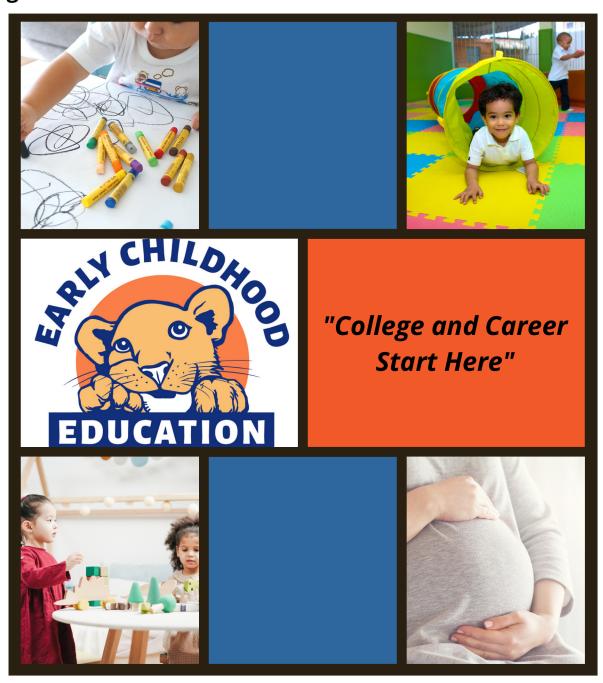


Early Childhood Education

Board Administrative Report

August 2023



WWW.PALMDALESD.ORG (667) 273.4710 | (661) 273.5139 FAX

EARLY CHILDHOOD EDUCATION PROGRAM GOALS

GOAL #1

Providing Direction - Provide strategic direction to all ECE stakeholders focused on enriching quality interactions to support classroom instruction and learning for all.

GOAL #2

Safe and Affirming School Environments - Promote and create an inclusive, competitive, safe, nurturing environment to support cultural awareness in which families, children and staff thrive.

GOAL #3

Family and Community Environments - Engage and empower diverse families and communities in authentic learning and collaboration through comprehensive services to support the well-being and education of the child.



The Palmdale Promise

Vision: Palmdale will become a district where...Every Student Leaves Ready for Success in High School and Beyond: College, Career, the Global World.

Mission: The mission of the Palmdale School District is to implement our vision with actions and services targeted to students, parents and staff so our students can live their lives to their full potential.

ENROLLMENT, MEAL COUNTS, & ATTENDANCE DATA

ENROLLMENT

Number of Slots

Head Start Center-based:

Slots: 995 Enrolled: **731** (73.5%)

(Report 2001)

Head Start Home-based:

Slots: 72 Enrolled: **70** (97.2%)

Total Head Start Slots: 1,107

Head Start total Enrolled: **801** (72.3%)

(Report 2001)

Early Head Start:

Slots: 108

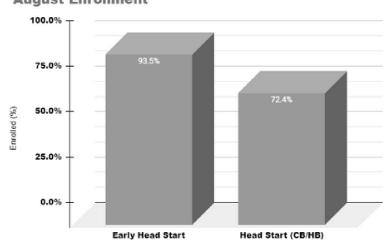
Enrolled: **101** (93.5%)

(Report 2001)

Total HS and EHS Slots: 1.215 Total HS and EHS Enrolled:

902 (74.2%)

August Enrollment



August Enrollment Percentages

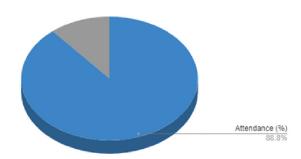
MEAL COUNTS

Program	Breakfast	AM Snack	Lunch	PM Snack
Head Start	10,605	1,204	10,320	9,840
Early Head Start	0	0	0	0

August Attendance - Head Start

August Attendance

Head Start



IEP & IFSP DATA

8 Home 53 Center Based Based IEPs **IEPs** 11 Early Head Start IEPs/IFSPs (10.2%)

Office of Head Start disabilities requirement: 10% **Total for August: 72**

Office of Head Start attendance requirement: 85% PSD attendance: 88.4%

(Report 2301)

Referrals sent in August: 31 Concerns: HS-148 EHS-15

ERSEA REPORT

JOE VEGA-SMITH

Family Service Advocates

August was a busy month for the Family Service Advocates (FSAs). FSAs participated in one to one check ins with the School Readiness Coordinator to discuss of new assignments for the program year 2023-2024. During the one to one check ins we had an opportunity to review FSA job descriptions and expectations for the program year 2023-2024.



Enrollments

The focus for the month was enrollments. A temporary cap of 16 was implemented in classrooms that are wrap around (State/Head Start) funded. The PSD/ ECE program will be implementing and following the most stringent ratio from Title 5 (1 teacher for 8 children). The temporary cap was implemented due to shortness of teacher assistants in the PSD/ECE program.

The Program Director and Assistant Administrator have been working towards increasing, recruiting and interviewing teacher assistants. For the 100 % Head Start program option the PSD/ECE will follow OHS Performance Standard ratio (1 teacher to 10 children) which means that in the 100% funded Head Start program there will be 2 teachers for 20 children.

Community Care License (CCL)

Community Care Licenses (CCL) visit 5 sites for their yearly visit for program year 2023-2024. We are happy to report there were no finding nor violations for the 5 sites. Good job PSD/ECE teachers and facilitators.

EDUCATION REPORT

ELIZABETH MORA

Welcoming New and Returning Children

In August, The Education Team was eagerly welcoming the new and returning children and their families. Teachers provided the families with a Parent Orientation. During the Parent Orientation teachers went over the program policies and expectations, Teachers shared all the exciting plans they have for the children and answered the families questions.

On August 3rd we had our first day of school and it was a fun and exciting day for children and families. Children came to school and for many, it was their first time experiencing a classroom, independence from their family and socializing with their new peers. This can be a bit overwhelming but in the end children settled for the day and most enjoyed this new experience.

Teachers have been busy getting their classrooms organized, and set up with exciting materials and evidence of studies going on in their classrooms. The education team has gone out to visit the classrooms and have seen some exciting activities and lessons happening throughout the program. Some of the classrooms have been assessed with the ECERS tool (Early Childhood Environment Rating Scale) . We are seeing a trend of positive interactions with the children, plenty of language development opportunities and nice displays of children's work on the walls.

We are off to a great start! Here is to an amazing school year!



MENTAL HEALTH & DISABILITIES REPORT AMY WILLEY

Mandated Reporter Training

Staff continued professional development in the month of August through mandating reporting training. Support was provided to staff to review current policies and procedures related to the topic.



https://www.mandatedreporterca.com/about/resources

Wellness Together/Hear You.org

Disabilities and Mental Health specialist met with Wellness Together/ Hear You.Org to create a plan for the 2023-2024 school year. This mental health agency will continue with parent workshops, staff consultations and parent and child interactive therapy for families.

A <u>video</u> was created for parents as an introduction to the bonding and behavior support program that will be provided.



HEALTH REPORT

VICTORIA ERMILIO, MSN, RN, CSN

Immunization Clinic

The Health Team organized an immunization clinic for all staff prior to the start of school. The immunizations were made available to all stuff during the 2023-2024 Preservice. Teachers, TA's Noon Duties and office staff all attended. We have been successful in obtaining roughly 90% of our employee's immunizations.

Medical Administration

The Health Team trained staff on Medication Administration, Injury reports, and first aid. We had hands on skills stations to practice Epipen and inhaler with space chamber.





Hearing and Vision Screenings

The LVNs are continuing to obtain hearing and vision screenings on Early Head Start (EHS) students. They are attending and participating EHS socializations.



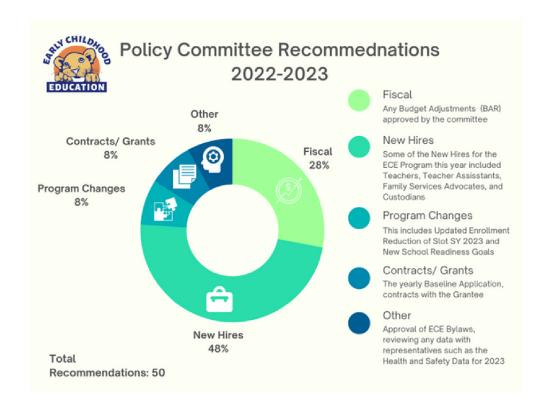
FAMILY COMMUNITY PARTNERSHIP & PROGRAM GOVERNANCE REPORT PAULINA PANDURO

Program Governance

The Policy Committee (PC) met for the last meeting with 2022-2023 elected representatives. The Executive Meeting took place on August 22th and 2 parents along with staff were present to review the Policy Committee agenda. PC meeting was held virtually Wednesday, August 23rd. A total of 4 members were present, 3 members were voting. The follow recommendations were approved:

- Approval of new hire: Family Service Advocate
- Approval of ECE Policies and Procedures for the 2023-2024 school year
- Approval of the ECE ByLaws 23-2024 school year.
- Approval of the ECE Data on Health and Safety
- Approval of the Palmdale School District Early Childhood Education Baseline Application for CY 2024

Approval of the new hire: Noon Duties



FAMILY COMMUNITY PARTNERSHIP & PROGRAM GOVERNANCE REPORT

PAULINA PANDURO

Program Governance

Over the course of the 2022-2023 School Year, the parent representatives of the Policy Committee (PC) met a total of 13 times. This includes regularly schedule PC Meetings, Special Call Meetings and trainings. Policy Committee site representatives approved a total of 50 recommendations over the school year. The categories are as follows:

Fiscal Recommendations – 14

- 8 Head Start and Early Head Start Budget Adjustment
- Head Start T&TA
- 2 COLA Applications
- 2 Quality Improvement Applications
- Carryover Request

New Personnel Recommendations- 24

- ECE Family Health Provider
- 4 Family Service Advocates
- 4 ECE Teacher's Assistant
- 4 ECE Bilingual Teacher's Assistant
- ECE Fiscal Officer
- Accounting/Data Processing Technician
- 3 Noon Duty
- ECE Custodian
- 4 ECE Teachers

Recommendations for Program Changes – 4

- Selection Criteria 23-24
- Enrollment Reduction of Slots
- School Readiness Goals

Contracts and Grants Recommendations – 4

- CCRC Grant Applications
- Community Partner Contract
- Baseline Application

Other/ miscellaneous - 4

- ECE Policies and Procedures
- ByLaws 2023-2024
- Data on Health and Safety

(Goal #3)

NUTRITION

LILLIE BIGLER, MS, RDN

Meal Accommodations

In the month of August, the Nutrition Department continued to work on meal accommodations needed for students. With the start of the school year and help from the teachers, we began to receive height and weight measurements of students. This data is used for each child to have a growth assessment and to help identify and address areas of concern with parents. The Nutrition Department also began classroom meal observations for the school year. (Goals 1, 2, 3)

Antelope Valley Partners for Health (AVPH) shared their food pantry dates for the remainder of 2023 (see information on the following pages).



The Nutrition Department works continuously to assure that children receive safe and nutritious meals.

Resources for Free Food in the Antelope Valley



Palmdale School District Menus

Scan the QR Code and select your child's school site. Then click on the ECE menus. District Office, Avenue J, and Tierra Bonita meals are prepared by the "Tamarisk" kitchen staff. Highland meals are prepared by the "Ocotillo" kitchen staff



Welcoming all Antelope Valley residents in need of food assistance to attend our FREE client choice distribution.



A Food Palls

EVERY 2ND AND 4TH FRIDAY 8AM - 11AM first come, first serve

*With the exception of November and December

July 14 and 28

October 13 and 27

August 11 and 25

*November 3 and 17

September 8 and 22

*December 8 and 15

44226 10th Street West Lancaster, CA 93534



EMERGENCY HOT MEALS 1ST AND 3RD FRIDAYS, 10AM - 12PM FIRST COME, FIRST SERVE

Don't forget your reusable



For more information or to arrange donations, please contact Ashley Orellana at (661) 942-4719 ext. 222 or aorellana@avph.org or Jacqueline Johnson at (661) 942-4719 ext. 226 or jjohnson@avph.org







Damos la bienvenida a los vecinos del Valle del Antílope que necesiten avuda a la distribución GRATIS de alimentos de su elección (usted escoge lo que necesita)



Cada 2º y 4º Viernes del mes Se atiende en orden de llegada *Con la excepcion de Noviembre y Diciembre

14 y 28 de Julio	13 y 27 de Octubre	
11 y 25 de Agosto	3 y 17 de Noviembre*	
8 y 22 de Septiembre	8 y 15 de Diciembre*	

44226 10th Street West Lancaster, CA 93534



COMIDA CALIENTE DE EMERGENCIA CADA 1º Y 3º VIERNES, 10AM - 12PM SE SIRVE EN ORDEN DE LLEGADA

¡No olvide sus bolsas reciclables!



Para mas información o para organizar donaciones por favor contacte Ashley Orellana al (661) 942-4719 ext. 222 o aorellana@avph.org o Jacqueline Johnson al (661) 942-4719 ext. 226 o jjohnson@avph.org







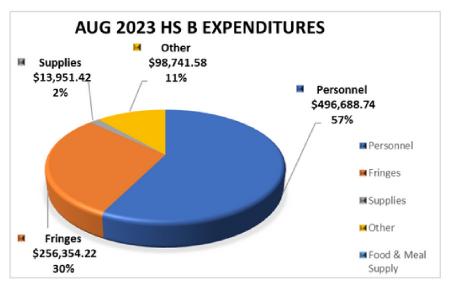
Financiado por SNAP del USDA, un proveedor y empleador que ofrece oportunidades equitativas. Para consejos saludables, visite www.CalFreshHealthyLiving.org.

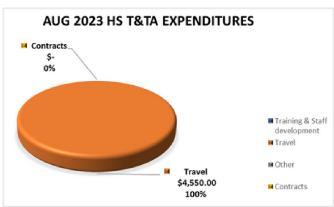
FISCAL REPORT

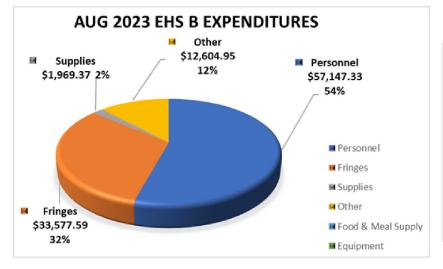
M. CARMEN SERRANO

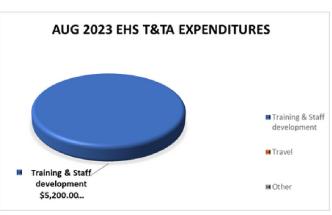


Expenditures for Head Start, HS T&TA, Early Head Start, EHS T&TA Programs









Palmdale School District continues to offer breakfast and lunch through the Child & Adult Care Food Program (CACFP). The cost of adult meals, snacks and paper supplies are reflected in the food and meal supplies.

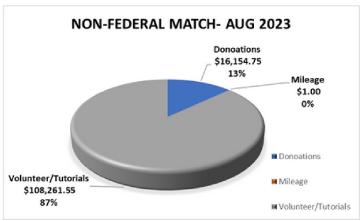
Palmdale School District Early Childhood Education NFM Goal



- Our goal for 2023 is to collect close to \$3.5 million in Non Federal Match (NFM)
- We need to average \$291,000 per month.
- We are currently at 18% of our goal.

Non-Federal Match Parent Volunteer & Activity Submissions





We are launching a reward program to encourage parents and children to log in their in kind hours in Learning Genie. We are increasing support for parents and sending constant reminders to boost Non-Federal Match numbers.

Parents and Families Can Submit Tutorials for In-Kind right from their phone or iPad with the Learning Genie App. **This includes Parent Meetings!**











ADMINISTRATIVE REPORT

CHRIS BURTON & LISA FOWLER

First Day of School

Teachers were excited for the first day back to school on August 3, 2023. For the beginning of the school year, Teachers will focus on the children's social-emotional development and well-being, implement classroom routine and expectations, create a class Social Contract, build positive interactions and trusting relationships with students and families, and create a safe environment inside and outside the classroom. (Goal 1, 2 & 3)









45-Day Safety Walks: Health and Safety Internal Monitoring

Our 45-Day Safety Walk has been completed and documented in ChildPlus with no safety findings. Consistent communication amongst Administration, Teaching staff and Custodians helps to ensure our sites are free from potential hazards.

Trainings

On August 22, 2023, Administrators participated in the District Evaluation Training on 8/22/23 for Classified and Certificated Employees. Purpose of the training was to promote effective evaluation and performance improvement.

On August 29, 2023, Administrators attended a District Mandatory Title IX training. The training aims to educate administrators on their responsibilities to address, report and prevent sexual misconduct and foster a safe environment.

ADMINISTRATIVE REPORT

CHRIS BURTON & LISA FOWLER

Beginning of Year Curriculum

Teachers support the students' academic and social development by teaching to fidelity the Creative Curriculum which is a research-based, a whole-child curriculum.

Teachers focus on positive, trusting relationships, working together, sharing, routines,

and teaching respect. (Goal 1)

















Interviews

On August 25, 2023, Teacher interviews were conducted for the open teacher positions. One teacher was recommended.

Noon-Duty Interviews were conducted on August 18, 2023. Two candidates were recommended for the Ave J and Wilsona sites.

PSD ECE is continuously hiring for Teacher Assistants and Bilingual Teacher Assistants.

DR. MELANIE CULVER

The 2023-2024 School Year is Here!

We are excited that the new school year has begun! Teachers have held their Parent Orientation meetings and children are back in the classrooms. We have been working on increasing the activities for outdoor playtime to reflect what is available in the classroom.

Our staff is also conducting the Early Childhood Environmental Rating Scale (ECERS) for classrooms to determine other items that are needed to improve of our program. This rating scale measures many aspects of our program, such as personal care routines, fine and gross motor activities, social development, furnishings, and language and reasoning experiences.

<u>Learning Genie - Volunteer Hours</u>

This is a friendly reminder to enter your hours in the Learning Genie app for any time spent:

- Attending site parent meetings and Policy Committee meetings
- Attending parent workshops
- Getting the meal cart for the classroom
- Reading a book with your child (talk about their favorite part of the book, the characters, guess what will happen next, etc.)
- Teaching your child how to do personal care routines (i.e. properly brushing teeth, washing their face, potty training, brushing/combing hair, washing hands, getting dressed, etc.)
- Taking a walk and talking about the colors of the cars you pass or the colors of the leaves on the trees
- Talking about safety when out on a walk, at the park, in the store

These are just a few examples of activities that can count towards Non-Federal Match hours.

We only have four more months before we start a new cycle of hours, so please be sure to enter your time! Maximum hours per week is now 28 hours. That is an average of 4 hours per day.







TOGETHER WE CAN ACHIEVE THIS!

DR. MELANIE CULVER

Program Updates

Baseline Application

The final edits to the Office of Head Start Baseline application for Contract Year (CY) 2024 have been completed and it has been approved by our Policy Committee. The application has been added to the School Board agenda for the September 19th meeting for final approval before it will be sent to the co-recipient Board at CCRC.

Enrollment Slot Reduction

Our Policy Committee has approved the reuction of 181 enrollment slots for our program. This reduction will help our program increase care and supervision by reducing the adult child ratio in our dual funded (Head Start and California State Preschool Program), full day classrooms to 1 adult for every 8 children. The enrollment slot reduction request has been added to the School Board agenda for the October 5th meeting.

Site 18 Fencing

We have added additional fencing at Site 18 for extra security for our classrooms. This will keep people from approaching the rear classroom doors while class is in session. It will also allow us to use the playground the entire day while Part Day children and parents will use the new gated entry way for afternoon class arrival and morning class dismissal.



DR. MELANIE CULVER

Utility Bill Assistance



Need Help With Your Energy Bills?

Leer en Español | 查看简体中文版 | 查看繁體中文版

The Low Income Home Energy Assistance Program (LIHEAP) helps keep families safe and healthy through initiatives that assist families with energy costs.

Find Assistance:









Maravilla Foundation 5729 E. Union Pacific Ave. Commerce, CA 90022 This provider offers energy bill assistance and weatherization services

to low-income Californians in your area. Contact Info

Weatherization Services: (323) 869-4600, (323) 869-4623 Monday through Friday: 8:00 a.m. to 4:30 p.m.

Phone: (323) 721-4162 Toll-free: (800) 906-4651

Website: http://www.maravilla.org/Services/Utility-Assistance

Additional Office Location

Lancaster Office 43460 Sahuayo Street, Lancaster, CA 93535 By appointment only

LIHEAP Services:

Depending on where you live, you could get help with:

Energy Bill Assistance



Help with paying for home energy bills including electricity,

Weatherization Support



Crisis Assistance



Make your house more energy-efficient to reduce costs. Priority assistance for households without (or in danger of being without) heating or cooling.

Equipment Repair & Replacement



Assistance fixing your heating and cooling equipment.

Energy Education



Provides resources and strategies to assist in managing home energy usage and bills

Disaster Assistance



Support during or after a natural disaster

How to Apply for Services:

- . Disconnection Notice: Pick up an application during office hours at their walk-in site
- · Call to request an application
- For zip codes: 93243, 93510, 93532-93591, call toll free (800) 906-4651

Documents Required for Energy Services:

Documents required to apply for energy services include current income documents for your household and the most recent utility bill. Additional documentation may be required during the application process. Please contact the service provider for more information.

DR. MELANIE CULVER

Assistance Information for Families

How Head Start Can Help You Access Utilities Assistance

You may have trouble paying for utilities — such as heating, cooling, your cell phone, and internet service — during emergencies and natural disasters. Head Start and Early Head Start family services staff and home visitors can partner with you to:

- Access energy assistance
- · Access cell phone and internet service assistance
- Track your progress and celebrate your successes

Scan the QR Code to go to the LIHEAP Website



Access Energy Assistance

You may struggle to pay your electric, gas, heating oil, and water bills during an emergency or natural disaster.

- Contact the utility company. As a general rule, the best thing to do when you can't pay your bills is to call the utility
 company and open up a line of communication.
 - · You can call and explain your situation and see what kind of arrangements can be made with the utility.
 - Remember to keep a written record that you called and explained your hardship. Write down the day and time of
 your call, as well as the name of the customer service representative you spoke with.
 - You can also check with your local government to see if a state of emergency has been declared for your community.
 If so, service shutoffs may be temporarily suspended.
- Low Income Home Energy Assistance Program (LIHEAP). <u>LIHEAP</u> funding was approved to help families with their home energy needs.
 - You can contact your state's or tribe's Low-Income Energy Office to determine your eligibility and apply for energy assistance. Visit the LIHEAP website to learn more.
- National Energy Assistance Referral (NEAR). If you need help finding your local Low-Income Energy Office, call the National Energy Assistance Referral (NEAR) service toll-free at 866-674-6327 or TTY 866-367-6228.
 - You can also visit the <u>NEAR</u> website or email energyassistance@ncat.org. Remember to include your city, county, and state in your email message.
 - <u>NEAR</u> is a free service for people who want information on how to apply for <u>LIHEAP</u>. This program may pay part of
 the energy bills of eligible families with low incomes.
- Ineligible for <u>LIHEAP</u>. If your income is too high to qualify for <u>LIHEAP</u> but you need help paying for energy bills, a local
 social services agency or nonprofit organization may have funds to help. Ask you family services staff or home visitor to
 help you find local agencies that can help.
 - You can also contact your gas, oil, or electric company to ask about budget billing programs or new payment options, especially for customers with disabilities who are on Supplemental Security Income (SSI).



DR. MELANIE CULVER

Assistance Information for Families

Access Phone and Internet Service Assistance

Cell phones, landline phones, and internet access are critical services during emergencies and natural disasters. You need them to communicate with others and access information when face-to-face interactions are limited.

- Contact your service provider. If you are worried about paying your bill, reach out to your landline phone, cell phone, or internet service company.
 - · Ask what kind of arrangements they can make to help you, such as setting up a payment plan.
 - Also ask if the company has decided to waive late fees or suspensions of service during the emergency.
- Access financial assistance. If you do not have access to the internet or need help paying for landline phone or cell
 phone service, your family services staff or home visitor can connect you to Lifeline . It is a federal program that helps
 make communications services more affordable. Lifeline gives subscribers a discount on monthly telephone and
 internet services purchased from participating companies.
- Access computers at your Head Start program. Ask program staff if families can use computers and internet access at
 your program's location during the emergency.

The Affordable Connectivity Program

The Affordable Connectivity Program I replaced the Emergency Broadband Benefit Program on Dec. 31, 2021. Households enrolled in the Emergency Broadband Benefit Program as of that date will continue to receive their current monthly benefit during a 60-day transition period.

Under the new program, if your household is eligible, you can receive:

- Up to a \$30/month discount on your internet service
- Up to a \$75/month discount if your household is on qualifying tribal lands
- A one-time discount of up to \$100 for a laptop, tablet, or desktop computer (with a co-payment of more than \$10 but less than \$50)

Only one monthly service discount and one device discount is allowed per household.







DR. MELANIE CULVER

Resources from the Department of Public Social Services



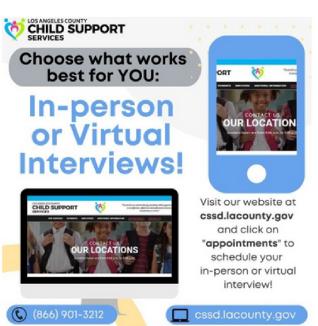
DPSS is committed to keeping the public informed about essential benefits, as well as resources offered by other service organizations in the county. Please help us to share this important information with those in your community who need it most.





METROLINK'S NEW LOW-INCOME FARE DISCOUNT PROGRAM

Metrolink's new Low-Income Fare Program is available now offering Metrolink tickets for free transfers on participating transit agency services in Los Angeles, Orange, Riverside, San Bernardino, and Ventura Counties. Tickets are only available for purchase from Metrolink ticket machines. Learn more at Low-income Fare Discount Program (metrolinktrains.com).



CHILD SUPPORT SERVICES OFFERING VIRTUAL AND INPERSON APPOINTMENTS

The L.A. County Department of Child Support Services now offers both virtual and in-person appointments. Visit Child Support Services – Los Angeles County (lacounty.gov) and click on "appointments" at the top to select your office location and schedule an in-person or a virtual interview. For more information, call (866) 901-3212 or Live Chat at Child Support Services – Los Angeles County (lacounty.gov).

Reading is Key!

ECE is committed to ensuring our students complete our program ready for success in elementary school and beyond! Research shows that "simple access to books is one of the biggest obstacles-and perhaps the biggest opportunity-in equalizing children's literacy. The number of books in a child's home has been shown to be the best predictor of his or her scores on reading exams," (Bridges; Children's Literacy Foundation). In an effort to assist families in increasing the number of books children can access in the home, our program is providing books for children and families. There are many educational benefits to reading with your child at a young age. Here are a few of the key reasons:

Books create warm emotional bonds between adults and kids when they read books together.

Books help kids develop basic language skills and profoundly expand their vocabularies—much more than any other media.

Books are interactive; they demand that kids think. Fiction and nonfiction books widen our consciousness. They give us new ways to think and new ideas. They expand our universe beyond time and place and inspire our own original thoughts.

Books develop critical thinking skills. A book is read by an individual. It has no laugh track or musical score that emotionally primes a reader's reaction. You alone decide what you think about a book and its contents with no one leaning over your shoulder telling you how to think.

Books develop and nourish kids' imaginations, expanding their worlds. Picture books introduce young children to the world of art and literature. Novels and nonfiction books stimulate kids' sensory awareness, helping kids to see, hear, taste, feel, and smell on an imagined level. Books inform our imaginations, inspiring creativity.

Books provide the opportunity to share cultural experiences. When kids read the same book, enjoying a common reading experience, peer bonds are built within a generation. When children, parents, and grandparents share classic books, extended familial and community bonds are formed creating a shared frame of reference.

BOOKS INSPIRE US TO DREAM.
BOOKS GIVE US THE TOOLS TO ACHIEVE OUR DREAMS.

Link to full article, "Why Do Kids Need Books?"

References

Why Do Kids Need Books? - The National Children's Book and Literacy Alliance (2022)

Bridges, Lois. "Access to Books." *Make Every Student Count: How Collaboration Among Families, Schools, and Communities Ensures Student Success. Scholastic.com.* Scholastic, 2013, pp. 49-67.

Children's Literacy Foundation. "Research." Clifonline.org. Children's Literacy Foundation, 2016.

Palmdale School District Information

TUNE IN to the Palmdale Promise Radio Show

Listen to KUTY 1470 AM or 96.9 FM, Monday through Friday from 6:30-7:30 a.m. to hear helpful information about the Palmdale School District's many departments, programs, and schools.



We Are Hiring!

Join our team and make a difference!

We are currently hiring for the following positions:

- Bilingual Early Childhood Education Teacher Assistant (Spanish)
 185 Days \$15.33 \$18.64 hourly
- Early Childhood Education Teacher Assistant 185 Days - \$15.33 - \$18.64 hourly
- Substitute Early Childhood Education Teacher Assistant \$15.00 hourly
- Noon Duty/Campus Assistant 182 Days - \$15.50 hourly

Job information and application can be found at: https://www.governmentjobs.com/careers/palmdalesd