

LONG BEACH
UNIFIED SCHOOL DISTRICT
Excellence & Equity

THEIR EDUCATION BEGINS WITH YOU



www.lbschools.net/EarlyEd

@LongBeachUSD



Join Us in Making a Difference for Thousands of Students

The Long Beach Unified School District is widely recognized for its innovative practices, academic rigor, and high quality professional development for employees. We remain committed to building upon our successes, with a relentless focus on excellence and equity for all students.

Our schools are well known for the high quality of our early learning programs, including transitional kindergarten, Child Development Centers, Head Start, Educare and our Buffum Total Learning Center. On a daily basis, we have about 3,000 little ones in our care at these outstanding programs, including infants as young as six months old.

LBUSD also is known as one of the nation's best employers, appearing multiple times on Forbes' list of "America's Best Employers by State" based upon criteria such as work environment, competitiveness of compensation and benefits and opportunities for advancement.



I can attest to the personal growth opportunities available in this school district. More than thirty years ago, I started as a teacher here, later becoming a school principal and central office administrator before serving as superintendent. Throughout my career here, I have deeply appreciated our organization's focus on the craft of teaching and leading in ways that remove barriers to success for our wonderfully diverse student population. Our teacher support and leadership opportunities engage our educators at each stage of their career. We are recognized nationally and internationally for our strong teacher pipeline and professional development system. We also offer numerous opportunities for growth and development to support staff, who play a vital role by strengthening family connections and creating a welcoming learning environment. Together, our dedicated team provides a high quality education that makes a huge difference in the lives of thousands of students and their families.

If you'd like to be a part of this amazing work, then you've come to the right place, and we look forward to welcoming you to the Long Beach Unified family!

Warmly,

Jill A. Baker, Ed.D.
Superintendent of Schools

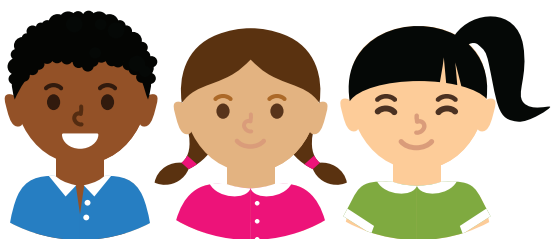
A handwritten signature in black ink that reads "Jill Baker". The signature is fluid and cursive, with the first and last names being more prominent.

About Early Education and Care Programs in the Long Beach Unified School District

The Long Beach Unified School District offers multiple early learning programs for children across the Long Beach, Lakewood, Signal Hill and Avalon (Catalina Island) communities.

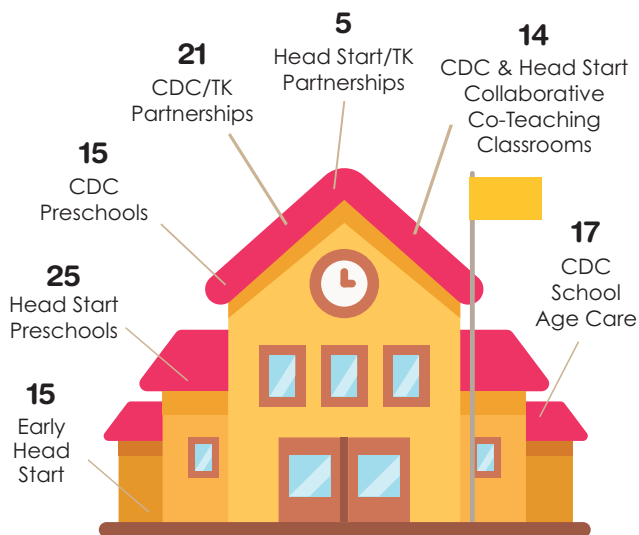
5 Early Learning Programs in LBUSD

- Buffum Total Learning Center
- Child Development Centers
- Educare
- Head Start/Early Head Start
- Transitional Kindergarten



29 Child Development Centers

25 Head Start Locations



Buffum Total Learning Center:

Buffum Total Learning Center (Buffum TLC) is a site dedicated to serving children ages 3 to 5 with exceptional needs.

Learn more at lbschools.net/Buffum.



Child Development Centers (CDC):

LBUSD's **Child Development Center** includes full-day and part-day preschool programs serving children ages 3 to 5. Developmentally and age-appropriate activities are designed around language/vocabulary skills and children's interests. These activities focus on developing social-emotional skills, cognition, physical abilities and healthy well-being. Strong home and school partnerships are emphasized. Both subsidized and full-cost programs are available.

Learn more at lbschools.net/CDC.



Educare:

Educare at LBUSD is a school specifically designed with young children in mind and is open to the community as a model of high quality and a beacon of hope for families. It serves children from birth through kindergarten entry and emphasizes building strong connections between the school and home.

Learn more at lbschools.net/Educare.

Head Start and Early Head Start:

LBUSD's **Head Start** preschool programs support children's growth from ages 3 to 5 by focusing on early learning and development, health and family well-being. Head Start staff actively engage parents, recognizing family participation throughout the program as a key to positive outcomes for children.

The **Early Head Start** program provides comprehensive services to children ages birth to 3 and also serves expectant mothers.

Learn more at lbschools.net/HeadStart.



Transitional Kindergarten (TK):

LBUSD's **Transitional Kindergarten** bridges the path between preschool and kindergarten and gives students the gift of time that will help them build a strong foundation for future school success. TK blends social and emotional experiences with academic learning so that students learn essential pre-literacy, pre-math, and other cognitive skills and develop social and self-regulation skills needed to succeed in school and life.

Learn more at lbschools.net/TK.

Also Featured at CDC and Head Start:

Collaborative Co-Teaching (CCT) is a component of the CDC and Head Start preschool programs. The CCT model has two teachers (general education preschool teacher and Education Specialist) sharing a classroom and students. Teachers collaboratively plan, deliver instruction (including Specialized Academic Instruction) and assess student growth.

Why Teach Early Education in LBUSD?



*“ I teach in Long Beach because my opportunities are **unlimited.** ”*

- District funded professional development programs
- Opportunities for career advancement
- Outstanding new teacher support programs
- Progressive Board initiatives that benefit teachers

*“... the benefits package is **priceless.** ”*

Benefits for full-time employees include:

- Great starting salary
- District paid medical, dental and vision insurance
- District paid life insurance
- Career increments at the start of the 20th, 25th and 30th year
- TSA, 457 and other tax shelter plans available

*“ I have a great job in a **great location.** ”*

- Fantastic seaside location
- Numerous California Distinguished Schools and National Blue Ribbon Schools
- Neighborhoods rich in cultural diversity
- Welcoming communities that center caring relationships



Join the LBUSD Early Education Team!

How Can I Apply?

LBUSD has made it simple to apply for a teaching or support staff position using the online “e-Applications” found on [**lbschools.net/EarlyEd**](https://lbschools.net/EarlyEd).

Be sure to submit your supporting documents, and you'll soon be on your way to a rewarding career in LBUSD.

- For more information on LBUSD's Buffum Total Learning Center, visit lbschools.net/Buffum.
- For more information on LBUSD's Child Development Centers, visit lbschools.net/CDC.
- For more information on Educare at LBUSD, visit lbschools.net/Educare.
- For more information on LBUSD's Head Start program, visit lbschools.net/HeadStart.
- For more information on LBUSD's Transitional Kindergarten, visit lbschools.net/TK.

Step 1:

Go to [**lbschools.net/EarlyEd**](https://lbschools.net/EarlyEd) or scan the QR code.



Step 2:

Select your area of interest to find more information about our available positions and online application process.

Step 3:

Submit your application and supporting documents, and get ready to enjoy the benefits of a career in the best urban school district in the nation!

The Long Beach Unified School District is an equal opportunity employer and, in compliance with federal and state laws, does not discriminate in any employment practice on the basis of age, ancestry, color, marital status, medical condition, national origin, political or union affiliation, physical or mental disability, race, religion, sexual orientation or sex.

Frequently Asked Questions

Child Development Centers (CDC)



How can I apply to become a teacher?

Our application process can be found at lbschools.net/EarlyEd or by scanning the QR code. Locate the "Early Childhood Education" section and select "Child Development Centers."

Are you hiring?

The Office of Child Development Centers hires year round. Our specific hiring needs are posted on our website at lbschools.net/CDC.

How long is my application active?

An application is active for one year. Applications expire within one year from the application date. Applicants are welcome to reapply if their application has expired.

How long does the process take?

Applicant processing can depend on many variables including hiring season, high need areas and the time it takes to hear back from references or clearances.

What documents are needed for the application process?

Verification of experience, resume/cover letter, three letters of reference from current or former supervisors, official transcripts (copies are accepted for application process), and copy of a Child Development Permit or to possess the coursework for the Child Development Permit.

What type of contracts are offered at LBUSD's Child Development Centers?

Due to declining enrollment and other factors, Special Contracts are often used. A Special Contract is a one-year temporary contract. Generally, these are renewed annually. However, teachers can earn permanent contract status.

How many openings do you have and where?

We do not provide specific information on openings and locations. The number of openings vary depending on student enrollment for the program at that time of the year.

What is required for verification of education and work experience?

We require official, sealed transcripts from the accredited college(s) or university(ies) that you have attended. Official verification of work experience must be submitted and be completed by your prior employer(s).

How many years of salary credit does the District grant?

The District grants up to the highest salary credit for qualifying, verified certificated teaching experience.

What criteria are used to determine a teacher's starting salary?

Salary placement is based on the calendar assigned, verified educational background and teaching experience.



CDC Frequently Asked Questions (continued)

What types of Medical Plans are offered?

- Kaiser Permanente HMO, Aetna HMO, Aetna PPO
- Delta Dental (Dental PMI for Family)
- EyeMed (employee only)

What is the cost for benefits?

Full-time certificated employees currently have **zero cost for medical, dental, vision and basic life benefits** (except for dependent coverage if electing the PPO dental plan). The benefits are in place until age 67 for retirees with 17 years or more of service credit.

Who is eligible for District benefits?

You are generally eligible for benefits if you are under contract. Your dependents are also eligible for benefits.

Certification:

Child Development Permit: Associate Teacher, Teacher, Master Teacher, Site Supervisor, Program Director.

Can an out-of-state trained teacher obtain a California Teaching Permit?

Yes. If your coursework is equivalent in a comparable California credential area (i.e., English).

Do you hire interns?

Yes, we consider interns:

- Childcare Worker (Paid Internship)
- Volunteer (Unpaid Internship)

For additional information on LBUSD's Child Development Centers, please visit lbschools.net/CDC.

Frequently Asked Questions

Head Start and Early Head Start



What is Head Start?

Head Start is a comprehensive early childhood program established in 1965 to ameliorate the negative effects of poverty on preschool children and families. Long Beach Unified School District's Head Start program is devoted to providing quality learning experiences in safe and nurturing environments. Our program supports parents by providing access to information, resources and experiences to strengthen their role as their child's first and most important teacher.

How many Head Start centers are in LBUSD?

LBUSD Head Start operates at 25 sites throughout Long Beach and Signal Hill. Most centers are located on school campuses.

How do I apply?

Our application process can be found at lbschools.net/EarlyEd or by scanning the QR code. Locate the "Early Childhood Education" section and select "Head Start and Early Head Start."



Are you hiring?

Yes. Head Start is hiring preschool and infant/toddler teachers.

What is required to be considered for hire as a Head Start preschool teacher?

- Hold an A.A. degree or higher in Child Development/Early Childhood Education or a related field, inclusive of 24 Early Childhood Education units.
- Hold and maintain a California Child Development Teacher Permit.
- Hold and maintain 16 hours of certification including eight hours of Pediatric First Aid and CPR; and an eight-hour Preventative Health and Safety Course upon hire or within 30 days of employment.
- Have two years of experience working with children ages 0-5.
- Be vaccinated for pertussis and measles prior to hiring (influenza vaccines are also required annually during the flu season).

What is required to be considered for hire as a Head Start infant/toddler teacher?

- Same requirements as a preschool teacher (see above).
- Three units of infant/toddler coursework.

What certification is needed to become a Head Start teacher?

A Child Development Teacher Permit or higher (Master Teacher Permit, Site Supervisor Permit, Program Director Permit).

What is the work year for a Head Start teacher?

Head Start preschool teachers work a 10-month calendar, and infant/toddler teachers work a 12-month calendar. The Head Start program follows the LBUSD calendar for holidays.

How long is my application active?

An application is active for one year. Applications expire within one year from the application date. Applicants are welcome to reapply if their application has expired.

How long does the process take?

This depends on many variables: number of applications submitted, Head Start agency needs, verification of requirements and references, fingerprinting processing, etc.

Head Start Frequently Asked Questions (continued)

What documents are needed for the application process?

Verification of experiences, resume/cover letter, three letters of reference from current or former supervisors, official transcripts (copies are accepted for application process) and a copy of a Child Development Permit.

What type of contract is offered by LBSUSD Head Start?

The District offers Head Start applicants Special Contracts. A Special Contract is a one-year temporary contract that is generally renewed annually.

How many openings do you have and where?

Specific information about openings and locations is not available at this time. The number of openings and locations of those openings vary depending on child enrollment and staffing needs.

What is required for verification of education and work experience?

We require official, sealed transcripts from the accredited college(s) or university(ies) that you have attended. Official verification of work experience must be submitted and be completed by your prior employer(s).

How many years of salary credit does the District grant?

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Who is eligible for District benefits?

You are generally eligible for benefits if you are under contract. Your dependents are also eligible for benefits.

For additional information on LBSUSD's Head Start program, please visit lbschools.net/HeadStart.



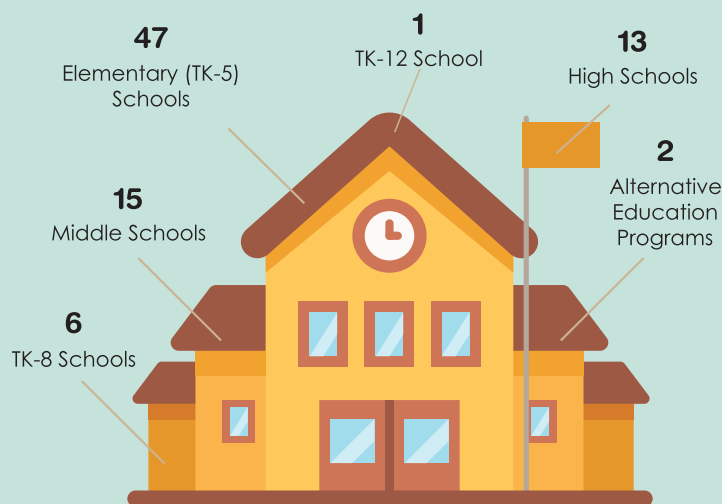
About Long Beach Unified School District

65,500
Students

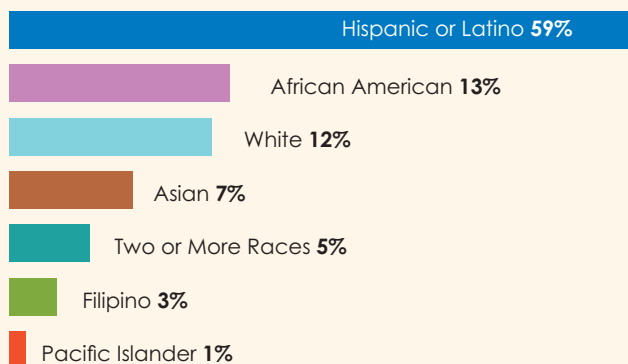


84
Schools

in Long Beach,
Lakewood, Signal Hill
& Avalon (Catalina Island)



LBUSD Enrollment by Race/Ethnicity



5 Early Learning Programs

(Buffum TLC, CDC, Educare, Head Start/
Early Head Start & Transitional Kindergarten)



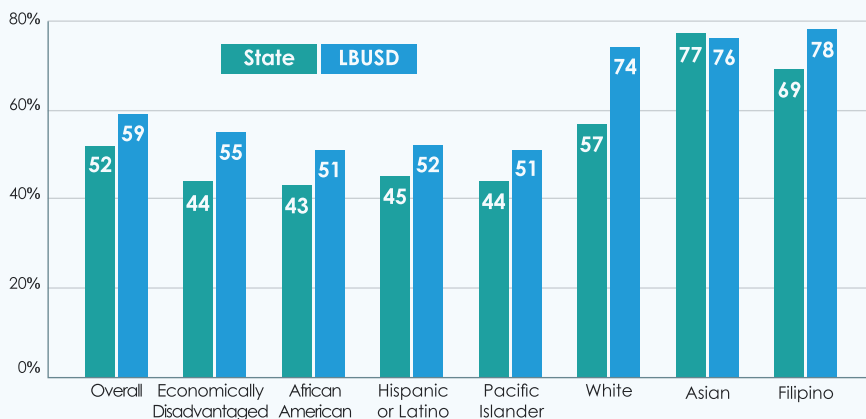
7 High Schools
with Graduation
Rates Above
90%

Class
of
2021



A-G Completion Rate

LBUSD surpasses statewide percentage of students completing
UC and CSU entrance requirements (A-G Courses, 2021-22).



Commitment to Students

From the LBUSD Code of Excellence, Equity and Ethics

The Long Beach Unified School District Board of Education and all District personnel work to stimulate the spirit of inquiry, the acquisition of knowledge and understanding, and the thoughtful formulation of worthy goals. We serve as a model of equitable and ethical standards, continually reflecting on our actions regarding issues of equity and ethics and how they apply to our district, school, classroom, curriculum and profession. We strive through an asset-based lens to implement transformative practices that promote successful outcomes by fulfilling the following obligations to students:

1. Provide a culturally relevant and responsive educational environment that nurtures the student as a whole.
2. Enable students to cultivate equitable and ethical decision-making in the pursuit of learning by providing experiences that build knowledge, skills and critical consciousness.
3. Provide differentiated and culturally relevant instruction for all learners, including scaffolds and supports, that allows access to on-or-above-grade level content.
4. Facilitate opportunities for students to learn about their own culture while developing competence in engaging with other cultures.
5. Utilize information about students' varied learning styles and modes of expression by incorporating purposeful engagement to increase student motivation, interest and meaning-making resulting in a deeper understanding of content.
6. Co-create a safe and welcoming community that centers caring relationships by valuing diversity, trust and respectful communication.
7. Create an environment in which all students are treated in a manner that is equitable and free from bias by affirming student identities, cultivating a sense of belonging and developing student agency.
8. Maintain confidentiality regarding student/family information obtained in the course of professional service, unless disclosure serves a compelling professional purpose or is required by law.
9. Maintain and cultivate professional relationships with students without creating the perception of any personal or group advantage.



