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California Association of African-American
Superintendents & Administrators



March 11 - 13, 2020 | Sheraton Grand Sacramento Hotel | Sacramento, California

Co-Sponsors: California Association of African American Superintendents and Administrators (CAAASA), California Department of Education (CDE), Association of California School Administrators (ACSA), California Association of Latino Superintendents and Administrators (CALSA), California State Parent Teacher Association (CAPTA), California Head Start Association (CHSA), California County Superintendents Educational Service Association (CCESA), California School Boards Association (CSBA), California IT In Education (CITE), Center for Leadership, Equity, and Research (CLEAR), California Teachers Association (CTA), First 5 California, California Association of School Business Officials (CASBO)

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A Message from the State Superintendent of Public Instruction



It is my honor to welcome you to the California Association of African American Superintendents and Administrators (CAAASA) 2020 Statewide Professional Development Summit, “Strengthening Equity Educational Coalitions for African American, Latinx & Other Students of Color.” The continued partnership with CAAASA and the California Department of Education is an important collaboration to ensure that we are serving all students to the best of our abilities.

Closing the achievement gap has been a priority of mine since the beginning of my term as State Superintendent, and my team is working on targeted efforts to help our most underserved students. This year, we are looking at 25 school districts statewide, who have high African American student populations and the highest numbers of non-credentialed teachers, to provide a customized plan to guide these specific districts towards improvement. We believe the innovative strategies being planned will truly make a difference and improve student outcomes and we look forward to sharing with you what we have planned.

We are also working towards diversifying the teacher workforce, and specifically looking at ways to get more male teachers of color in our teacher pipeline. We know that all students can benefit from seeing a teacher of color on campus, and students do even better when they are in a classroom with a teacher of color. Right now, the composition of our teacher workforce doesn’t match what our students look like, and we need to change that—students deserve to see themselves in their teachers.

As you spend your time at this professional development summit, I challenge you to think of ways that we can work together to help all students achieve greatness. I encourage you to think of innovative approaches where we can get more teachers in the profession, and specifically teachers of color. Finally, take the time to network and learn from one another as you work toward common goals of identifying and developing strategies to support ALL of our 6.2 million students.

Thank you for your dedication, and have a great conference!

Sincerely,

A handwritten signature in blue ink that reads "Tony Thurmond". The signature is fluid and cursive, with the first name "Tony" being more prominent.

Tony Thurmond
State Superintendent of Public Instruction



California Association of African-American
Superintendents & Administrators



It gives me great pleasure to welcome the many participants to the 12th Annual California Association of African American Superintendents and Administrators (CAAASA) Professional Development Summit. This year's theme, "Strengthening Equity Educational Coalitions for African American, Latinx, and Other Students of Color," focuses on policies and practices that promote education equity for African American and other students of color.

Today as I reflect on previous CAAASA Conferences, I always leave feeling inspired, reinvigorated and committed to our Mission. The presenters for this year's conference were chosen for their expertise, commitment and passion for equity. Over the last few years, CAAASA has focused on Education, Equity and Advocacy and we will continue to do so.

As my term of two years as President comes to an end and I reflect on the outstanding work of our statewide efforts, I would like to thank all of our partners who have planned and worked side by side to address equity issues for our students. I would also like to acknowledge the leaders who have successfully provided high quality professional development symposiums and worked closely with CAAASA's African American Leadership Academies. In addition, I am appreciative of the educational experts who have provided outstanding webinars addressing social justice, school climate and various other significant equity issues.

CAAASA has been very fortunate to have an outstanding partnership with the California Collaborative for Educational Excellence (CCEE) and our Professional Learning Network (PLN) partners. We would like to thank the three counties offices of education Los Angeles, Napa and San Diego and the four school districts Compton, Pittsburg, Lynwood and Fresno for their participation in this two year effort. As a result of this collaboration an "Equity In Action" report including recommendations for improving African American student achievement was developed and is being used statewide.

I would like to take this opportunity to thank CAAASA's Board of Directors for their outstanding commitment and dedication to the Mission of CAAASA. The past two years CAAASA's membership has significantly increased and I'm encouraged by CAAASA's commitment to Education and Advocacy. We are now taking the lead in developing the National Coalition on Educational Equity to help underserved students not only in California but throughout this nation.

I am truly humbled and honored to have served CAAASA in the capacity of President and I look forward to supporting the work of our new leaders. CAAASA will continue to grow and serve under the new leadership of our incoming president Dr. Daryl Camp, and our President Elect, Dr. Michele Bowers, as they work to implement CAAASA's vision for the organization.

"Of all the civil rights for which the world has struggled and fought for five thousand years, the right to learn is undoubtedly the most fundamental."

W.E.B. Du Bois

Sincerely,

Michael C. Watkins
CAAASA President



California Association of African-American
Superintendents & Administrators

Thanks for making the choice to attend and/or present at the 2020 California Association of African American Superintendents and Administrators (CAAASA) 2020 Professional Development Summit,

Strengthening Educational Equity Coalitions for African American, Latinx and Other Students of Color. At this event, you will be among hundreds of educators who are committed to the success of millions of students. This is your opportunity to share ideas, explore promising practices and engage in thoughtful discussions about how we may work together in support of all of our students. As the African proverb states, "If you want to go fast, go alone. If you want to go far, go together." As the incoming president of CAAASA, I am committed to strengthening partnerships and exploring strategies to engage more educators in the strategic work that is needed to support over 300,000 African American students and other students of color in the Transitional Kindergarten through 12th grade Californian public school educational system.

CAAASA Professional Development Summits have historically brought various partners together to engage in professional learning to support our students. By attending this conference, you will join the proverbial "village" that is needed to successfully raise our youth. This village consists of students, parents, educators, researchers, thought and political leaders from throughout the state and nation. You are encouraged to use these days to think outside of the box and consider perspectives that are not often heard. Also, look for ways to work together in partnership to strengthen the support that is needed to enhance instruction approaches and school systems. Despite the increased investments in education over the last few years, California schools are still under funded and resourced. Working together in partnership will increase the odds that our students will receive the education that they deserve.

As CAAASA has grown over the years, it has expanded beyond superintendents to include other school and central office administrators as well as educational partners. CAAASA will continue to grow in its impact for our students if educational partners become more involved in the organization. During this conference, you are encouraged to join one of the various CAAASA committees so your talents can be utilized throughout the year to make a greater positive impact for African American and other students of color in Californian communities.

Enjoy this valuable professional learning and engagement opportunity.

Sincerely,

Daryl F. Camp

Daryl F. Camp, Ed.D.
Superintendent, San Lorenzo Unified School District
President-Elect, California African American Superintendents and Administrators



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Dear Conference Attendees, Speakers and Organizers:

The California County Superintendents Educational Services Association (CCSESA), representing the 58 county superintendents of schools, welcomes you to this year's Annual Conference of the California Association of African-American Superintendents and Administrators (CAAASA).

Your participation in this professional development summit attests to your ongoing commitment to bringing equity and access to every student, no matter their race. This year's theme, *Creating an Equitable Education for African-American and other Students of Color*, will provide you with invaluable opportunities to explore the importance of understanding the issues and strategies that impact student learning and academic achievement especially for African-American and other underrepresented students. You will also hear from key leaders regarding how we address the critical nature of supporting the social-emotional needs of students, coupled with school safety. The strength of this event is its ability to provide opportunities for educators like yourselves to network, share best practices and develop additional strategies in supporting the success of our students.

As the San Bernardino County Superintendent of Schools, I feel our students and educators deserve the best, and doing great work does not happen by mistake. It is truly about commitment, supporting one another, believing in children, and valuing the work. The team at CAAASA, through its tireless efforts, exemplifies these beliefs. CCSESA directly benefits from, and is grateful for, CAAASA's ongoing dedication to a diverse and exceptional administrator workforce.

We commend the CAAASA Board members and staff for their time and commitment to ensure an exceptional conference experience. We encourage you to utilize this time with your colleagues and peers to learn, grow, and be bold in your approach to supporting the academic achievement for all students.

Best wishes,

Ted Alejandre, CCSESA President
San Bernardino County Superintendent of Schools



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Dear Attendees,

Welcome to the 2020 CAAASA Statewide Professional Development Summit!

California State PTA, representing approximately 730,000 members, is pleased to partner with CAAASA in this important event. Our mission is to positively impact the lives of all children and families. We work towards that mission by promoting health, education and well-being and by fostering meaningful parent and family engagement in California's schools.

This is an exciting time in education! There have been many changes – new academic standards, new assessments and accountability systems, and our new reporting system, the California Dashboard. Parent engagement is one of the priority areas under the California Local Control Funding Formula. School districts must engage families by seeking input from parents/guardians in decision-making and encouraging their participation in programs. Their input helps them support their own children and guide decisions that impact all children.

As a grassroots association with 123 years of experience in connecting families and schools, the PTA shares CAAASA's deep commitment to equity and ensuring the needs of all our students are met. We encourage you as an attendee to take part in all that this conference has to offer, and we applaud you for your ongoing dedication to California's students. Thank you for believing that all children have the right and ability to reach their full potential.

Sincerely,

A handwritten signature in black ink that reads "Celia Jaffe". The signature is fluid and cursive, with the first name "Celia" and last name "Jaffe" clearly distinguishable.

Celia Jaffe, President
California State PTA
www.capta.org

CLEAR | Center for Leadership Equity and Research

It is my pleasure to welcome you to the California Association of African-American Superintendents and Administrators (CAAASA) 2020 Annual Conference “Strengthening Equity Educational Coalitions for African American, Latinx and Other Students of Color.” CAAASA, along with many supporting organizations, fills a great need in the State of California by promoting our shared beliefs in the importance of building a strong movement ensuring that the needs of Latinx, African-American and other students of color are at, and remain at the forefront, of educational leadership efforts. The Center for Leadership, Equity, and Research (CLEAR) is pleased to be affiliated with this conference and we strongly support CAAASA’s endeavors. As indicated by the title of this conference, it is critical that we gather together as a “Coalition” of educational leaders, advocates and activists to “keep your eyes on the prize” as was so eloquently stated during the Civil Rights Movement.

I send all the best to CAAASA in your efforts for a highly successful conference.

Sincerely,

Kenneth R. Magdaleno, Ed.D.
Founder and Executive Director
Center for Leadership, Equity, and Research (CLEAR)



March 11, 2020

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Welcome to the 2020 CAAASA Summit!

From West Virginia in the East, through the Great Plains, to Los Angeles and Oakland in the West, educators and their allies are making great strides in the movement to secure a quality public education for every child. It has been a year of fulfillment for educational leaders and supporters dedicated to the cause of social justice and the success of every child. Our common values have sustained us, and we have flourished, despite headwinds from Washington, D.C.

It is our shared belief that education is a civil right, and that a student's measure is set by the talents they possess; not by a singular standardized test score. By defending and strengthening Local Education Communities, we continue to invest in their empowerment and ensure the commitment to quality public schools for future generations.

For over 155 years, California Teachers Association has proudly advocated for students and for public education. Our Legislative victories helped provide free public schools and textbooks to all students, and access to free public education regardless of nationality, citizenship status, gender, or sexual orientation. CTA has continued its work to make schools safe zones, while safeguarding their role as vibrant hubs of their communities.

CTA and CAAASA's core values of social justice, equity, and an embrace of diversity are part of our shared DNA. In this year of continued movement, we hope to further our journey toward common solutions through advocacy and legislation to meet the challenges of public education and most importantly, our students.

On behalf of CTA's 310,000 members- teachers, counselors, professors and education support professionals, we thank CAAASA for your leadership and partnership in these shared successes.

Enjoy your conference!

Sincerely,

E. Toby Boyd
President



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Welcome!

This theme “Strengthening Equity Educational Coalitions for African American, Latinx, and other students of Color” is *powerful* because it includes both a goal and strategy. **Equity is the goal.** We need to end the opportunity gap so that all students have equitable access to the resources and supports they need to thrive. And some need more than others. Equity means differential support for differential need. The Head Start community agrees. Head Start and Early Head Start were created to help struggling families overcome the barriers that keep them at-risk.

The strategy? *Coalitions*. We know the power of collective impact, and how we can achieve great things for our students through coalitions. Bringing together advocates and agencies to align around a common mission or goal is how we get the attention and support of legislators, researchers and funders.

This conference is your opportunity to build relationships between colleagues as well as among organizations. By articulating the passion for the mission, identifying the obstacles, and committing to a common strategy, the entire community becomes the coalition that has the potential to achieve the equity every child deserves.

Strong children are the foundation of our best future.

Have a great conference.

Christopher Maricle



Dear Educators:

On behalf of the Association of California School Administrators and our more than 17,000 members, I want to welcome you to the 2020 CAAASA Statewide Professional Development Summit.

ACSA's priority is to advocate for students. We strongly believe in equity and diversity in our public schools and we've made a commitment to supporting leaders of color and leaders who serve all students. As advocates for student success, we're excited to see so many learning strategies at this year's event.

Learning strategies addressing issues around students of color, approaches to increase access in career and the technology industry, and how best to support the education of undocumented students in California, just to name a few. I believe this curriculum and many of the other offerings this week will make you the change agent that our students need.

We recognize that educators are the stewards of bold learning and teaching opportunities and it is our job to encourage students to become whatever they dream.

Please join us as we celebrate dedication to the highest professional ethics, inspirational networks of discovery and a mutual commitment to excellence. We are excited to partner with CAAASA for this event.

Sincerely,

Wesley Smith, Executive Director
Association of California School Administrators





March 11, 2020

On behalf of the California School Boards Association (CSBA), I would like to welcome you to the California Association of African American Superintendents and Administrators (CAAASA) 2020 Professional Development Summit. The leadership and unique contributions of African American superintendents and administrators to our schools are invaluable and should be celebrated. Your voice and commitment to our students speaks volumes to parents, policymakers and the public, and helps to ensure our future as the Golden State.

CSBA is proud to once again co-sponsor this annual event. As education leaders, your attendance at this Summit demonstrates your commitment to advancing equity and achievement for the students through "Strengthening Educational Equity Coalitions for African American, Latinx & Other Students of Color".

This year's CAAASA conference provides education leaders with the resources, strategies and knowledge necessary to develop effective evidence-based strategies that can accelerate academic achievement for California's students.

This year's Summit provides a range of plenary events, workshops, and convenings which serve to inform, inspire and encourage your efforts to support African American, Latinx and other students of color. More importantly, the CAAASA Summit highlights evidence-based policies and practices that can be immediately utilized at the local level to advance equity and student achievement.

As the state of our education system continues to rapidly evolve, it is critical that our public schools prepare *all* students to participate fully in the social and economic prosperity of our great state.

Thank you for all that you do in support of California's students and CAAASA.

Vernon M. Billy
CEO & Executive Director



In 2019, the California Educational Technology Professionals Association (CETPA), became California IT in Education (CITE). While our name has changed, our vision, mission and goals remain to support the IT Professionals working in schools. As part of that support, CITE partners with respected organizations such as CAAASA.

On behalf of the entire CITE Board of Directors, I am pleased to welcome you all to the 2020 CAAASA Professional Development Summit. The inclusiveness of this event offers a wonderful opportunity to network with your peers, learn, and enjoy the community. CITE is proud to partner with CAAASA to enhance learning in California.

CITE supports the Information Technology Professionals working in schools and is proud to be affiliated with this event. CITE was established in 1960 and over the past 60 years we have worked to inform, support and drive efforts to improve teaching and learning through the appropriate and equitable use of technology.

Enjoy the conference!

Sincerely,

Andrea Bennett
Executive Director, CITE



February 19, 2020

Greetings!

On behalf of First 5 California, I am honored to welcome you to the CAAASA 2020 Professional Development Summit. I truly appreciate and commend the dedication and hard work it took to create and organize this outstanding event.

With educational equity as a driving force in our work at First 5 California, we are pleased to partner with CAAASA and other agencies in a collaborative effort to support families and ensure all children have access to quality learning, education, and care. We are further committed to energizing and coordinating our efforts with you to maximize children's potential.

The importance of investing in and creating support and resources for the earliest years of our children's lives cannot be understated. To prepare all of our state's children to meet the rigors of later life and succeed, we must maintain a thoughtful, ongoing, and seamless articulation from the early childhood years to K-12 education and beyond.

I'm sure your participation in this important event will further conversations and partnerships in the creation of positive early learning outcomes to better serve the children of California.

Sincerely,

A handwritten signature in black ink that reads "Camille Maben". The script is cursive and fluid.

Camille Maben
Executive Director

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Tel (916) 263-1050 • fax (916) 263-1360
www.ccfcc.ca.gov



Dear Attendees,

Welcome to the CAAASA 2020 Professional Development Summit! The California Association of School Business Officials (CASBO) is proud to be a sponsor of this influential event.

California's school business leaders understand that equity and social justice for all students starts at district offices. That's why we're excited about the work CAAASA is doing in these areas and the learning that will take place at this important summit.

CASBO and its members look forward to working shoulder-to-shoulder to create equitable education experiences for African-American and all students of color and to partnering with CAAASA and its summit participants to identify strategies, solutions and resources to make that vision a reality.

Let's learn and grow together over the next few days, and then return to our organizations inspired to bring change — and equity — to the school experience for all students!

Warm regards,

Molly McGee Hewitt, CAE
CEO & Executive Director

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of School Business
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The California Association of Latino Superintendents and Administrators (CALSA) is a community of diverse educational leaders skilled in addressing the needs of Latino/a students and dedicated to increasing the number of highly effective Latino/a administrators.

Greetings,

On behalf of the entire California Association of Latino Superintendents and Administrators (CALSA) Board of Directors, we are proud to co-sponsor and welcome you to the California Association of African American Superintendents and Administrators (CAASSA) Professional Development Summit and would like to extend our congratulations as well as sincerely thank CAASSA for developing and presenting this important and timely summit.

The CAASSA Summit generates the opportunity for critical conversations, ideas, sharing, and networking. The guest speakers and presenters are designed to extend and share their expertise and knowledge with you on issues and topics pertaining to equity, social justice and data which can and will enhance our collective abilities to make a sustainable difference in the lives of the students and families we serve.

The focus of this year's Summit will not only enable the participants to better understand the complex issues facing our African American, Latinx and Other Students of Color, but will also enhance our abilities to take the next steps to establish actions and initiatives to better address the needs of California's diverse and underserved students.

Best wishes on a great Summit and thank you for the dedication, support, guidance and most important the "HOPE and PROMISE" each of you provide our children.

Sincerely,

José L. González
CALSA Executive Director

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Yolo County OOE



Dr. LaTyna Young
Consultant



Dr. Marguerite Williams
ACSA

CONFERENCE MESSAGE

CAAASA would like to take the time to first thank our State Chair and the Planning Committee for their hard work and dedication in putting together this year's state conference. We appreciate the hard work of the California Department of Education (CDE) and other statewide organizations in helping to make this conference a success. The conference's general sessions, seminars and workshops will provide solutions and strategies to enhance and foster positive educational environments that will improve the quality of, and expand access to an equitable education for under-served students throughout the state of California. Enjoy the conference and thank you for your participation. Hope to see you next year.

2020 STATE CONFERENCE GOALS

1. Align strategies that promote access to excellence for Boys and Men and Girls and Women of color.
2. Address the Impact of Trauma and Poverty on learning and academic achievement.
3. Examine the use of the Dashboards and LCAP as strategic and equity-driven tools used to positively impact academic achievement.
4. Increase strategies to improve graduation rates and increase college readiness and access for students of color.
5. Provide strategies to ensure the safety of school students, including issues such as violence on campus, schools as Safe Havens and threats, including active shooters.
6. Address school climate, including student discipline, suspension, expulsion, truancy and chronic absenteeism.
7. Increase awareness about the advantages and values of Early Childhood Education.

Wednesday, March 10th, 2020 - Youth Leadership Summit



Alan Rowe and his wife Donna founded the United College Action Network (UCAN), Inc. in 1988 and have been like a one-family catalyst for students to attend four-year Historically Black Colleges and Universities (HBCU). Under the leadership of Dr. Rowe, U-CAN has created successful educational partnerships, support, outreach, mentoring programs and services throughout California as well as the United States.



Michael Dennis is an educator, consultant, education advocate and author. His more than 29 years of education-related experience includes service as a teacher and principal within the Inglewood Unified School District as well as the Los Angeles County Office of Education. An accomplished curriculum designer of culturally relevant and responsive educational practices, he has conducted professional development workshops on a number of topics. He developed the STARS (Students Achieving & Reaching Success) Rites of Passage Program and currently serves as Legislative Liaison for the Education is a Civil Right Committee (ECRC) in Los Angeles.



Dr. Dennis Large is currently the Director of Educational Technology for the Riverside County Office of Education. In this position, he works with the school districts in Riverside County as they implement programs such as online and blended learning, personalized learning, and CA State Standards and assessments. He is proud to have played an integral role in the development of the Leading Edge Certification program, the Technology Leadership Network, the Riverside County Google Camp, and the Riverside County Esports League.



Invited

Joseph E. Marshall, Ph.D. is a nationally recognized public speaker, community activist, author and radio host. Tired of losing kids to violence and drugs, he left the classroom, earned an additional degree and began developing programs with the goal of preventing violence. Dr. Marshall is the founder of the Alive and Free Movement and the founder and president of Street Soldiers National Consortium. He is the co-founder and Executive Director of the San Francisco-based Omega Boys Club/Street Soldiers and oversees the Omega Leadership Academy for academic and life skills education, the Omega Training Institute on violence prevention and Street Soldiers Communications, which hosts a nationally syndicated radio talk show.



Eric Calderon currently serves at the Riverside County Office of Education as their Chief Technology Officer. In this role, he supports technology initiatives supporting County programs while also providing resources to Districts. Being a casual gamer, he has enjoyed the growth of eSports in education and the potential it brings to provide opportunity and access.

8:00 am - 8:30 am	<i>Students arrive (Breakfast)</i>
8:30 am - 10:00 am	<i>College Fair / Schoolyard Rap</i>
10:00 am - 10:30 am	<i>eSports demonstration and scholarship discussion</i>
10:30 am - 11:30	<i>Keynote Speaker</i>
11:30 am - 12:15 pm	<i>LUNCH</i>
12:15 pm - 1:00 pm	<i>Student Talent Showcase (band, steppers, choir)</i>



PARENTS OF AFRICAN AMERICAN AND OTHER STUDENTS OF COLOR
EMPOWERMENT CONFERENCE
TUESDAY, MARCH 10, 2020 • 10:00 AM - 3:00 PM
SACRAMENTO SHERATON GRAND HOTEL • SACRAMENTO, CA

Cost: \$125 *(includes)*

- **Equity in Action:** Multiple workshops from expert speakers of innovative district-wide programs and systems that address the needs of African American students and other students of color and their families including;
 1. Implementing Community/Parent Equity Walks in schools
 2. How to utilize LCAP funds to target the needs of AA students
 3. How to be on your school's Leadership Team
 4. Understanding the roll of data to help your children succeed
- Breakfast and lunch
- Conference bags and inserts

Registration: Go to caaaasa.org or call 818 - 217 - 6310

- Registration ends Friday, March 6, 2020
- Registration must be paid (or PO pending) before attending
- On-site registration (must be paid upon registering)



California Association of African-American
Superintendents & Administrators



Roberts Family Development Center



The California Teachers Association is the largest professional employee organization in California and the largest statewide affiliate in the National Education Association.

CTA exists to protect and promote the well-being of its 310,000 members.



California Association of African-American
Superintendents & Administrators

CAAASA Professional Development Summit Schedule

Sacramento Sheraton Grand Hotel, Sacramento, California

Pre Conference

Tuesday, March 10th

Time

8:00 am - 1:00 pm
10:00 am - 3:00 pm
5:30 pm - 7:00 pm

Youth Leadership Summit and College Fair
Parent Empowerment/Parent Voice Summit
Founders' Reception Honoring
- Dr. Charlie **Mae Knight** and Dr. Rex **Fortune**

Room Location

Magnolia/Camellia
Bataglieri

Day 1 Events

Wednesday, March 11th

7:00 am - 6:00 pm

Registration

Foyer

7:00 am - 5:00 pm

Visit Vendors

Gardenia

7:00 am - 8:00 am

Breakfast - Continental

Foyer

8:00 am - 4:00 pm

**Job Fair for Site and District Administrators, Teachers
and other Upper Level Positions**

Foyer

8:00 am - 10:00 am

Opening Plenary 1
Call to Order / Color Guard

Magnolia/Camellia

Grant High School Direction of Major Kenneth **Jones**

**Pledge of Allegiance - Star Spangled Banner
and Black National Anthem -**

Welcome: Michael **Watkins, President, CAAASA**

Greetings: Honored Guest

Moderator: Dr. Michele **Bowers, Superintendent, Lancaster Unified School District**

**"The Impact of Health and Wellness on Student Academic
Performance including Social Emotional Learning"**

Distinguished Speakers;

Dr. Robert **Ross, President, The California Endowment**

William Jahmal **Miller, Systems Vice President, Common Spirit Health**

10:00 am - 10:30 am

Transitional Break / Visit Vendors

Gardenia

10:30 am - 11:45 am

Concurrent Workshops - Series

(Various Rooms - see program)

10:30 am - 11:45 am

Aspiring and New Superintendents Academy

Hendricks (3rd Fl.)

10:30 am - 11:45 am

Special Session:

Tofanelli

Early Childhood - Teaching the Whole Child: SEL

Introduction: Garth **Lewis, Superintendent, Yolo County**

12:15 pm - 2:00 pm	Plenary 2 Luncheon <i>"Racial Injustice, Discrimination, Harassment and Disproportionality in our Schools which Adversely Impact African American and other Students of Color"</i> Moderator: Michael Watkins , President, CAAASA Keynote Speaker - Dr. Catherine Lhamon , Chair, U.S. Commission on Civil Rights Panelist: - Dr. Kyla Johnson-Trammell , Superintendent, Oakland Unified School District - Dr. Daryl Camp , Superintendent, San Lorenzo Unified School District - Dr. Adam Clark , Superintendent, Vallejo City Unified School District Introduction of Honoree Mr. Willard Ingraham: - Garth Lewis , Superintendent, Yolo County Special Presentation: State Superintendent Tony Thurmond , CDE	Magnolia/Camellia
2:00 pm - 2:30 pm	Transitional Break / Visit Vendors	Gardenia
2:30 pm - 3:45 pm	Concurrent Workshops - Series II	(Various Rooms - see program)
2:30 pm - 3:45 pm	Special Session: eSPORTS	Bataglieri
4:00 pm - 5:15 pm	Concurrent Workshops - Series III	(Various Rooms - see program)
4:00 pm - 5:15 pm	Special Session: Safe Schools	Tofanelli
5:30 pm - 7:30 pm	Awards Recognition Program/Reception sponsored by Fagen, Friedman, Fulfroft, K12 Insights and Achieve3000	Magnolia/Camellia
7:45 pm - 9:00 pm	UNITY - Social Reception	3rd Floor

Day 2 Events

Thursday, March 12th

7:00 am - 6:00 pm	Registration	Foyer
7:00 am - 5:00 pm	Visit Vendors	Gardenia
7:00 am - 8:00 am	Breakfast - Continental	Foyer
7:15 am - 8:00 am	CAAASA Annual Membership Meeting	Bataglieri
8:00 am - 4:00 pm	Job Fair for Site and District Administrators, Teachers and other Upper Level Positions	Foyer
8:00 am - 10:00 am	Morning Plenary 3 <i>"The Black Girl Institute"</i> Moderator: Dr. Tanya Fisher , Superintendent, Selma Unified School District Distinguished Speakers: - Kimberly Hendricks-Brown , Project Manager, Community and Family Services, Parent University, Fresno Unified School District - Dr. Jamilia J. Blake , Associate Professor, Educational Psychology, Texas A & M University - Diane Marshall-Freeman , Partner, Fagen Friedman & Fulfroft	Magnolia/Camellia
10:30 am - 11:45 am	Concurrent Workshops - Series IV	(Various Rooms - see program)

10:30 am - 11:45 am	Special Session: Disproportionality in Schools	Bataglieri
11:45 am - 12:15 pm	Transitional Break / Visit Vendors	Gardenia
12:15 pm - 2:00 pm	Luncheon Plenary 4 "The Answers Are With Us; Creating A Black Male Teacher Pipeline" Moderator: Dr. Travis Bristol , Associate Professor, Researcher, University California Berkeley Distinguished Speakers; - Dr. Edward Bush , President, Cosumnes River College - Dr. Vincent Cobb , CEO, Fellowship - Black Male Educators - Robert Ellis , Board Member, CTA - Debra Moore-Washington , President, Black Student Union - Dr. Darin Brawley , Superintendent, Compton USD	Magnolia/Camellia
2:00 pm - 2:30 pm	Transitional Break / Visit Vendors	Gardenia
2:30 pm - 3:45 pm	Concurrent Workshops - Series V	(Various Rooms - see program)
2:30 pm - 3:45 pm	Town Hall: Boys and Men of Color (BMOC)	Bataglieri
2:30 pm - 3:45 pm	SPECIAL SESSION: College Readiness	Tofanelli
4:00 pm - 5:15 pm	Concurrent Workshops - Series VI	(Various Rooms - see program)
4:00 pm - 5:15 pm	SPECIAL SESSION: UNITY - Black Women in Leadership	Bataglieri
6:00 pm - 7:45 pm	Incoming President's Ceremony and Reception hosted by AALRR and Shmoop	Magnolia/Camellia

Day 3 Events

Friday, March 13th

Time		
7:00 am - 8:00 am	Registration	Foyer
7:00 am - 8:00 am	Breakfast (plated)	Magnolia/Camellia
7:30 am - 9:00 am	Morning Plenary 5 Introduction of opening plenary: - Dr. Antoine Hawkins , Assistant Superintendent, Victor Valley High School District Annual CAAASA Research Institute Featuring: - Dr. Linda Darling-Hammond , President/CEO, Learning Policy Institute, President, California State Board of Education Distinguished Researchers: - Dr. Bryan Brown , Associate Professor, Stanford University - Dr. Darnel Degand , Assistant Professor, University of California, Davis - Dr. Ayana Campoli , Senior Researcher, Learning Policy Institute - Dr. Tolani Britton , Assistant Professor, University of California, Berkeley	Magnolia/Camellia
8:00 am - 12:00 noon	Job Fair for Site and District Administrators, Teachers and other Upper Level Positions	Foyer

9:00 am - 9:15 am

9:30 am - 10:45 am

Transitional Break / Visit Vendors

Special Session:

CAAASA/CCEE - PLN - "Equity in Action"

9:30 am - 10:45 am

Concurrent Workshops - Series VII

10:45 am - 11:00 am

Transitional Break / Visit Vendors

11:00 am - 12:30 pm

Closing Plenary

Moderator: Dr. Daryl Camp, President-Elect, CAAASA

**"Increasing a Diverse California Workforce:
Promoting Equity in HR Policies and Hiring Practices"**

Distinguished Speakers:

Eugene Whitlock, JD, Chief Human Resource Officer, (Assistant Chancellor), UC Berkeley

Dr. Paul Gothold, Superintendent, San Diego County Office of Education

Dr. Gordon Amerson, Superintendent, Duarte Unified School District

Dr. Daryl Camp, Superintendent, San Lorenzo Unified School District

Dr. Judy White, Superintendent, Riverside County office of Education

Nina Boyd, Assistant Superintendent, Orange County Department of Education

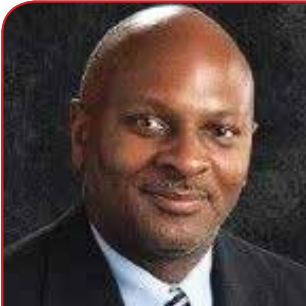
Gardenia

Beavis

(Various Rooms - see program)

Gardenia

Magnolia/Camellia



Daryl Camp
President-Elect, CAAASA

Be an Active Part of CAAASA

Join Our Special Committees!



California Association of African-American
Superintendents & Administrators

If you are a California School Administrator or Educator and want to be involved in making a difference for African American and other students of color in California, then consider joining one of the following committees:

Special Committees (Proposed)

- Professional Development (classroom)
- Professional Development (educational leadership)
- Legislative Advocacy
- Membership
- Parent and Community Engagement

Each of these committees will meet via a conference call at least three times per year. This is a great way to engage with administrators throughout the state around a common area of focus. Sign up now and be a part of the movement to improve the educational conditions for our students. **Join at www.caaasa.org**

Google Form: <https://forms.gle/5ip8EMF6XETfUnCQ7>

Text to Sign Up Number: **"CAAASA at 22828"**



Are your students ready for life after graduation?



Invest in What's Next

A FREE online course that helps students create a plan for life after high school

Join us and assist your students with their first major financial decision

Wednesday, March 11, 2020
2:30pm—3:45pm
Carr Room

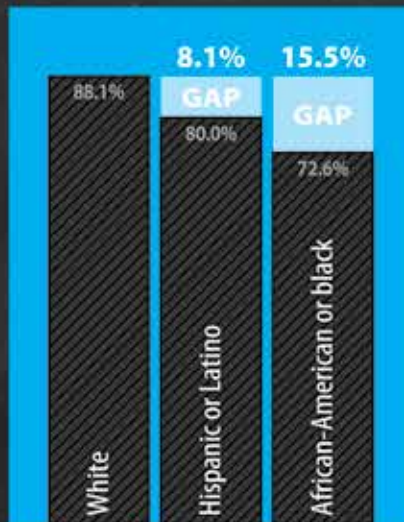
frbsf.org/education



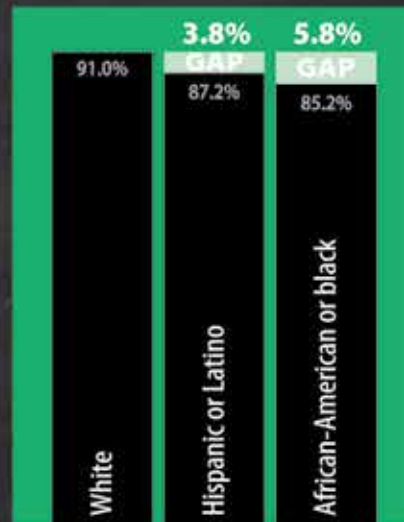


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WITHOUT
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Graduation rates
WITH
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Dr. Clark

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Opening Plenary:

Magnolia/Camellia Ballroom
WEDNESDAY

March 11th
8:00 am-10:00 am

The Roll of Health and Wellness on Student Academic Performance and Social Emotional Learning



Moderator:
Dr. Michele Bowers
Superintendent
Lancaster Unified School District



Distinguished Speaker:
Dr. Robert Ross
President
The California Endowment



Distinguished Speaker:
Mr. William Jahmal Miller
Systems Vice President
Common Spirit Health

*Developing a Health Equity Pathway Leading to Healthy Lives for Students,
Families and Communities*

Special Session:

Early Childhood Development

WEDNESDAY

March 11th
10:30 am - 11:45 am

Tofanelli Room

Teaching the Whole Child: Social Emotional Learning Meets Literary Acquisition

Presenters



Johni Cruse Craig
DTEC-TAG National Project Director
Delta Research and Educational Foundation



Dr. Char-Shenda Covington
Turnaround Principal
Delta Research and Educational Foundation



Keisha Chandler
Adjunct Professor
Delta Research and Educational Foundation



Tia Gilliam-Wilson
2nd Grade Teacher
Delta Research and Educational Foundation

This session will discuss the developmental stages of how readers learn to read, approaches to building literacy curriculum that meaningfully engages students in critical reading, listening and thinking about what's necessary to not only be socially aware, but literate in a challenging, ever-changing society.

It's not the destination – it's the journey.

A journey where the people you meet and connections you make will serve you for a lifetime. Where the skills you hone will give you a hand up in your career. Where you will always have a voice in public education.

That's our mission: to provide exceptional professional development and advocacy services to you, the committed professionals who dedicate yourselves to California school business operations, and to the children, families and communities you serve.

For us, it's not about profit. It's about aligning our services with your goals, so you can broaden your network, get the resources you need to grow your career, and build healthy LEAs.

If you haven't already, we invite you to begin your relationship with CASBO this year.

Because that's not just a dream waiting at the end of your journey ... that's something that we can achieve together.



To learn more and join, visit casbo.org > Join

CAAASA Conference 2020

Opening Plenary Session

"The Roll of Health and Wellness on Student Academic Performance and Social Emotional Learning"

Magnolia/Camellia Ballroom

| 8:00 am - 10:00 am

Workshop Series I

Wednesday, March 11th

10:30 am - 11:45 am

Breaking America's Addiction to Leveling Down and Aiming for Average

Location: Bondi



Presenter:

Megan Robinson

*National Director, Content and Implementation
Curriculum Associates*

Abstract: College readiness is stifled daily by the overwhelming rate that students are given be-low-level assignments and the idea that average is good enough. The road to college starts in Kindergarten and must be repaved with unwavering belief that all students are capable and worthy of grade-level content, paralleled with deeper understanding as to what average truly implies.

Where Equity, Access, and the SAT Intersect

Location: Beavis



Presenter:

James Fleming

*Chief Learning Officer
Horizon Education*



Presenter:

Amanda Corridan

*Assistant Superintendent
Colton Joint Unified School District*

Abstract: The SAT is a mainstay of college admissions requirements. The test has its critics, and was recently named in a highly-publicized lawsuit. In spite of recent scrutiny, the SAT will be part of college admissions for the foreseeable future. Given the current conditions: What are the considerations for providing an impactful SAT prep program that meets the needs of a diverse student population? Join us for an engaging discussion about the SAT, high-impact strategies for students, and creating a culturally responsive test prep environment.

Supporting Black and Brown Students with SEL Skills Through an Equity Lens

Location: Carr



Presenter:

Jessica Berlinski

*Director K-12
Ripple Effect*



Presenter:

Paula Reed

*Chief Equity & Outreach Officer
Ripple Effects*

Abstract: Compelling evidence shows social emotional learning (SEL) improves learning and life skills. Educators are becoming aware that many black and brown students face trauma, as well as racial and socio-economic inequities that can impede their learning. This must be addressed if they are to thrive. SEL and equity leaders will share the latest re-search across critical areas of student support and offer practical strategies for integrat-ing and implementing them to best support a diverse student body. They will also high-light the unique role technology can play in creating an equitable playing field.

Special Session / Aspiring Superintendent Academy

Open to New Superintendents and Those Who Aspire to Become Superintendents

Location: Hendricks (3rd floor)



Lead Presenter:
Dr. Donald Evans
Superintendent
Berkeley Unified School
District



Co-Presenter:
Michael Watkins
President
CAAASA

Access to Opportunity: Giving Students of Color the Tools to Own Their Future

Location: Compagno



Presenter:
Ricky Cherry
Assistant Director, K-12
State & District Partnerships

Abstract: Support students, families, and colleagues as they prepare for the College Board SAT Suite of Assessments. This session is designed to deepen your understanding of the system and facilitate important conversations about the assessments, which are more focused and useful than ever before. Session participants will familiarize themselves with the new AP system, and learn to integrate ready-to-use tools and important resources into their schools' college readiness programs. Participants will explore the unmatched benefits for students and evaluate additional training and professional development opportunities that will enhance and maintain effective implementation of the system.

Special Session / Early Childhood

Location: Tofanelli

Teaching the Whole Child:
Social Emotional Learning Meets Literary Acquisition



Presenter:
Johni Cruse Craig
DTEC-TAG National Project Director
Delta Research and Educational Foundation



Presenter:
Dr. Char-Shenda Covington
Turnaround Principal
Delta Research and Educational Foundation



Presenter:
Keisha Chandler
Adjunct Professor
Delta Research and Educational Foundation



Presenter:
Tia Gilliam-Wilson
2nd Grade Teacher
Delta Research and Educational Foundation

Abstract: Research shows that well-read individuals are more likely to empathize with others, with empathy being a social-emotional skill. Literacy is essential to advancing our democracy and increasing critical-thinking skills. This session will discuss the developmental stages of how readers learn to read, approaches to building literacy curriculum that meaningfully engages students in critical reading, listening and thinking about what's necessary to not only be socially aware, but literate in a challenging, ever-changing society.

From Pre-School to PhD for FREE: Helping Your Child Achieve Their College and Career Dreams

Location: *Falor*



Presenter:
Hardy Brown II
*President
San Bernardino County
Board of Education*

Abstract: Our personal parenting guide on supporting our child to receive a full scholarship to Spelman College and now, full fellowship to earn her PhD at the University of California, Riverside. As parents, it is scary to allow our babies to grow up and take on life. How do they get to attend their dream university? How do we support them? Come learn how you, as parents, teachers, administrators, and board members, can support young scholars in the process. Yes, it is a difficult process. We did it and so can you!

Using Coaching to Integrate Cultural Humility and SEL

Location: *Kamilos (3rd floor)*



Presenter:
Dr. Stacey Ault
*Assistant Professor
California State University
Sacramento*



Co-Presenter:
Dr. Veena Sapenter-Nath
*K-12 Instructional Coach
Stockton Unified School District*

Abstract: This workshop will share how a school integrated cultural humility and Social and Emotional Learning as a pathway to racial and gender equity. All stakeholders: administrators, teachers, students, and parents were involved in the transformation. Administrators and teachers underwent a rigorous coaching process to unpack their own bias and privilege leading to a change in instructional practices and improving the racial climate in classrooms and around campus. Youth voice was also pivotal in sustaining change.

My Skin Is Not My Sin

Location: *Bataglieri*



Presenter:
Edwin Javrus
*CEO/President
EDEquity, Inc.*

Abstract: Cultural considerations in discipline practices has proven to be the missing piece in addressing disproportionality in academic and discipline for black and brown boys. This presentation will assist MTSS/PBIS, Restorative and Social Emotional Learning Teams in validating, affirming and bridging, home/community expectations and minimizing cultural in-congruencies in schools. School and class level vignettes will allow the attendees the opportunity to practice the learning outcomes of the presentation.

Understanding The Effects of Poverty in Education

Location: *Baker (3rd floor)*



Presenter:
Kino Carson
*Director
Urban Heat Academy*

Abstract: Participants will receive resources and effective strategies that school districts, superintendents and school administrators, should consider in efforts to ensure equality in ethnically diverse urban schools with high trauma and toxic stress. This will be an interactive and collaborative session, authentically exploring belief systems in recognizing and challenging existing barriers that impede on the successes of children in low socio-economic communities.

"Racial Injustice, Discrimination, Harassment and Dis-proportionality in our Schools which Adversely Impact African American and other Students of Color"



Moderator:
Mr. Michael Watkins
President
CAAASA



Opening Remarks:
Catherine E. Lhamon
Chair
U.S. Commission on
Civil Rights



Distinguished Panelist:
Dr. Kyla Johnson-Trammell
Superintendent
Oakland Unified
School District
(OUSD)



Special Presentation
Tony Thurmond
California State
Superintendent of
Public Instruction



Distinguished Panelist:
Dr. Darryl Camp
Superintendent
San Lorenzo Unified
School District



Distinguished Panelist:
Dr. Adam Clark
Superintendent
Vallejo City Unified
School District



Mr. Willard Ingraham
Honoree

Special Session:

School Safety

WEDNESDAY

March 11th

4:00 pm - 5:15 pm

Tofanelli Room

Administrators, Law Enforcement and Community: The Relationships to Eliminate the School to Prison Pipeline



Presenter
Dr. Shelley Holt
Founder/CEO
Leadership Legacy Consulting



Presenter
Officer Alfred Brown
Twin Rivers Police Department



Presenter
Lorrie Owens
CITE

This panel discussion will shed light into the way that administrators, police agencies and community organizations can partner together to strategically address issues of how we address discipline for students, decreasing cyber bullying in schools, reduce disciplinary incidents, increase safety and community relations, while directly addressing factors contributing to the school to prison pipeline.

CAAASA Conference 2020

Luncheon Plenary

Magnolia/Camellia Ballroom | 12:15 pm - 2:00 pm

"Racial Injustice, Discrimination, Harassment and Dis-proportionality in our Schools which Adversely Impact African American and other Students of Color"

Workshop Series II

Wednesday, March 11th

2:30 pm - 3:45 pm

Graduating? What's Next? - Interactive Resources for Your Students from the Federal Reserve

Location: Carr



Presenter: **Daniel Fukuyama**
San Francisco Federal Reserve Bank

Abstract: Help your students navigate the real world and make their first major financial decision: investing in life after high school! Bring your own device and experience these free, in-teractive classroom resources for yourself! This session will feature resources that allow students to plan their post-high school strategy by exploring their interests and desired lifestyles, evaluating costs and benefits of various education paths, and developing personal finance skills and an actionable plan to help implement their strategy. In addition, participants will receive free copies of the Federal Reserve System resources and be eligible to win prizes.

Empowering Parents as Partners: Engagement, Equity and Excellence

Location: Bondi



Presenter:
Dr. Adam Clark
Superintendent
Vallejo City Unified School District



Presenter:
Eric Henry, Regional
Account Manager, School
Innovations & Achievement

Abstract: Chronic absenteeism in the early grades—foundation years—can have devastating consequences. This is where the achievement gap starts...and where it can be WON! Learn from Dr. Clark as he discusses elements of his Superintendent Action Plan, strategies to engage with parents and reduce chronic absenteeism at Vallejo City Unified School District. Discover action steps to creating a coalition of partners, leveraging data and communication, to unite parents with schools in building the life-long habit of showing up.

Black Men Matter: How the Black Male Teacher Pipeline Can Change Educational Outcomes for Scholars

Location: Tofanelli



Presenter:
Dr. Gordon Amerson
Superintendent
Duarte Unified School District



Presenter:
Nina Boyd
Assistant Superintendent
Orange County Education Department
President, CASBO

Abstract: The session will explore the dynamics of the black male teacher shortage in California and across America. The lack of a diverse teacher workforce has an impact on the achievement gap and overall student performance. Current data shows that there is a critical need to understand, reflect, and take action to address the lack of black male teachers in our scholars' classrooms. Participants will be introduced to the current research and engaged in a conversation about potential frameworks and strategies to address the critical issue.

Is That Legal? An Interactive Panel Discussion of Top Ten Legal Issues

Location: *Compagno*



Presenter:
Diane Marshall-Freeman
Partner
Fagen Friedman & Fulfrost



Presenter:
Milton Foster
Partner
Fagen Friedman & Fulfrost

Abstract: An interactive panel presentation hosted by leading education attorneys will discuss legal issues impacting our schools. The team of attorneys will address real-life scenarios involving a variety of legal issues, including freedom of speech, student/teacher relationships, social media, bullying, school discipline, truancy and complaint procedures.

Don't Wait for Retirement: Secure Your Financial Future Now

Location: *Beavis*



Presenter:
Jeff Garland
Registered Representative
Securities America, Inc.

Abstract: This workshop is an introduction to financial issues that should be considered prior to retirement. Issues to be addressed include: managing your financial portfolio, (general investments, deferred compensation, 403b accounts, annuities) long-term care and life insurance, downsizing your budget and saving for a rainy day.

Special Session / eSports

Ready Player One: eSports in K-12

Location: *Bataglieri*



Presenter:
Dr. Dennis Large
Director of Educational Technology
Riverside County Office of Education



Presenter:
Patrick Gittis
Assistant Superintendent of Innovation
San Diego County Office of Education



Presenter:
Eric Calderon
Chief Technology Officer
Riverside County Office of Education



Presenter:
Tony Burrus
Chief Technology Officer
Compton Unified School District

Abstract: Esports is exploding with opportunities for student learning, engagement, and leadership. It's not just about players with the fastest thumbs, many roles comprise this burgeoning field. Learn how one county office has created an esports league and is supporting districts to build their programs. Esports is a billion-dollar (and growing) industry and our students are already involved. Esports programs offer another avenue for students to engage with school activities and to become future-ready. This session will focus on the "Why" and the "How" relevant to getting started with esports programs in schools, districts and/or counties. Participants will be provided with digital resources to guide them in getting started with esports programs at their school sites, districts or counties.

The Equity Continuum: From Cultural Competence To Cultural Specificity

Location: Kamilos (3rd floor)



Presenter:

Corey Jackson

MSW, Chief Executive Officer
SBX Youth & Family Services



Co-Presenter:

Darrell Peeden

MPP, School Board Member
Moreno Valley Unified School District

Abstract: There is often confusion and even discomfort regarding equitable services for African American students. This intensive workshop dispels the myths associated with equity, and provides concrete examples of addressing the needs of African American students along a Culturally Relevant Continuum.

(not confirmed)

IYT: A Model for Breaking the School-to-Prison Pipeline

Location: Baker (3rd floor)



Presenter:

Michael Lynch

Co-Founder & CEO
Improve Your Tomorrow



Co-Presenter:

Ed Mills, PhD

Vice President of Student Affairs
California State University at Sacramento

Abstract: Young men of color are overrepresented in the penal system and underrepresented in higher education. Improve Your Tomorrow (IYT) is a community-based non-profit organization, designed to increase the number of young men of color who attend and graduate college. This presentation discusses how IYT supports the whole student through secondary and post-secondary school-site partnerships and provides a model for increasing student success.

Beyond McKinney-Vento: Homeless Youth in California

Location: Falor



Presenter:

Ayana Campoli, Senior

Researcher, Learning Policy
Institute



Co-Presenter:

Dion Burns, Senior Re-

searcher, Learning Policy
Institute

Abstract: Students who are homeless face serious obstacles to school success. Yet there is a lack of large-scale research. Recent changes to the Local Control Funding Formula have led to the collection of statewide data. In this workshop, we share our research on how school reassignments, discipline policies, and other leader-actionable factors shape the learning outcomes of students in California. The research presentation will be followed by a panel discussion featuring leaders engaged in this topic.

CAAASA Conference 2020

Workshop Series III

Wednesday, March 11th

4:00 pm - 5:15 pm

BL-Avid: Using AVID to create safe-spaces for black faces

Location: Compagno



Presenter:

Vane Matsalia

*Demonstration Teacher/Equity Specialist
Curtis Middle School
San Bernardino City USD*



Co-Presenter:

Dr. Latanya Greer

*Principal, Curtis Middle School
San Bernardino City USD*

Abstract: Everyone is talking about the achievement and opportunity gap, but very few have figured out what to do about it. Come and hear how our school is leveraging an African American-only AVID class to create a safe space for students of color on campus and tackle the gaps and college readiness. Come and discuss our pitfalls, celebrations, and what we have discovered by creating an all-black classroom community on our middle school campus.

Creating Affordable Housing for Your Teachers in Your District

Location: Carr



Presenter:

Ayindé Rudolph

*Superintendent
Mountain View Whisman
School District*



Presenter:

Landis Graden

DCG Strategies



Presenter:

Doug Kimberly Ed.D.

*Superintendent
Lake Elsinore Unified School District*



Presenter:

Shawnterra Moore

*Superintendent
South San Francisco Unified
School District*



Presenter:

Gregory J. Bowers Ed.D.

*Assistant Superintendent of
Facilities and Operations
Lake Elsinore Unified School District*

Abstract: Learn options for school site use, such as: teacher housing, income property, community use facilities. These and other options can work with or without current K-12 education programs. Attendees will hear options and learn a process for determining best use of district property prior to the need to close schools.

Assessment Leadership:

Location: Beavis

Building a Culture of High-Quality Assessment of Learning



Presenter:

Robert Sheffield, *Director
of Curriculum, Assessment,
& Instruction, WestEd*



Co-Presenter:

Crechena Wise, *Director
of Secondary Schools, ABC
Unified*

Abstract: In this session, leaders will learn foundational practices to establish comprehensive, balanced assessment systems within their schools or districts, and how to develop the culture to use these systems to achieve their local equity goals. They will hear practical examples from a school leader currently utilizing assessment leadership practices within their school to promote adult learning, shifts in instructional practice, and improved outcomes for students.

Student Support Center: Assuring Equity for all Students

Location: Bondi



Presenter:
Shandelyn Williams
Assistant Superintendent of
Student Support Services
Antelope Valley Union
High School District



Co presenter:
Dr. Linda Cobb
Counselor



Co presenter:
Jada Jackson
Coordinator Student Services



Co presenter:
Justin Prewitt
Coordinator
Guidance Services



Co presenter:
Michael White
PBIS Coordinator/
Teacher

Abstract: The Student Support Center's mission is to support students' social-emotional, behavioral, and academic needs by providing students, staff members, and families access to support and resources through communication, collaboration, and consideration.

Special Session / Safe Schools

Location: Tofanelli

Administrators, Law Enforcement and Community: The Relationships to Eliminate the School to Prison Pipeline



Presenter:
Dr. Shelley Holt
Founder/CEO
Leadership Legacy Consulting



Presenter:
Officer Alfred Brown
Twin Rivers Police Department



Presenter:
Lorrie Owens
CITE

Abstract: School safety is a topic that impacts each and every one of us, but for students of color, in poverty, and the disenfranchised, it can be life threatening. We cannot raise a generation of children to live in fear of those who are systematically designed to protect us. We must work together to shift our daily practices to operate in favor of those most at-risk. This panel discussion will shed light into the way that administrators, police agencies and community organizations can partner together to strategically address issues of how we address discipline for students, decreasing cyber bullying in schools, reduce disciplinary incidents, increase safety and community relations, while directly addressing factors contributing to the school to prison pipeline.

Cultural Context & Trauma: Implications for Students

Location: Falor



Presenter:
Kimani Norrington-Sands, PhD
Clinical Psychologist
Los Angeles Unified
School District

Abstract: This interactive workshop utilizes a culturally responsive approach to work with students. The workshop objectives are as follows: understanding cultural context and the implications of socio-historical issues; engaging in learning about cultural humility; reflecting on ways that cultural humility may impact work with students; exploring and reflecting on ways that implicit biases may impact professional work; and engaging in learning about having courageous conversations. Disclaimer: This workshop contains content, which may be emotionally heavy and spark a deeper level of reflection.

Strengthening Equity and Education For Students of Color: Through Poetry, Music and Principles of Success!"

Location: Bataglieri



Presenter:
Jerome Carter
CEO
Inspiration 52

Abstract: This is Social Emotional Learning at its best: Relevant and Authentic! The program is totally interactive, which includes lesson activities and state standardized curriculum. Participants will read, write, illustrate, recite and create poetry. The driving force behind the curriculum is the 12 Principles of Success. The principles teach values such as, responsibility, effort, leadership, teamwork, maturity, empowerment, choices, etc. This program is aligned with the common core standards.

Morning Plenary:

Magnolia/Camellia Ballroom

THURSDAY

March 12th

8:00 am - 10:00 am

Black Girls Institute: Nurturing Black Girls in the Classroom



Moderator:

**Dr. Tanya
FISHER**

Superintendent
Selma Unified School District



Distinguished Speaker:

**Dr. Jamilla J.
BLAKE**

Associate Professor
Educational Psychology
Texas A & M University



Distinguished Speaker:

**Diane
MARSHALL-FREEMAN**

Partner
Fagen Friedman & Fulfroft



Distinguished Speaker:

**Kimberly Brown
HENDRICKS**

Project Manager, Community
and Family Services
Parent University
Fresno Unified School District

This Plenary will address the challenges and strategies of black girls as they go through the Educational System. Research study by Georgetown University Law Center on Policy and Equality will be highlighted.

Special Session:

Disproportionality

We Are Significantly Disproportionate, Now What?

THURSDAY

March 12th

10:30 am - 11:45 am

Bataglieri Room



Presenter

Adam Clark

Superintendent
Vallejo City Unified School District



Presenter

Rachel Chang

Director of Special Education
Vallejo City Unified School District



Presenter

Dr. Mildred Browne

Technical Assistance Facilitator
Napa County Office of Education



Presenter

Connie Silva

Director, SPP-TAP
Napa County Office of Education

Although this might appear daunting, addressing significant disproportionality is actually an opportunity to understand the culture, infrastructures and belief systems within a school site or district. Learn about effective strategies for leading staff in equitable practices.

CAAASA Conference 2020

Morning Plenary

Black Girls Institute: Nurturing Black Girls in the Classroom

Magnolia/Camellia Ballroom | 8:00 am - 10:00 am

Thursday, March 12th

Workshop Series IV

10:30 am - 11:45 am

Location: Carr

Driving Equity and Outcomes in Middle School Grades



Presenter:

Dr. Martinrex Kedziora

Superintendent

Moreno Valley School District



Presenter:

Jerome Vincent Carter

CEO,

*Founder and President
Inspiration 52*



Presenter:

Kelsey Olson

*Director of Customer
Success and Services
Shmoop*

Abstract: This session will take a deep dive into the leadership best practices that target middle grades and effectively prepare all students for success in high school. These often-neglected crucial years have been the focus of the initiatives of Moreno Valley Unified School District and Shmoop. Learn how MVUSD had six schools included on the “Schools to Watch” list of 2019 and the special initiatives that drove their outcomes.

Does My Child Need Special Education?

Location: Compagno



Presenter:

Anne Sherlock

Partner

Fagen Friedman & Fulfrost



Presenter:

Diane Marshall-Freeman

Partner

Fagen Friedman & Fulfrost

Abstract: Our personal parenting guide on supporting our child to receive a full scholarship to Spelman College and now, full fellowship to earn her PhD at the University of California, Riverside. As parents, it is scary to allow our babies to grow up and take on life. How do they get to attend their dream university? How do we support them? Come learn how you, as parents, teachers, administrators, and board members, can support young scholars in the process. Yes, it is a difficult process. We did it and so can you!

How to Leverage Local Resources and Ensure Equitable Student Outcomes

Location: Beavis



Presenter:

Amy Callahan

*California Strategic Partnerships,
Renaissance*



Presenter:

Janelle Cach

Senior Partnerships Lead

Abstract: Monitoring data in the new LCAP format requires a new approach. Join us for a collaborative session on making the most of local community resources and student data to ensure equitable student outcomes. You'll hear how other districts in California are tracking their own progress toward strategic goals to help underserved populations and address equity, as well as how an exemplar collective impact approach can help address equitable access in communities.

Purposeful Culture: Building Intentional School Culture to Maximize Relationships and Improve Student Success

Location: Tofanelli



Presenter:
Milt Alexander Jr.
*Deputy Superintendent
Camelot Education*



Presenter:
Nilsa Gonzalez
*Chief Academic Officer
Camelot Education*



Presenter:
Joseph Carter, Ed.D.
*Superintendent of Schools
Camelot Education*

Abstract: Studies show the three most common words students use to describe school are “bored,” “anxious,” and “tired.” Yet, motivation and engagement are key factors to student success. At Camelot Education, we create an intentional school culture that celebrates success and emphasizes relationships, opening the doors for authentic student engagement. This session examines best practices for motivating students, so they can engage, adjust their behaviors, positively influence their peers, and prepare for the world beyond school.

Special Session / Disproportionality

Location: Bataglieri

We Are Significantly Disproportionate, Now What?



Presenter:
Adam Clark
*Superintendent
Vallejo City Unified School District*



Presenter:
Rachel Chang
*Director of Special Education
Vallejo City Unified School District*



Presenter:
Dr. Mildred Browne
*Technical Assistance Facilitator
Napa County Office of Education*



Presenter:
Connie Silva
*Director, SPP-TAP
Napa County Office of Education*

Abstract: The Individuals with Disabilities Education Act made many changes in how state educational agencies and local education agencies (LEAs) must now address disproportionality in special education. The number of LEAs identified as being significant disproportionate is continuing to rise. Although this might appear daunting, addressing significant disproportionality is actually an opportunity to understand the culture, infrastructures and belief systems within a school site or district. Learn about effective strategies for leading staff in equitable practices.

The Next Step on Your Career Journey Must Be Intentional

Location: Bondi



Presenter:
Judy White
*Riverside County Superintendent of Schools
Riverside County Office of Education*



Co-Presenter:
Kristina Hannon
*Executive Director of Human Resources
San Bernardino Community Valley College*

Abstract: This workshop will engage participants in understanding the dynamics involved with career advancement. Presenters will be a seasoned superintendent who has advanced through many chairs along with an executive director of Human Resources. Together they will share practical ideas about breaking the glass ceiling by understanding the walls that hold the ceiling up. Additionally unconscious preference and the Whipping Post syndrome will be explored. Participants will walk away inspired by practical understandings and next step actions.

Efficacious, Assiduous Leadership

Location: **Falor**



Presenter:
Dr. Eric Andrews
Efficacious, LLC

Abstract: This session will explore the mindset of educators to create the conditions that significantly reduce the achievement gap through a comprehensive, systematic approach. The participants will grapple with three questions: 1. Do you believe you will close the achievement gap? 2. Do your actions support your beliefs? 3. Do you believe your staff believes they will close the achievement gap? Be prepared to challenge your self-efficacy, leadership assiduity, and current actions to close the achievement gap.

From Trauma-informed to Trauma-Responsive: The Intersectionality of Epigenetics, Educational Trauma, & Resilience

Location: **Baker (3rd Floor)**



Co-Presenter: **Tovi Scruggs-Hussein**
Educational Leader & Healer
TrUTH Educational Services



Co-Presenter:
Shawn Nealy-Oparah
Social Justice Leader
TrUTH Educational Services

Abstract: Historical and race-based trauma along with societal conditioning has informed our equity lens, resulting in implicit bias and stereotypes that have limited the quality of our cultural-responsiveness in teaching and learning. Often, our trauma is re-triggered by the nature of our work with children and colleagues in the high-needs schools we serve. This workshop will take a deeper dive into the epigenetics of historical trauma, becoming aware of new emotional capacities to improve pedagogy, social-emotional awareness, and increase outcomes for teaching and learning. We will also look at how resilience is a building block for overcoming trauma, both as a skill and an emotional capacity.

Parent/ Student/ School Rights. Everything you should know but are afraid to Ask

Location: **Kamilos (3rd Floor)**



Presenter:
Sherman Garnett
Pupil Services Academy Director
Association of California School Administrators
Pupil Services Academy



Donald English
Director, Children Diverse Success
Innovation and Engagement Branch

Abstract: This interactive workshop will expose parents to the top ten issues which will affect student achievement at your child's school and your rights to participate/non participate in these issues including inspection of the cumulative file and participation on the school site council.

Lunch Plenary:

Magnolia/Camellia Ballroom

THURSDAY

The Answers Are With Us: **Creating A Black Male Teacher Pipeline**

March 12th
12:15 pm - 2:00 pm



Moderator:

Dr. Travis **Bristol**
Associate Professor, Researcher
University California Berkeley



Distinguished Speaker:

Dr. Vincent **Cobb**
CEO
Fellowship - Black Male Educators



Distinguished Speaker:

Dr. Edward **Bush**
President,
Cosumnes River College
Vice President, A2MEND



Distinguished Speaker:

Dr. Darin **Brawley**
Superintendent
Compton USD



Distinguished Speaker:

Robert **Ellis**
Board Member
CTA



Distinguished Speaker:

Debra **Moore-Washington**
President
Black Student Union

*This session focus on an approach to end the
"School to Prison Pipeline" by creating a
"School to Teacher Career Pipeline" for African
American males and other students of color.*

Special Session:

Black Women in Leadership

THURSDAY

March 12th
4:00 pm - 5:15 pm

Bataglieri Room

UNITY Presenters



Dr. Patricia
BRENT-SANCO
Director, Equity Services
Lynwood Unified
School District



Dr. Shawna
DINKINS
Assistant Superintendent
Lynwood Unified
School District



Ms. LaRhonda
ORTEGA
Principal
Buena Park
Unified School District



Dr. Michele
BOWERS
Superintendent
Lancaster Unified
School District



Mrs. Leslie
LOCKHART
Superintendent
Culver City
Unified School District



Dr. Lisa
COOPER
Principal
Culver City Unified
School District

*As an organization, we have worked
to build a strong network of African
American female educators and
provide meaningful activities that
foster collegiality, mentoring, goal
setting, career planning, work place
support, and best instructional
practices to support students of color.
Our vision is to create a community
of educational leaders skilled in
addressing the needs of African
American students and dedicated
to increasing the number of highly
effective African American female
administrators and superintendents.*

CAAASA Conference 2020

Luncheon Plenary

The Answers Are With Us: Creating A Black Male Teacher Pipeline

Magnolia/Camellia Ballroom | 12:15 pm - 2:00 pm

Workshop Series V

Thursday, March 12th

2:30 pm - 3:45 pm

Location: Carr

Brown Act: The Basics



Presenter:

Jabari Willis

Partner
AALRR

Abstract: This session will help participants learn what a meeting under the Brown Act is, how the public must be informed of closed sessions, how the public may participate in open sessions and how the use of social media may involve the Brown Act. Attendees will get a concise overview of California's open meeting law requirements.

Assessment Systems Designed for African-American and Latinx Student Success

Location: Bondi



Presenter:

Teimosa Martin

Vice President West Region
Achievement Network



Presenter:

Diana De Los Santos

Managing Director
of System Advising
Achievement Network



Presenter:

Kamar O'Guinn

Manager of the African-American
Success Project
Berkeley Unified School District



Presenter:

Robert Spencer

Vice-President of
Leadership Development
Camino Nuevo Charter Network



Presenter:

Dr. Frank Wells

Superintendent
Albany Unified
School District



Presenter:

Dr. Sam Scavella

Assistant Superintendent,
Clark County School District (Las Vegas)

Abstract: Are your district's assessments a barrier to equitable instruction? In this session, participants will investigate how well-designed assessments can be a strategy to drive equitable outcomes for all students. Through the analysis of artifacts, participants will consider the impact of assessments on student self-perception and the development of learning partnerships between educators and students. Participants will dig into sample data from student focus groups, and plan to address similar challenges in their districts.

Strengthening Equity in California's STEM Pipeline

Location: Hendricks (3rd Floor)



Presenter:

Hana Ma, Senior Policy
Analyst, The Education
Trust-West

Abstract: Our tech workforce is rife with stark gender and racial disparities, which start inside K-12 classrooms and on college campuses. Research shows that inequitable access to STEM courses, as well as educator bias about students, play a role. In this session, we will: (1) look at STEM through an equity lens, (2) explore equity gaps in access and disparate impact on student achievement, and (3) look at bright spots and offer recommendations.

Breaking Down Learning Barriers

Location: **Beavis**



Presenter:
Dr. Adam Clark
Superintendent
Vallejo City USD



Presenter:
Nichole Smith
ClassLink, VP
Instructional Technology

Abstract: Learn how Dr. Clark propels Vallejo City Unified School District's mission to meet or exceed goals in the area of equity, excellence, and educational effectiveness, by breaking down barriers to learning success with innovative tools that hone future-ready skills, including ClassLink Single Sign-on and Analytics. Technology can supercharge learning in your districts, but it can't engage students if it's not accessible. Common tech challenges quickly create barriers to learning success. Discover how single sign-on and analytics platforms are helping districts quickly address each of these issues so they can dial up learning and dial down the distractions. Learn how Dr. Clark propels Vallejo City Unified School District's mission to meet or exceed goals in the area of equity, excellence, and educational effectiveness, by breaking down barriers to learning success with innovative tools that hone future-ready skills, including ClassLink Single Sign-on and Analytics. Technology can supercharge learning in your districts, but it can't engage students if it's not accessible. Common tech challenges quickly create barriers to learning success. Discover how single sign-on and analytics platforms are helping districts quickly address each of these issues so they can dial up learning and dial down the distractions.

Town Hall

Boys & Men of Color (BMOC)

THURSDAY

March 12th
2:30 pm - 3:45 pm
Bataglieri Room



Presenter
Dr. Vincent Cobb
Co-founder and CEO
The Summer House Institute



Presenter
Rashiid Coleman
Co-founder and Co-CEO
The Summer House Institute



Presenter
Dr. Ken Magdaleno
Center for Leadership, Equity and Research
C.L.E.A.R.

Right now, less than 2% of teachers nationwide are Black men. A teacher corps that better reflects society brings more opportunities for educational experiences that counter stereotypes and racism, promote cross-cultural understanding, and helps advance student achievement. Recent studies show a multitude of factors impacting the retention of Black men in teaching, including: harder working conditions at high-poverty, harder-to-staff schools; social isolation—a lack of support from administrators and peer support. Learn more about how The Summer House Institute is working with school districts to accomplish their mission to recruit, retain and develop Black men working in the public education sector. Additionally, Dr. Ken Magdaleno, C.L.E.A.R. will share what he and his organization is doing in order to combat the shortage of Black and Latinx teachers.

What Leaders Should Know About Schools Where ALL Students Excel

Location: Baker (3rd Floor)



Presenter:

Joseph Johnson

*Executive Director
National Center for Urban
School Transformation*

Abstract: While substantial attention is given to the challenges associated with educating children of color, educators and leaders rarely spend time focused upon the attributes of schools that achieve exemplary results for African American, Latinx, Native American, and other historically underserved groups. This presentation will emphasize what leaders know about schools that achieve outstanding results, so that we can emulate and build upon those successes, especially for African American students.

Equity in Action: Building Coalitions for Adjudicated and other High Potential Students

Location: Kalimos (3rd Floor)



Presenter:

Tracy E. Thompson

*Executive Director
Juvenile Court and Community Schools*



Co-Presenter:

Dr. Leilah Kirkendoll

*Principal on Special Assignment
Juvenile Court and Community Schools*



Co-Presenter:

Dawn Miller

*Lindsay School Lead Teacher
Juvenile Court and Community Schools*



Co-Presenter:

Austin Martin

*CEO/Founder
Rhymes with Reasons*

Abstract: The JCCS program provides an education program for school-age youth who are either wards or dependents of the court or have been referred by social services, probation. Services are provided to students who are incarcerated, pregnant or parenting, in foster care, expelled, chronically truant, in drug treatment centers and group homes for neglected or abused children, and impacted by homelessness. The priority is to raise achievement of all students while eliminating achievement opportunities between students of color and white students. We will share unique instructional strategies and resources that have proven to be successful with high opportunity scholars in JCCS and throughout the country.

Diversity on Purpose

Location: Compagno



Presenter:

Dr. Martinrex Kedziora

*Superintendent
Moreno Valley Unified
School District*



Presenter:

Lisa C. Broomfield

*Director
Moreno Valley Unified
School District*



Presenter:

Nicole Anderson

Consultant

Abstract: A community that embraces equity demands district wide engagement, courage, and the moral imperative of committed leadership. Moreno Valley Unified School District has embraced equity and is moving from tolerance of diversity to transforming for equity. This session will examine how the district implemented a cycle of culturally proficient leadership: Valuing diversity, assessing the current culture, managing the dynamics of differences, institutionalizing cultural knowledge and adapting diversity. Attendees will experience the intentions of culturally proficient leaders (their "why") to assessment (the what), to action (how).

Avoiding Detours, Road Bumps, and Pit-stops; An Urban School District's Equity Journey

Location: *Falor*



Presenter:

Dr. Patricia Brent-Sanco

*Director of Equity, Access
& Instructional Services*



Co-Presenter:

Dr. Shawna Petit-Dinkins

*Assistant Superintendent
Educational Services*

Abstract: Equity work is not a short race but rather a journey. Using the works of Paul Gorski and the equity journey of an urban school district, participants will gain an understanding of the four equity detours commonly practiced in schools, how to navigate road bumps that occur while building transformational equity systems, and how to avoid pit stops that are meant to derail progress. Participants will discuss deficit thinking, persistent inequities, and how to address both knowledge and passion gaps in your organization.

Special Session: **College Access and Readiness**

**Tofanelli
THURSDAY**

**March 12th
2:30 pm - 3:45 pm**



Moderator/Panelist:

**L. Karen
Monroe**

*Superintendent,
Alameda County Office of
Education*



Panelist:

**Marlene L.
Garcia**

*Executive Director
California Student Aid Commission*



Panelist:

**Catalina
Cifuentes**

*Chair
California Student Aid Commission*



Panelist:

**Dr. Tammy
Robinson**

*President
Western Region Council on Black
American Affairs*

The session will focus on policies and practices that provide opportunities and critical pathways for African American and other students of color to pursue higher education. While there has been some improvement in the matriculation to colleges and universities, plenty of work remains to ensure that students are provided with the opportunities and supports necessary to go from cradle to college to career.

CAAASA Conference 2020

Workshop Series VI

Thursday, March 12th

4:00 pm - 5:15pm

Special Session

UNITY: Professional Women's Networking Organization Women With A Purpose- A Conversation With Leading Ladies In Education

Location: Bataglieri



Presenter:

Dr. Patricia Brent - Sanco

*Director, Equity Services
Lynwood USD*



Presenter:

Ms. LaRhonda Ortega

*Principal
Buena Park
Unified School District*



Presenter:

Mrs. Leslie Lockhart

*Superintendent
Culver City USD*



Presenter:

Dr. Shawna Dinkins

*Assistant Superintendent
Lynwood USD*



Presenter:

Dr. Michele Bowers

*Superintendent
Lancaster Unified School
District*



Presenter:

Dr. Lisa Cooper

*Principal
Culver City High School
Culver City Unified School District*

Abstract: As an organization, we have worked to build a strong network of African American female educators and provide meaningful activities that foster collegiality, mentoring, goal setting, career planning, work place support, and best instructional practices to support students of color. We are proud to partner with CAAASA to support our female leaders. Our mission is to empower African American women educators in various stages of their careers through venues that provide motivation, awareness, and mentoring. Our vision is to create a community of educational leaders skilled in addressing the needs of African American students and dedicated to increasing the number of highly effective African American female administrators and superintendents.

Scaling Up Deeper Learning to Advance Equity in Public Schools

Location: Tofanelli



Presenter:

Laura Hernandez

*Senior Researcher
Learning Policy Institute*



Presenter:

José Garcia

*School Development Coach
New Tech Network*



Presenter:

Denise Lambert

*Principal
The Met High School*



Presenter:

Carmelita Reyes

*Principal
Oakland Unified School District*

Abstract: Advocates for deeper learning seek to transform classrooms to prepare students to meet 21st century demands and to close the opportunity gap that has left socioeconomically marginalized students with less access to rich learning environments. Yet, implementing these approaches, which emphasize inquiry-based, student-centered learning, is not easy, as it requires reimagining school environments and changing traditional approaches to teaching. This workshop will showcase current LPI research and the perspectives of school and systems leaders to elevate the structures, systems, and practices that can support the growth and sustainability of equity-oriented deeper learning schools.

Outreach, Recruitment and Retention: Effective Practices in Family Engagement

Location: Bondi



Presenter:
Rachel Gonzalez Martinez
*Director of Training and
Capacity Building
Families In Schools*

Abstract: How do we engage parents and family members in meaningful ways? This session will provide participants with an opportunity to explore best practices for encouraging and increasing family engagement, including the importance of building a team, planning and implementing strategies, developing communication tools, tracking results and debriefing/reflecting.

Education Administrator, Equity Office, CDE Teacher Shortage? Try a Teacher Residency

Location: Beavis



Presenter:
Jacquelyn Ollison, Ed.D.
*Education Administrator
Equity Office
CDE*

Abstract: There is an unprecedented opportunity in the State of California right now to address the teacher shortage by ensuring teachers are student-ready on their first day in the classroom by helping local education agencies (LEAs) develop and scale teacher residencies in partnership with accredited preparation programs. The California Legislature allocated \$75 million in the 2018-2019 budget to the Commission on Teacher Credentialing (CTC) for teacher residencies in three focus areas: bilingual education, STEM, and special education. The new state investment is changing how we effectively prepare teachers for success in high-needs fields and high-poverty schools, which are experiencing the worst teacher shortages. In this session, participants will learn more about the residency programs, the CA TRL, and share thoughts on how the CA TRL can effectively prepare teachers for success with our students in the schools, districts, and subject areas where they are most needed.

Combating the Two Percent Problem (Hiring African American Males)

Location: Carr



Co-Presenter:
Donna Glassman-Sommer
*Executive Director
California Center on
Teaching Careers*



Co-Presenter:
Annamarie Francois
*Executive Director
UCLA Center X*



Co-Presenter:
Marvin Lopez
*Program & Recruitment Coordinator
California Center on Teaching Careers*



Co-Presenter:
Rachelle Rogers-Ard, Ed.D.
*Educator and Executive
Grow Your Own Collective*



Co-Presenter:
Renée Marshall
*Adjunct Faculty, Department Chair,
Early Childhood Education, Director, TEACH Program
College of the Canyons*

Abstract: Only two percent of teachers in the United States are African American males. Research has demonstrated the many academic and behavioral benefits to students when they can see themselves in their teachers, and yet districts struggle to bring more African American men into the classroom. Join us for a diverse panel where California education leaders discuss the challenges related to recruiting African American male educators and share proven solutions to address the two percent problem, Learner Outcome: Session attendees will learn specific tactics they can utilize in their districts to recruit and retain more African American male teachers.

Insanely Great Digital Curriculum Resources to Excite and Engage African American Students

Location: **Compagno**



Presenter:

Barbara Nemko

*Napa County Superintendent of Schools
Napa County Office of Education*



Co-Presenter:

Hall Davidson

*Senior Director of Global Initiatives
Discovery Education*

Abstract: For more than 50 years, we have been trying to close the achievement gap with little success, despite having spent billions of dollars. We must do better at engaging kids and exciting them about learning. This session will begin with digital early literacy and math for preschoolers and continue with K-12 students being virtually transported to the beach, outer space, inside their bodies, and walking through cities far and near.

Literary Study of African American Experiences of Bullying

Location: **Falor**



Presenter:

Travis Cronin

*Assistant Professor
CSU Fresno*



Co-Presenter:

Randy Nedegaard

*Associate Professor
CSU Fresno*

Abstract: This workshop will present the literature on African American experiences of bullying during college. Data from a phenomenological study of African American male adolescents will be used as an example of how bullying could be studied at community colleges and at universities to understand the experiences of African American students. Participants will have an opportunity to reflect on their own experiences of bullying to consider how bullying intersects with racial and gender identity.

I Feel Like a Fish Out of Water: New Administrator Culture Shock

Location: **Baker (3rd floor)**



Presenter:

Alicia Montgomery

*Executive Director
The Center for Powerful Public Schools*

Abstract: Being a new administrator is tough, being a new administrator of color is even tougher. Participants in this workshop will explore barriers to success for new administrators, and learn some strategies for overcoming those barriers.

BSU (Black Student Union) AND G.P.A... ARE They LINKED?

Location: **Kamilos (3rd floor)**



Presenter:

Debra Moore Washington

*State and Regional President
United Black Student Unions of California*



Presenter:

Kenneth Turner

*President
San Bernardino County
Board of Education*

Abstract: Utilized correctly the Black Student Union can contribute greatly to raising GPA. BSU's build efficacy and motivation. More than social or cultural clubs, consistent BSU involvement should place student focus on improving and maintaining high academic performance. BSU's are especially important for the African American students striving alone in those AS and AP classes. This workshop will present five powerful ways the BSU can impact GPA, leadership, and college going rates. There will be a particular emphasis on black males and the creation of a pipeline into the field of education.

Breakfast Plenary

CAAASA Annual Research Institute

Magnolia/Camellia Ballroom

FRIDAY

March 13th
7:30 am - 9:15 am

Creating and Sustaining Practices that Support High Quality Teaching and Learning for Black and Latinx Students



Opening Remarks

Dr. Linda

Darling Hammond

President, California State Board of Education
President/CEO, Learning Policy Institute



Distinguished Researcher

Dr. Tolani

Britton

Assistant Professor
University of California, Berkeley



Distinguished Researcher

Dr. Bryan

Brown

Associate Professor
Stanford University



Distinguished Researcher

Dr. Ayana

Campoli

Senior Researcher
Learning Policy Institute



Distinguished Researcher

Dr. Darnel

Degand

Associate Professor
University of California, Davis

This session will highlight research on promising practices aimed at supporting high quality teaching and learning for Black and Latinx students. Researchers will also provide concrete policy recommendations, based on findings from their research, on how California can work to close the persistent opportunity gap.

Closing Plenary:

Increasing a Diverse California Workforce: Promoting Equity in HR Policies and Hiring Practices

Magnolia/Camellia Ballroom

FRIDAY

March 13th
11:00 am - 12:30 pm



Keynote Speaker:

Eugene Whitlock, JD

Chief Human Resource Officer
(Assistant Vice Chancellor)
UC Berkeley



Moderator:

Dr. Daryl Camp

Superintendent
San Lorenzo
Unified School District



Distinguished Speaker:

Dr. Paul Gothold

Superintendent
San Diego County
Office of Education



Distinguished Speaker:

Dr. Judy White

Superintendent
Riverside County
Office of Education



Distinguished Speaker:

Dr. Gordon Amerson

Superintendent
Duarte Unified School District



Distinguished Speaker:

Ms. Nina Boyd

Assistant Superintendent
Orange County
Education Department

CAAASA Conference 2020

Breakfast Plenary
CAAASA Annual Research Institute

Magnolia/Camellia Ballroom | 7:30 am - 9:15 am

Friday, March 13th

Workshop Series VII

9:30 am - 10:45 am

The Importance of Short Cycle Coaching in Strengthening Equity in Education for Students of Color

Location: Tofanelli



Presenter:

Madalyn Martin

VP of Partnerships
Whetstone Education



Presenter:

Spencer Nessel

Partnership Manager
Whetstone Education



Presenter:

Wesley Pepper

Director of Curriculum & Instruction
Fortune School of Education

"Great instructional leadership isn't about discovering master teachers ready-formed. It's about coaching...teachers until the masters emerge."

- Paul Bambrick-Santoyo

Abstract: Implementing a successful job-embedded instructionally focused coaching model to support teachers at all stages of their careers has the potential to ensure teachers receive relevant, ongoing, and timely feedback that in-turn; accelerating student learning. This session will examine short-cycle coaching goals, its importance, data, and outcomes. In addition, participants will hear from a peer, entrenched in the work of coaching currently, and learn about resources for improving current models, or getting started with a coaching model. Districts that have existing coaching models, prior experiences with coaching or those that are just beginning will learn how to improve coaching practices and effectiveness.

Increasing Equitable Access by Elevating Rigorous Standards-Based Instruction at Scale

Location: Carr



Presenter:

Maria Esponda-Medina

Senior Executive Director
Program Development & Implementation
New Leaders



Presenter:

Sonjhia Lowery

Assistant Superintendent,
Educational Services
Stockton Unified School District

Abstract: Stockton Unified School District, in partnership with New Leaders, will lead an interactive session on leadership practices that elevate a shared vision of instructional excellence and increase equitable access to learning opportunities aligned to college and career readiness standards. Participants will engage with New Leaders' evidence-based tool, Leadership Walk, which allows leaders to gather observable evidence, identify rigorous standards-based instruction, and replicate it consistently. In Stockton USD, Leadership Walk is fueling system-level change.

Promoting an Equity Agenda: The CAPP Leadership Network Presenter

Location: **Compagno**



Presenter:
Zulmara Cline
CAPP Director
CA State University
Chancellor's Office



Presenter:
Robert Cooper
Associate Professor of Education
Urban Schooling Division, UCLA

Abstract: The CAPP Leadership Network (CLN) was started to create a cadre of leaders in California advancing an equity agenda systemically and systematically. One of the most important tasks a leader advancing educational equity needs to undertake is understanding the multiple systems within a school or district and how these systems are designed to maintain the status quo. In this interactive presentation, participants will begin to understand the multiple layers of the educational system and how to introduce disruptions to achieve different results.

Special Session: CAAASA / CCEE PLN

Location: **Beavis**

Equity in Action: System Change for African American Student Success



Facilitator
Pamela Wilson
CAAASA PLN



Presenter:
Connie Silva
Director, SPP-TAP
Napa County Office of Education



Presenter:
Darryl Brown, Ed.D.
Coordinator III
Los Angeles County
Office of Education

Abstract: The goal of the CAAASA PLN (Professional Learning Network) is to identify the root causes of inequities experienced by African American students in California K-12 schools and to address the inequities by providing and promoting solutions through a systems-change approach. Come and hear about the challenges experienced in this three year journey by these PLN participants. Leave with strategies, resources and solutions that can bring about systemic change to assist the most underserved students in your district. Highlighted in this presentation will be the statewide recommendations from the CAAASA/CCEE "Equity in Action" report.

Motivating the Leader in You

Location: **Baker (3rd floor)**



Presenter:
Roma Groves - Waters
Principal
Martin Luther King, Jr. Elementary/Oakland
Unified School District

Abstract: This workshop will motivate and inspire leaders to be their best through any obstacle they may encounter in the workplace. This workshop will provide proven strategies to help you get through difficult times and people.

Equitable Spaces: Mitigating Workforce Psychological Anxiety During D&I Initiatives

Location: **Hendrix (3rd floor)**



Presenter:
Shindale Seale
SEADE Coaching & Consulting
Lead Diversity Strategist

Abstract: Diversity initiatives in academia and corporate environments often fail to create equity among the most marginalized groups even when extensive resources and leadership support are present. Emergent research about the psychological anxiety members of the dominant culture experience during diversity initiatives may explain their innate and unspoken resistance. This workshop discusses characteristics of psychological anxiety induced by diversity and inclusion efforts and provides strategies for mitigating its effects in academic and corporate environments.

When We are Seen: Creating Equity in the English/ Language Arts Classroom using Culturally Responsive and Inclusive Strategies

Location: Kamilos (3rd floor)



Presenter:
Jacquay Durant
Program Specialist
San Bernardino City Schools



Co-Presenter:
Vanee Matsalia
Program Specialist (Common Core Demonstration Teacher)
Curtis Middle School/San Bernardino City
Unified School District

Abstract: It is time to get real in our classrooms and decolonize curriculum. Seeing inclusive and diverse curriculum in the classroom is all of our responsibility. See examples of how it has been done successfully and learn real and practical ways to expand your curriculum and the lives of your students.

Principal's Panel

Location: Bataglieri



Presenter:
Nicole Anderson
Founder & CEO
Nicole Anderson Consulting

Abstract: Strategically moving from research to practice to close the equity gaps, this workshop addresses how to move past now trending equity “talk” to unpacking student stories, interrupting stereotypes associated w/data & labels illustrated equity gaps. An embedded mini-workshop will review public education’s history, and provide strategic action steps for equitable data collection for fostering actions to interrupt the current system that produces inequitable outcomes.

Parent Involvement: How to Start Engaging Families Early on in their Childs School

Location: Falor



Presenter:
Deborah Johnson
Vice President of Family Engagement
California State PTA



Co-Presenter
Nha-Nghi Nguyen
Vice Chair of the Family Engagement Commission
California State PTA

Abstract: There is a need to develop a bond between educators and parents. This interactive workshop will address how to be successful using different techniques that will help to ensure the families are engaged and active in their child’s education from the very start; how family engagement strategies under priority 3 and the passage of AB 2878 are critical to decreasing the opportunity gap which exists for many of our students. The workshop will demonstrate the steps that works, what doesn’t and how to bridge the communication between school and home to create a warm, welcoming successful culture to ensure a student’s success.

Putting It All in Place: A Collaborative Initiative Approach

Location: Bondi



Presenter:
Rosanna Ayers
Coordinator
Merced County
Office of Education

Abstract: This presentation is geared towards superintendents, board members, directors, principals, teachers and parents. Working together to analyze current educational practices and outcomes is a difficult task. When race is introduced, the challenges increase astronomically. Join us in this presentation to hear how we began an initiative to focus on increasing the success of our African American students. The Council on African American Student Success (CAASS) began its journey in April 2018 and has continued to impact change in our community through a shared commitment to working together on the difficult task of analyzing who we are failing for the purpose of creating success.

Closing Plenary:

***Increasing a Diverse California
Workforce: Promoting Equity in
HR Policies and Hiring Practices***

Magnolia/Camellia Ballroom

FRIDAY

March 13th

11:00 am - 12:30 pm

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10:00 am - 2:00 pm



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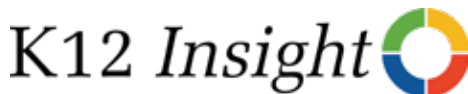
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Featured Speakers Bios

CAAASA Conference 2020

Milt Alexander Jr., serves as *Deputy Superintendent, Camelot Education*. He joined Camelot in 2005 and directs the day-to-day operations for programs and schools in the organization's Mid-Atlanta region. Since joining Camelot, Milt has played an instrumental role in improving academic outcomes and school climate for at-risk student populations in numerous school districts. A distinguished educator, Milt holds a Master of Education degree from Arcadia University. His 25-year career has included multiple roles, from counselor, to instructional leader, to principal.

Gordon Amerson, Ed.D., is the *Superintendent of the Duarte Unified School District (DUSD) located in Los Angeles County*. Since his appointment in July of 2018, Dr. Amerson has led the district with a strong focus on student achievement and strength-based practices. He is highly regarded for his strategic leadership and instructional expertise, which is serving to transform Duarte Unified into a regional school district through innovative initiatives and unprecedented partnerships with industry leaders and educational organizations. Dr. Amerson received his Bachelor of Science degree in Health Science at California State University, San Bernardino, his Master of Arts' degree in Cross-cultural teaching at National University, and his Doctorate in Educational Leadership at California State University, San Bernardino.

Jamilia Blake, Ph.D. is an *award-winning and published licensed psychologist and a tenured associate professor at Texas A&M University*. Dr. Blake's research examines the social and psychological consequences of aggression and victimization for youth of color and the disparate impact of school discipline for African-American and Latinx youth

Jessica Berlinski, serves as *Director K-12, Ripple Effects, an innovative social change enterprise focused on leveraging personalized Social Emotional Learning to improve students' behavior and academics, address trauma, and achieve equity*. Berlinski's experience leading organizations is dedicated to supporting the "whole child." Berlinski was co-founder, Chief Impact Officer & Chief Learning Officer at two Ed-tech companies. She commercialized the first evidence-based SEL assessment learning game for K-12 and the first consumer SEL iPad game. In CT, she worked with a school district, community leaders and families to leverage technology to teach and assess SEL skills.

Dr. Patricia Brent - Sanco has been part of the *education community for over 23 years*. She is currently the Director of Equity, Access, and Instructional Services for the Lynwood Unified School District. In her role she is responsible for the development, implementation, and evaluation of the LUSD Equity Plan, Cultural Proficiency Professional Development, Equity services for parents and students, Federal and State compliance, LCAP development, categorical budgets, migrant education, EL assessment, after school and enrichment programs, as well as sub group data analysis. Dr. Sanco served as a successful middle

school teacher, assistant principal as well as both elementary and middle school principal.

Dr. Bryan Brown, *Associate Professor, Stanford University: Science in the City: Culturally Relevant STEM Education*. Dr. Brown explores the relationship between student identity, discourse, classroom culture, and academic achievement in science education. He focuses on the social connotations and cultural politics of science discourse in small-group and whole-group interaction.

Gregory J. Bowers Ed.D., serves as *Assistant Superintendent of Facilities and Operations for Lake Elsinore Unified School District*. He has over 40 years of experience in engineering, construction and contract administration, targeting public works projects in California. His work experience includes but is not limited to five years with the City of Riverside in Water Engineering, 11 years as a senior project manager and 20 years as a public school district administrator in 4 public school districts within Riverside County.

Dr. Nina Boyd is the *first African-American woman to serve as President of the California Association of School Business Officials (2017-18)*. She began her school business career in accounting and purchasing at Santa Ana Unified School District, where she served for nine years before moving to the Orange County Department of Education. During her 30 years at Orange CDE, Nina has held many leadership management positions, including Executive Director, Facility Operations; Assistant Superintendent, Human Resources; Assistant Superintendent, Alternative Education; and Associate Superintendent, Governance, Leadership & Community Partnerships. She is the first African-American to serve there as a senior-level administrator.

Toby Boyd, President, CTA, E. Toby Boyd is in his first term of office. His background includes a host of leadership and advocacy roles during a 25-year teaching career in the Elk Grove Unified School District. He has been elected CTA president after two terms as CTA District E Governing Board member.

Michele Bowers, Ed.D., serves as *Superintendent for the Lancaster School District, which serves a diverse population of nearly 15,000 students in preschool through Grade 8*. For more than 20 years, she has dedicated her life to educating and enriching the lives of children and is committed to creating options and excellence in education for all students. She has been instrumental in bringing STEAM, Dual Language Immersion, and computer science programs to her district, as well as expanding visual and performing arts programs and opportunities for extended learning. She is an active member of numerous professional organizations and serves as a Board member for CAAASA and as State Chair for CAAASA on chronic absenteeism and truancy.

Darin Brawley earned his *doctorate in Educational Leadership at the University of Southern California*. He has a Master of Arts in Educational Leadership from California State University, San

Bernardino, and a Bachelor of Arts from the University of Redlands. He is currently in his eighth year as superintendent for Compton Unified School District. Under his leadership CUSD has benefitted from a tremendous Turnaround. His leadership is focused on eliminating opportunity gaps for students and has resulted in Compton Unified becoming a premier STEAM District providing students unique experiences in robotics, coding, computational thinking and project based learning. Graduation rates continue to rise and are on par with three of the four school districts that we benchmark our performance against.

Dr. Travis Bristol, *Associate Professor, Researcher, University California Berkeley*. Dr. Bristol's research is situated at the intersection of policy and practice: (1) district and school-based practices that support educators of color; (2) national, state, and local education policies that enable retention for educators of color; (3) the intersection of race and gender in schools.

Dr. Tolani Britton, *Assistant Professor, University of California, Berkeley: Measuring the Effects of Dual Enrollment on Postsecondary Access and Success*. Dr. Britton uses quasi-experimental methods to explore the impact of policies on students' transition from secondary school to higher education, as well as access and retention in higher education.

Officer Alfred Brown is a 13 year veteran of the *Twin Rivers Police Department*. He was the School Resource Officer for Grant High School from 2007 to 2012, and again from 2016 to 2018. Officer Brown has also been a Gang Detective and a Field Training Officer. Officer Brown has worked with Darrell Roberts and The Roberts Family Development Center. Officer Brown has spoken to kids from RDFC as well as kids from Grant High School. Officer Brown was Officer Of The Year in 2007 for The Twin Rivers Police Department during his tenure at Grant High School. He has worked truancy and curfew sweeps with Sacramento County Sheriffs Department and Operation S.N.A.G. (A four day gang sweep with multiple Law Enforcement Agencies) in 2007. Officer Brown works continuously to try and be a deterrent to young children succumbing to the cycle of crime and incarceration.

Tony Burrus, *serves as CTO, Compton Unified School District, where he has lead innovation in developing a state-of-the-art infrastructure*. Tony provides technology vision and leadership for developing and implementing IT initiatives supporting CUSD goals and technology plans, with emphasis on integrating technology-based teaching and learning in all classrooms. Tony also has overseen the technical aspects of the Apple ConnectEd Grant, as well as the VLS Grant iPad rollouts. He serves as the principal advisor to the Deputy Superintendent/CAO on all technology initiatives. He has more than 20 years of experience as a technology leader in school districts across the country.

Dr. Edward Bush, *President, Cosumnes River College, Vice President, A2MEND, Dr. Bush is a scholar practitioner*. Dr. Bush academic achievements includes; the co-authorship of 2 books, 2 book chapters, and 12 peer reviewed publications appearing in a variety of journals

Eric Calderon *currently serves as the Chief Technology Officer with the Riverside County Office of Education*. In this role, he supports technology initiatives supporting County programs, while also providing resources to Districts. He also serves as a board member for CITE (California IT in Education) formerly known as CETPA (California Educational Technology Professionals Association), in cham-

pioning technology in schools. Being a casual gamer, he has enjoyed the growth of eSports in education and the potential it brings to provide opportunity and access.

Dr. Daryl F. Camp *began serving as the superintendent of the San Lorenzo Unified School District in 2019*. Previously, he served for seven years as the superintendent of the Riverbank Unified School District. Prior to 2012, he served as the assistant superintendent of educational services for the Riverbank Unified School District. Under his leadership, student learning in Riverbank USD improved and opportunities for students have expanded. Camp served on the CSBA's Superintendents' Advisory Council from 2013 to 2016. In 2015, he served as the president of Region 7 of the Association of California School Administrators. In 2008, he received the Valuing Diversity Award from ACSA and the following year his article Talking about Racism in Our Schools was published in ACSA's Leadership magazine.

Dr. Ayana Campoli, *Senior Researcher, Learning Policy Institute: How Principals' Practices affect the Retention of Teachers and the Achievement of Students of Color*. Dr. Campoli analyzes large-scale data on school leaders, teachers, and the children they serve to inform policy and practice. Dr. Campoli has more than 14 years of experience in conducting education research with the goal of deepening our understanding of educators' work lives and career trajectories.

Ricky Cherry *is an Assistant Director who works with the College Board to connect students to college success and opportunity*. Ricky has been in both Higher and K12 Education for over 13 years. Ricky believes that all students should be afforded the opportunity to attend and succeed in college. Ricky has worked with districts throughout California, such as Long Beach Unified School District, Santa Ana Unified School District, Compton Unified School District and others to connect students to college success and opportunity. Ricky has a passion of helping others and strongly believes that education opens many doors and provides options for life. Ricky holds a Bachelor of Science degree in Business Administration with an emphasis in Marketing from California State University Dominguez Hills.

Jerome Vincent Carter *is the CEO, Founder and President of Inspiration 52, Inc.* Jerome has been an educator for over thirty years and is a leading authority in the field of character education and teacher and student inspiration. He has authored seven books, two Audio CD's and five DVD's. He has worked as a consultant for Shmoop University since 2014 and as a consultant for Los Angeles County Office of Education Los Angeles Unified, Compton and Long Beach Unified School Districts. Professor Carter has taught for three decades and has worked with students and teachers in every grade level from pre-K through the University level. He also teaches part-time at Loyola Marymount University, Cal State Los Angeles and Alliant International University and has taught or consulted for the University of California Irvine, University of San Diego, and Azusa Pacific University.

Joseph Carter, Ed.D., *Superintendent of Schools, Camelot Education*. He joined Camelot in 2004 and serves as Superintendent of Schools, overseeing the daily operations of Camelot's Alternative Education and Therapeutic Day School Programs. He earned his Ed.D. from the University of Houston, is a certified principal and superintendent and holds certifications in Special Education and English as a Second Language in multiple states.

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Dr. Adam Clark, serves as *Superintendent, Vallejo City Unified School District*. With over 20 years in education, Adam began his career as an elementary teacher in the West Contra Costa Unified School District. After becoming an administrator in Contra Costa County, he served as a middle school vice principal, elementary school principal, middle school principal, and high school principal. Once he transitioned into the District office, he served as the Assistant Superintendent of Administrative Student Services in the Liberty Union High School District and most recently as the Associate Superintendent of Educational Services in the Antioch Unified School District.

Dr. Zulmara Cline is the *Statewide Director of the California Academic Partnership Program (CAPP)*. CAPP is an intersegmental program working with the three segments of higher education and the K-12 system. Under Dr. Cline's leadership, CAPP has launched a number of programs, including the CAPP Leadership Network (CLN). CAPP is also responsible for the Math Diagnostic Testing Project, an intersegmental collaborative effort that has been developing diagnostic tests for more than 30 years. Prior to joining the Chancellor's Office, Dr. Cline was a professor at CSU San Marcos.

Vincent Cobb is co-founder and CEO of *The Summer House Institute*. Raised in Syracuse, New York, Vincent began his community work in high school as an organizer and youth activist for the Hip Hop Summit Action Network. His love for youth, education, and community was inspired by his seventh-grade black male teacher who motivated his passion to radically change the world. In college, Vincent founded the Empowering Minds Movement, offering high school students early experiences with mentoring, conferences organized by student groups, and college benefit concerts. As a black male educator in the Syracuse City School District, Vincent managed an annual community projects fund through the Say Yes to Education Foundation. He also worked for Teach For America in Philadelphia, managing partnerships and the region's focus on black male initiatives. Vincent has received numerous awards, including Camelback, Education Pioneers, New Schools, and BMe Community fellowships, and he was recognized by the Knight Foundation as a top school leader energizing hundreds of teachers and school leaders.

Rashiid Coleman is co-founder and Co-CEO of *The Summer House Institute*. Raised in Philadelphia, Rashiid began his education path upon finishing his MBA program, when he took on a role at a local education nonprofit. Rashiid's love for youth and education was inspired by his seventh-grade black male teacher who challenged him to "take a stab at it." Rashiid worked for Mastery Schools while also holding a seat on the Mayor's Commission for African American Males. Rashiid worked with the Spike DDB Essence Festival, the Philadelphia 76ers, and Revolt TV. He has traveled around the world creating social impact campaigns and earning the viewership of over 100,000 people, using his social media influence to get corporate industries to support education and social justice work.

Dr. Char-Shenda D. Covington is currently a *Turnaround Principal in the metro Atlanta area*. She has led multiple single-gender charter schools and served as a national School Improvement Consultant. She has received numerous awards and recognition as a change-agent in education.

Robert Cooper is *Associate Professor of Education in the Urban Schooling Division at UCLA and serves as faculty Director of the UCLA Principal Leadership Institute and*

the Director of California Academic Partnership Program's Leadership Network. Dr. Cooper's has spent the last three decades teaching and researching issues of educational access, equity, and segregation in America's public schooling system. His research and scholarship are conceptually and analytically linked to his interests in public policy, in that he seeks to identify effective policies and practices that lead to both excellence and equity in urban schools serving large numbers of poor and minority youth. Employing a multidisciplinary, mixed methods approach, he explores the ways in which sociological theory informs educational practice to create the conditions for high quality teaching and learning, while also promoting positive race and ethnic relations in American society.

Dr. Johni Cruse Craig is the *National Project Director of the Delta Teacher Efficacy Campaign (DTEC), a national initiative which aims to enhance student achievement by focusing on improving teacher effectiveness, leadership and advocacy*. She leads this national effort by conducting teacher efficacy trainings throughout the nation. She currently partners with districts, school and other organizations, providing professional development and workshops.

Dr. Gerald Dawkins is a *lifelong educator*. Dawkins began his career as a counselor in the Grand Rapids Public Schools in Michigan, where he eventually joined the administration and served as Building Director, Coordinator, Assistant Director, Director, Assistant Superintendent and ultimately, as Chief of Staff for the district. He also served as Executive Director of Community Relations at Grand Rapids Junior College.

Dr. Darnel Degand, *Assistant Professor, University of California, Davis: The Case for Culturally Relevant Media Production*. Dr. Degand studies the various ways media and society influence the development of social success skills by exploring the social processes that exist within media production environments and media consumption experiences.

Diana De Los Santos, *Managing Director of System Advising at Achievement Network, has over 10 years of experience as an educator, having served as a teacher, dean and instructional leadership coach, and director at a national nonprofit*. In her current role, she works alongside district leadership teams to evaluate and key set academic strategies grounded in equity. She is dedicated to working alongside historically underrepresented communities and is deeply committed to and passionate about school and program design, scalability, curriculum creation and teacher development.

Dr. Shawna Dinkins, *has 25 years of experience in education working for Los Angeles Unified and Chino Valley Unified as a teacher, instructional coach, principal, director of special education, and director of program improvement*. Beyond her experiences, Dr. Dinkins has dedicated her professional career to serving students and families and advocating on their behalf. Dr. Dinkins earned her undergraduate degree from the University of California, Los Angeles, and taught ELD and English at the high school before becoming an instructional coach and administrator. She received her Masters of Education with a focus on Teaching and Learning from National University and went on to receive her Doctorate of Education in Urban Leadership from the University of Southern California.

Milton E. Foster III is a partner in the firm's *Inland Empire area office*. A former mechanical engineer, Mr. Foster provides the firm with a wealth of litigation, construction, facilities, and real estate experience. Mr. Foster is especially interested in finding ways for K-12 and community college districts to take full advantage of the value of their facilities, both for educational use and revenue. He assists school districts and county offices of education throughout California on issues ranging from premises liability and construction defect to eminent domain proceedings.

Tanya A. Fisher, Ed.D. is current superintendent of the *Selma School District*. She has more than 25 years of education experience including: classroom teacher, mentor teacher, resource specialist, vice-principal, principal, director and assistant superintendent of educational services. Along with an extensive background in curriculum and instruction, Gifted and Talented Education, and equity and diversity, Fisher holds a master of arts in special education, a master of arts in school administration, and a doctorate in educational leadership. She earned her bachelor's degree at California State University, Dominguez Hills, her multiple-subject credential and subsequent credentials at California State University, San Bernardino. She earned her doctorate of education at Azusa Pacific University.

Diane Marshall-Freeman is a partner with the firm, serving clients from both the *Sacramento and Fresno offices*. With over 25 years of legal experience, Ms. Marshall-Freeman is a highly skilled practitioner with an extensive background across all areas of general and special education law. She serves as general counsel to the California Interscholastic Federation (CIF) as well as former Chair of the firm's Higher Education Practice Group.

Daniel K. Fukuyama, *Economic Education Outreach Program Manager at the Federal Reserve Bank of San Francisco (SF Fed)*, develops and implements strategies that best position the Economic Education Department's educational programs and resources to K-16 educators, educational organizations, and the broader public, with a focus on reaching low-income and underserved students throughout the 12th District. Before transitioning to his current role, Daniel also served as the SF Fed's Fed Ambassador program manager where he launched and managed a very successful district-wide employee engagement program.

Nilsa Gonzalez, serves as *Chief Academic Officer, Camelot Education*. She joined Camelot in 2010 as Chief Academic Officer, leading the organization's teaching and learning function, curriculum development, and Camelot's robust Quality Management process. A veteran educator, Nilsa brings three decades of teaching and administrative experience to her work at Camelot, including serving as Associate Superintendent for the School District of Philadelphia. Nilsa holds a Master of Education degree from California State University, Los Angeles as well as an ESL certification.

Dr. Paul Gothold was named *San Diego County Superintendent of Schools in 2017, after four years leading Lynwood Unified School District where he championed systemic changes to improve student outcomes*. Gothold has more than 25 years in K-12 education with a focus on building school systems with equity at the core.

Landis Graden is *President, CEO and Founder of DCG Strategies, Inc. (DCG)*. A registered and certified Benefit Corpora-

tion, DCG is an alternative to conventional real estate firms with a distinct mission to serve community-benefit organizations. Built on the core belief that the company is not separate from the community, but rather an integral partner, DCG works with faith-based entities, public-school districts and other education institutions, local government agencies and non-profits seeking to maximize the use and/or value of their real estate assets.

Patrick Grittis, currently serves as the *Assistant Superintendent of Innovation with the San Diego County Office of Education and leads a collaborative team focused on accelerating, scaling, and amplifying the number and speed of innovations across school districts, charters, community and industry partners*.

Eric Henry, *Regional Account Manager, School Innovations & Achievement*. In this role, he has been a leader in connecting school districts with foundation-building information technology programs that help raise student achievement, especially for African-American students and students of color. His enthusiasm for building positive learning environments and empowering school district leaders, goes back to his earliest career roots in customer service. In his current role, Eric is more of a consultant than sales person, helping school districts systematize processes, remove implicit bias and close the achievement gap. Eric studied Business Administration at California State University, Sacramento.

Dr. Martinrex Kedziora is the *Superintendent of Schools for the Moreno Valley Unified School District, serving over 33,000 students*. He has received numerous accolades throughout his 38-year career, however, in February 2019, an honor dear to his heart was awarded to him by the African American Coalition as the Educator of the Year, making history as the only nonblack person to ever win this award. When he joined the MVUSD team in 2011, the graduation rate of African American students was 66.4% and now it's 84.7%, which is higher than the State level.

Doug Kimberly Ed.D., is in his *eighth year of serving as Superintendent of the Lake Elsinore Unified School District, and his 11th year as superintendent overall, previously serving three years at the Santa Maria Joint Union High School District*. In addition, he serves as Chairman of the Riverside County SELPA, member of the SISC Board of Directors, Treasurer for the Southern California Superintendents, and member of the CSBA Superintendent's Advisory Council. Prior to becoming superintendent, Kimberly served as assistant superintendent of human resources for the Fullerton Joint Union High School District.

Dr. Dennis Large is currently the *Director of Educational Technology for the Riverside County Office of Education*. In this position, he works with the school districts in Riverside County as they implement programs, such as online and blended learning, personalized learning, and CA State Standards and assessments. He is proud to have played an integral role in the development of the Leading Edge Certification program, the Technology Leadership Network, the Riverside County Google Camp, and the Riverside County Esports League.

Catherine E. Lhamon is the *Chair of the U.S. Commission on Civil Rights*. President Obama appointed Lhamon to a six-year term on the Commission on December 15, 2016, and the Commission unanimously confirmed the President's designation of Lhamon to chair the Commission on December 28, 2016. Lhamon also serves in the cab-

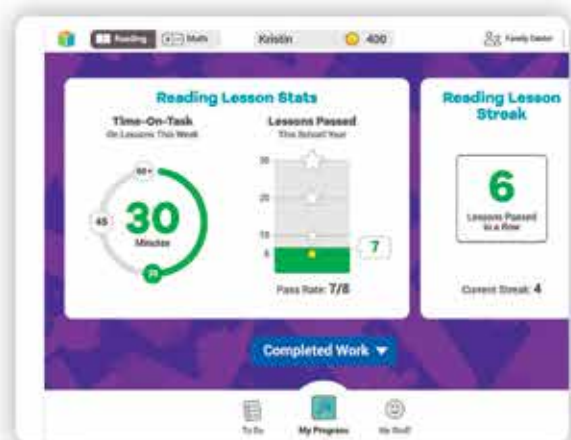


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inet of California Governor Gavin Newsom, where she has been Legal Affairs Secretary since January 2019. Lhamon previously litigated civil rights cases at the National Center for Youth Law.

Leslie Lockhart *was named Superintendent of Culver City Unified School District in December, 2017 after serving in the interim position for six months.* A long-time member of the CCUSD family, Ms. Lockhart has experience at nearly every level of education throughout the district. She is the first African-American to serve as CCUSD Superintendent, and previously served as CCUSD's Assistant Superintendent of Human Resources, Director of Categorical Programs, Assistant Principal at Culver City High School and Principal of El Rincon Elementary School during her more than 20 years in the district.

Sonjhia Lowery *serves as Assistant Superintendent of Educational Services in the Stockton Unified School District.* An educator of 24 years, she is a champion of kids and integral agent of change, committed to providing all students with equitable access to high-quality education. Prior to her current role, she served as a Director of Learning Support Services, principal, vice principal, teacher, athletic director, and basketball coach.

Madalyn Martin *Martin's lineage is rooted in education.* Not only were her grand-parents educators, but both of her parents were as well. Madalyn began her career in education over 25 years ago as a classroom teacher and professional development trainer. To expand her knowledge of teaching and learning, along with educational trends; Madalyn transitioned from the independent school district sector to the educational publishing industry. Madalyn has worked in various capacities in educational publishing from Curriculum Consultant, Sales & Service Representative, Diversity Advocate, State Management, Regional Territory Management, and Vice President of Sales. Madalyn currently serves as the Vice President of Partnerships for Whetstone Education based in New Orleans, Louisiana!

Teimosa Martin *serves as Vice-President, West Region, for the Achievement Network.* Teimosa has over 25 years of experience in education as a teacher, school leader, leadership coach, and in leading organizational change. Teimosa is passionate about ensuring high quality, equitable academic access, for all children and pursues this work in both the United States and abroad, where her focus is on leadership development in West Africa.

Maria Esponda-Medina *serves as the Senior Executive Director, Program Development and Implementation for New Leaders.* She launched the on-going partnership between Stockton Unified School District and New Leaders in 2018-19. Maria began her career in the New York City Department of Education (NYCDOE) seventeen years ago as a classroom teacher. She has since worked in a variety of roles including Teacher Developer, Regional Instructional Specialist, Middle School Facilitator, Principal, Deputy Network Leader for the Bradbury Children First Network, and Senior Director of School Organization.

William Jahmal Miller *is the Director of Corporate Reputation & Thought Leadership with San Francisco-based Blue Shield of California's External Affairs Division.* He plays a major role in leading, creating and executing cutting-edge communication and engagement strategies and is charged with positioning the Blue Shield as a leader on health reform, achieving business goals and advancing the organization's mission to make healthcare accessible and affordable to all Californians. Miller is recognized as a national thought leader and leading spokesperson on issues pertaining to public policy, health equity, public & mental health, external affairs, social justice, inno-

vation, branding and strategic communications.

Debra Moore-Washington, *President, Black Student Union, Retired Superintendent of Human Resources is in her third year as president of United Black Student Union who's motto is "45 Years Strong".* Served Over 10,000 students through union activities. Goal is to motivated students and prepare them for college and careers.

Kamar O'Guinn *serves as Manager of the African-American Success Project in Berkeley Unified School District (BUSD).* He has significant experience as a leader in nonprofit management, organizational design, and traditional public and charter schools. He has helped schools and districts make systematic shifts to support accelerated student achievement, with a focus on aligning instructional priorities with community and cultural needs. In his current role he is charged with supporting BUSD's collective impact work to improve learning outcomes for African-American students.

Spencer Nessel *is a Mississippi native and a former teacher and school leader in New Orleans.* As a Partnerships Manager with Whetstone, he helps schools across the country prioritize and expedite teacher development and coaching. When he's not working he can be found at the closest bakery or record store.

Kelsey Olson serves as Director of Customer Success and Services at Shmoop. She has been in the field of education for ten years, teaching elementary school, mentoring, and working in educational technology. Kelsey has been involved with Shmoop University in sales and account management since 2013. She currently oversees school and district partnerships nation-wide and ensures customer success.

Wes Pepper *has been the Director of Curriculum & Instruction at Fortune School for 6 years.* Before that he was a Master Teacher and Instructor at Fortune School and Fortune School of Education's District Intern Program. He taught Middle School English Language Arts, History and Science for 9 years, which included 5 years at Middle School 118 in the Bronx with Teach For America and 4 years at PS7 Charter School in Sacramento. He graduated from Sonoma State University in 2003 with a B.A. in American Multicultural Studies, and Pace University in 2006 with a M.S. in Teaching

Paula Reed, *Chief Equity and Outreach Officer with Ripple Effects.* She brings more than 20 years of marketing and sales experience to the education marketplace. Historically, Reed has coordinated diversity initiatives for the University of Maryland University College, trained as a Diversity Change Agent, and assisted K12 companies as they seek to align their marketing, sales and staffing to their organization's equity mission.

Megan Robinson *has been in the education field for thirteen years as an educator and consultant.* As a teacher, she served in California Title One, urban, rural, and private schools. As a consultant, Megan has been a part of California Math and ELA adoptions, developed curriculum assets that have been adopted nationally, and presents at state and national conferences on math discourse, equity and learning progressions. Megan holds an M.A. Ed. in Educational Leadership.

Dr. Tammy Robinson *is currently the Vice President of Instruction at Cañada College in Redwood City, California.* She recently served as the Dean of Global Learning Programs and Services and Social Science and Creative Arts at Skyline College in San Bruno, California. She has over twenty years of experience as a commu-

nity college administrator and faculty member. Her most recent position was as interim Vice President of Academic Services Services/Athletic Director/CIO at Lassen Community College in Susanville, California. She was also the Department Chair of English/ESL/Linguistics Department at Los Angeles City College. She holds a Doctorate in Education, with an emphasis in Community College Administration from the University of Southern California, a Master of Arts degree in English from California State University, Dominguez Hills, and a Bachelor of Arts degree in Political Science from the University of California, Los Angeles.

Robert K. Ross, M.D., is president and chief executive officer for *The California Endowment*, a health foundation established in 1996 to address the health needs of Californians. Prior to his appointment in July 2000, Dr. Ross served as director of the Health and Human Services Agency for the County of San Diego from 1993 to 2000, and Commissioner of Public Health for the City of Philadelphia from 1990 to 1993.

Dr. Sam Scavella, serves as Assistant Superintendent of Clark County School District (Las Vegas). He has served 28 years as an educator, with 20 years as a school-based leader. His body of work includes implementing systemic structures and processes to ensure organizational effectiveness, high performance and accountability. His emphasis is on the implementation of research-based practices, while establishing partnerships to strengthen the educational experiences that change the lives of children. In addition to his school and systems leadership work, Dr. Scavella has been featured in numerous publications, presentations, and articles.

Anne M. Sherlock is a partner in the firm's Sacramento office and co-chair of the firm's Student Services and Special Education Practice Group. In practice since 2000, Ms. Sherlock possesses an extensive background in special education law and litigation. She assists school districts, county offices of education and special education local planning areas in a wide range of special education matters including compliance matters relating to the Individuals with Disabilities Education Act, Section 504 of the Rehabilitation Act, and the Americans with Disabilities Act.

Robert Spencer, Vice-President of Leadership Development at Camino Nuevo Charter Network, has over 15 years as an instructional leader. He founded Aspire Public Schools' Alexander Twilight College Prep and Secondary Academies. Prior to answering the call to educate children, Robert served in the US Army as a Preventative Medicine Sergeant.

Nichole Smith, MA Ed, serves as Vice President of Instructional Technology with ClassLink. In this role, she is responsible for sales relationships across the western United States. Nicole has used her more than 20 years of experience in education and technology to ensure that leaders, educators and students are empowered with the tools to propel all students down the path of academic success to effectively launch into college, career and beyond. She previously headed the Western Implementation Division of Kaplan K12 Learning Services and served as the Executive Director of Training & Implementation with Revolution Prep.

Tony Thurmond, Superintendent Thurmond is an educator, social worker, and public school parent, who has served the people of California for more than ten years in elected office. Previously, Superintendent Thurmond served on the Richmond City Council, West Contra Costa Unified School Board, and in the California State Assembly, representing District 15. In the State Assembly, Superintendent Thurmond served on the Assembly Education, Health,

and Human Services Committees. He chaired the Assembly Labor Committee and the Assembly Select Committee on Science, Technology, Engineering and Math (STEM) Education.

Dr. Kyla Johnson-Trammell has led Oakland Unified School District (OUSD) as Superintendent since July 2017. She has spent most of her 22 years of working in OUSD as an educator. A native of East Oakland, she attended Montclair Elementary School and Montera Middle School. She attended a private high school in Marin County on scholarship, before heading to the University of Pennsylvania where her career in education began.

Michael Watkins, Retired superintendent Santa Cruz County Office of Education. Michael began his teaching career in the federally funded Teacher Corps program. He taught for two years as an intern and one year as a full time teacher with the Oakland Unified School District. Michael spent the next seven years teaching in the Alameda County Office of Education's children's shelter and juvenile detention center. In 1980 Michael accepted a position with the Santa Cruz County Office of Education as a Learning Handicapped Program Specialist. After one year, he became the County Director of Special Education.

Dr. Frank Wells serves as Superintendent of Albany Unified School District. He previously served as Assistant Superintendent of Santa Cruz and Compton Unified School Districts. He has served as an elementary, middle and high school principal, along with serving as a former school board member and president. Among his distinctions, he received the Governor's Top Academic Achievement, Model School, Administrator of the Year and Teacher of the Year awards.

Eugene Whitlock JD, uses a unique blend of humor, neuroscience and data-driven analysis to help people in both the private and public sectors (primarily administrators, faculty, staff and students at all levels of education) create and sustain inclusive workplaces and classrooms. Eugene is most proud of his work to infuse equity into the hiring process by rewriting job announcements and interview questions, as well as training each person who is part of the decision-making process on the benefits of diversity and reducing the impact of unconscious bias. In 2017, the Association of California Community College Administrators selected Eugene for its "Progress in Diversity" Award given for "Outstanding Achievement in Support of Diversity in the Higher Education Community." Since August 2019 Eugene has been the Chief Human Resources Officer (Assistant Vice Chancellor) at UC Berkeley.

Attorney Jabari Willis' practice focuses on representing public entities, including school districts, in labor and employment and education law matters. His experience includes matters related to certificated and classified employee discipline, reductions in force, contract grievances, collective bargaining and Brown Act compliance. He also represents school districts in all aspects of special education law, including federal appeals of special education administrative decisions. Mr. Willis also defends private sector employers against claims related to wrongful termination, discrimination, harassment and premise liability.

Darrell Wilson, Director of Strategic Planning Partnerships, Achieve 3000. Darrell is a known National Advocate for underserved communities of students and has worked to develop numerous initiatives focused on the success of students of color and migrant student communities.

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Panel Discussion
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Participants will be able to pose questions to the panel.

- **Dr. Frank Wells**, superintendent of Albany Unified School District
- **Kamar O'Guinn**, manager of the African-American Success Project in Berkeley Unified School District
- **Robert Spencer**, vice president of leadership development at Camino Nuevo Charter Network
- **Diana De Los Santos**, managing director of System Advising at ANet
- **Dr. Sam Scavella**, assistant superintendent of Clark County School District (Las Vegas)



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