pandemic by integrating most software systems with our student information system
- Single-handedly implemented, launched, and trained staff on a new parent communication tool

*Senior Administrative Assistant, Special Education Department, Nov 2017 to Aug 2020*

Implemented an audit system for all Individualized Education Programs (IEPs) by identifying and communicating errors and potential issues to case carriers. Coached case carriers through constructive analysis to remedy areas of concern by reaching a consensus of the legal and ethical necessities and ramifications. Established protocols for the department in collaboration with regional government entity to meet compliance with state requirements. Cultivated a culture of knowledge-sharing across the spectrum of roles within the organization.

- Eliminated almost all discrepancies in data reporting through collaboration with SELPA and across district departments during a difficult transition to new state reporting protocols

*Student Management Administrative Assistant*

Collaborated with district administrators to manage the transition of leadership within the school. Developed and implemented processes for balancing the student body between our school and a newly built school. Executed diverse administrative functions to support school administrators, faculty, staff, students and their families, and the local community. Generated reports on student performance metrics to support policy decisions and planning. Collaborated with the Family Liaison and Counselor to provide resources and emotional support to students and families in need.

- Accomplished the only 100% feedback rate from the community for our school by developing a response program that anticipated local cultural barriers
- Implemented a school attendance policy focused on achieving a reduction in truancy June 2025

---

**TEACHING**

**IES Miguel Delibes** | Madrid, Spain | Sept 2014 to June 2015

**EXPERIENCE**

*English Language and Culture Specialist*

- Advised and collaborated with high school English as a Second Language (ESL) teachers in lesson planning and classroom implementation of the curriculum.
- Interfaced with students in a small group setting to enhance their conversational and pronunciation skills.
- Crafted and presented interactive whole-class lessons to encourage student participation and elevate English comprehension.

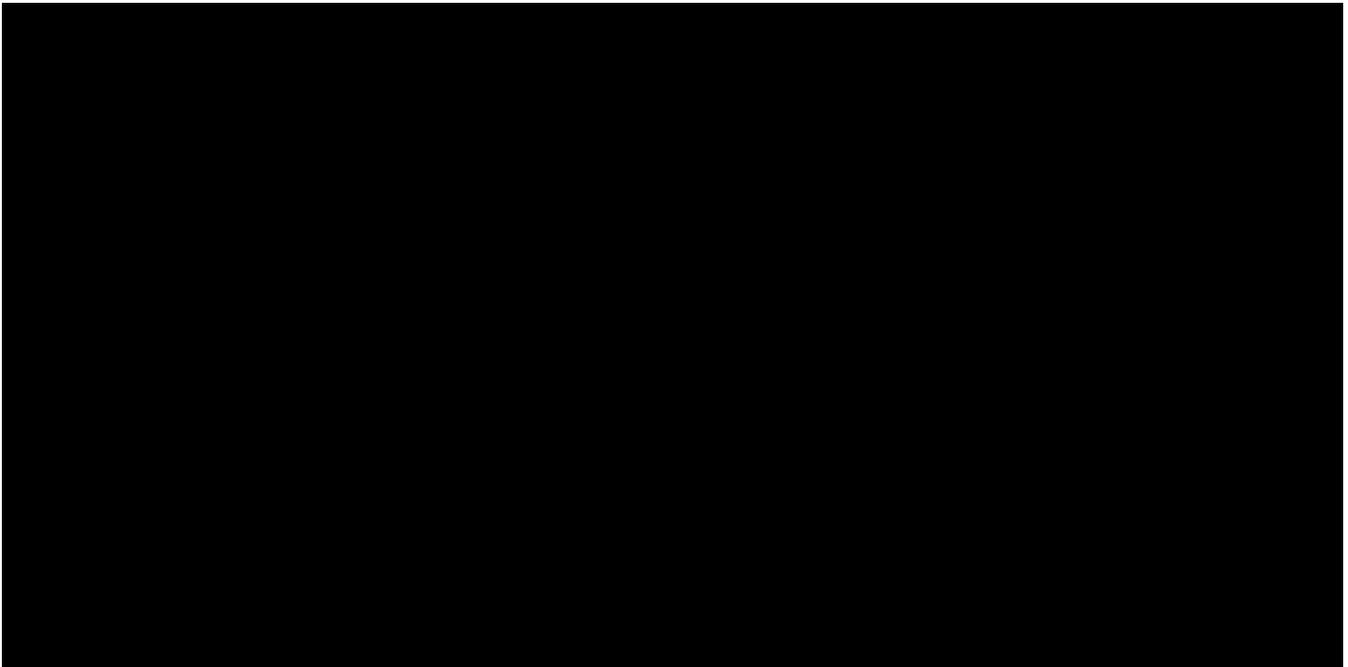
**Israel Teaching Fellows** | Be'er Sheva, Israel | Aug 2013 to June 2014

*English Language and Culture Specialist*

- Engaged small groups of elementary school students to facilitate English language learning (ELL).
- Launched a biweekly afterschool program to promote ELL in a group session of 30 students.
- Interviewed Russian-speaking Holocaust survivors to document their experiences for Yad Vashem Museum.

---

**EDUCATION**



**CERTIFICATIONS  
AND  
CONTINUED  
EDUCATION**

---

**AREAS OF  
EXPERTISE**

- K-12 education policy
- Administrative management
- Team leadership
- Compliance, documentation and reporting
- Cross-functional leadership
- Protocol implementation and coordination
- Project management
- Proposal writing
- Creative problem solving
- Relationship building
- Cultural diversity
- Community relations
- Effective and collaborative communication
- Attention to detail
- Consulting
- Client service

---

**SKILLS**

**Technical Proficiencies:** Microsoft Office Suite (Word, Excel, PowerPoint, Outlook), Salesforce.com, Adobe Creative Suite, Infinite Campus, Aeries, SEIS, Adobe Acrobat, Google Workplace, Social Media Platforms, ParentSquare, CALPADs, Frontline, BEST, InformedK12, Canva  
**Languages:** English (Native), Russian (Fluent), Spanish (Working Proficiency)