



Summer Institute 2021- Courageous Equity: Leading, Innovating and Reshaping Promise

July 8-9, 2021 | Hybrid Conference

THURSDAY, JULY 8

TITLE

Leading Systems Change: Harnessing the contributions of EVERY stakeholder

OVERVIEW

In response to the charge to re-think and redesign schools, and in an effort to channel ESSR funds in a manner that will result in sustainable, systemic change, Santa Ana Unified embarked on a District System Design Partnership in November 2020 with the National Center on Education and the Economy. The engagement involves a stakeholder group of 70+ district staff, parents, community organizations, and university partners engaged in 8 full days of learning centered on the research on high-performing systems around the world. This diverse group is setting the model for a process that is inclusive and accessible and ensures that every voice is heard and valued. The team is using a deep contextual analysis as the basis for determining a set of priority areas that will drive the system design process that is designed to result in a district that models efficiency, excellence, and equity for every child and family. Participants in this session will deeply engage with the blueprint of a high-performing system and will work in small network groups to develop action items to bring back to their schools/districts upon which to begin their own thinking/planning around system redesign.

PRESENTERS

Jerry Almendarez
Superintendent
Santa Ana USD

Susie Lopez-Guerra
Santa Ana USD

Lisa Solomon
Santa Ana USD

Cesar Vargas
Santa Ana USD



Summer Institute 2021- Courageous Equity: Leading, Innovating and Reshaping Promise

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TITLE

Building a Sustainable Network Through Perseverance, Relationships, and Corazon

OVERVIEW

Participants will understand:

- A framework of how to build your personal network
- A story and example of a high functioning network of CALSA members that is focused on advocacy and *corazon*
- The importance of peer mentoring and personal life coaching
- The power of sharing your story and getting honest feedback from multiple perspectives
- Sharing your network with intention and sense of familia

PRESENTERS

Dr. Jacqueline Perez

Assistant Superintendent
Riverside USD

Mr. Ivan Chaidez

Assistant Superintendent
Oak Grove School District

Mrs. Olga McCullough

Director, Pomona
Pomona USD

Dr. Cesar Morales

Superintendent
Ventura COE

Dr. Rachel Monarrez

Assistant Superintendent
San Bernardino City USD

Dr. Juan Santos

Assistant Superintendent
Lawndale School District



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TITLE

Creating a Culture of Mentorship Through Daily Interactions

OVERVIEW

The Bureau of Labor Statistics (BLS) reports the projected job growth for K-12 administrators to be an 8% increase by 2026. This is due in part to the high principal and superintendent turnover across the country. A 2017 national survey found that about 18% of principals had left their position since the year before and, in high-poverty schools, the turnover rate was 21%. One of the main reasons for these high turnover rates is cited as being inadequate preparation and professional development. Administrators have often praised the importance of strong mentorship in their success and the formal and informal relationships with colleagues as invaluable to their professional growth and support. (Levin, 2019)

CALSA's mentorship program is known for providing support to mentees in preparing for and pursuing leadership positions, from the principalship to the superintendency. CALSA further lends structure to the program through formal engagements, the relationships become organic and the mentorship extends beyond the two-year commitment. Knowing that the power of mentorship plays a pivotal role in the success of school administrators, how can we take what we have learned from CALSA's mentor program and apply it to the daily interactions that we have with the administrators and teacher leaders within our scope of influence?

Principals, directors, or assistant superintendents develop their capacity through education, experience, and mentorship. Building informal mentoring relationships through daily interactions can help foster the trust and mutual respect necessary to encourage professional growth, reflection, and acquisition of new skills by both parties. The presentation will offer ideas for weaving mentorship into the daily interactions with emerging and aspiring administrators and also address possible obstacles due to the supervisor/employee hierarchy.



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Ilsa Garza-Gonzalez, Superintendent-Fallbrook Union High School District, Gilberto Rodriguez, Principal-Baldwin Park High School, and Luis Chavez-Andere, Employee Relations Director-San Bernardino City Unified School are proteges in CALSA's Mentor Program and understand the importance of mentoring in growing and retaining teacher leaders and administrators.

Citation

Levin, S., Bradley, K., & Schott, C. (2019). *Principal Turnover: Insights from current principals*. Palo Alto, CA/ Reston, VA: Learning Policy Institute, National Association of Secondary School Principals.

PRESENTERS

Dr. Ilsa Garza-Gonzalez

Superintendent

Fallbrook Union High School District

Dr. Jeanette Rodriguez-Chien

Deputy Superintendent

San Diego COE

Dr. Robin Avelar La Salle

Chief Executive Officer & Founder

Orenda Education, Inc.



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TITLE

So You Want to be a Superintendent?

OVERVIEW

Several Latino/a administrators are ready to take the next step on their career trajectory to become school district superintendents. Besides possessing a proven skill-set, administrators need to be able to navigate the political waters of the position. That includes doing a deep dive into the district they are interested in and having a well-developed resume and a carefully crafted letter of application (intent). Once the applicant has been screened in for an interview, it takes a great concentration on the preparation necessary to interview well. The goal is to interview so well that the applicant moves into the finalist round with the school board. Members of the CALSA Professional Advisory Network will present an overview of what you need to do if you want to become a superintendent.

PRESENTERS

Dr. Rich Malfatti

Superintendent (ret.) and Coach

Mrs. Zandra Galvan

Superintendent

Greenfield Union SD

Dr. Roberto Salinas

Director

Strategic Educational Alliances

Dr. Patrick Sweeney

PAN Advisor



Summer Institute 2021- Courageous Equity: Leading, Innovating
and Reshaping Promise

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TITLE

Supporting Long-Term English Learners (LTELs) in CA Public Schools

OVERVIEW

This workshop will focus on findings from Californians Together's new report focused on Long-Term English Learners in California public schools. The workshop will provide an overview of what the data says about LTELs across California and a summary of key policy changes over the past ten years. The presentation will then focus on what districts across California are doing to meet the needs of LTELs, including findings from a landscape survey and examples of districts with promising practices. The presentation will also offer several key district and state recommendations to consider.

PRESENTER

Dr. Manuel Buenrostro
Policy Associate
Californian's Together

Dr. Julie Maxwell-Jolly
Education Consultant and Senior Program Officer
The Stuart Foundation



Summer Institute 2021- Courageous Equity: Leading, Innovating
and Reshaping Promise

July 8-9, 2021 | Hybrid Conference

TITLE

A Historical Perspective of the Imposter System

OVERVIEW

The workshop will focus on the Impostor Syndrome through a historical lens of the Latino Community Societal Challenges and how this reality impacts the role administrators play in the educational system.

PRESENTER

Dr. Hugo Moreno

Principal

Mt. View School District



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and Reshaping Promise

July 8-9, 2021 | Hybrid Conference

THURSDAY, JULY 8

TITLE

Beyond Compliance: Aligning English Learner Programs to the English Learner Roadmap

OVERVIEW

Attendees will have the opportunity to learn how the San Diego County Office of Education supports LEAs by aligning their work to the English Learner Roadmap and making systemic changes for successful English Learner Program implementation and Federal Program Monitoring reviews.

PRESENTERS

Ms. Patricia Karlin

Coordinator of State and
Federal Programs
San Diego COE

Mr. Antonio Mora

District Advisor
San Diego COE



Summer Institute 2021- Courageous Equity: Leading, Innovating
and Reshaping Promise

July 8-9, 2021 | Hybrid Conference

TITLE

Building Capacity to Lead Change From the Inside Out!

OVERVIEW

Participants will learn to lead change through building capacity for equitable and sustainable systems from the inside out. This workshop will dive into the 7 key competencies of highly effective leaders and workplace behaviors that amplify or **diminish** intended outcomes (Fullan & Kirtman, 2019).

PRESENTERS

Dr. Mary McNeil
Superintendent
Needles USD

Dr. Nancy Padilla
CEO Performance
Education Partnership



Summer Institute 2021- Courageous Equity: Leading, Innovating and Reshaping Promise

July 8-9, 2021 | Hybrid Conference

TITLE

From Bake Sales to Board Rooms: Building the Parent Leadership Pipeline

OVERVIEW

School districts have systems in place for mentoring staff to develop professionally and personally. Capacity-building practices and developing 'pipelines' to leadership positions are familiar to educational leaders. CALSA has done an excellent job of building a successful mentorship program to support its members in preparing for and pursuing leadership positions, from the principalship to the superintendency.

Principals, directors, or assistant superintendents develop their capacity through education, experience, and mentorship. While superintendents are the "titular head" of a school district, they are but one member of the Governance Team, along with 5-7 elected board members. Board members come from the community, which means they may have little or no understanding of education policy, finance, facilities, or human resource management.

How do we move beyond the traditional, committee-based parent leadership? How do we engage our parent community, mentor, and educate them to prepare for the ultimate school leadership position, as an elected leader of the school community? How do we build a pipeline for the school board and the ability to partner with the superintendent as a member of the Governance Team? If all parent leadership groups (PTA, DELAC, DPAC, AAPAC, etc) had leadership development programs that informed parents about the roles and responsibilities of school board trustees, we could develop a powerful pipeline of future leaders who reflect the community in which they live.

Both Fallbrook Union High School District and Lawndale Elementary School District have new Latino board members who have a commitment to representing the community and supporting the success of our students. There is great potential for building a 'parent pipeline' of Latino (and other) leadership for those groups who have been marginalized or underrepresented. Dr. Jose Araux is a board member with Perris



Summer Institute 2021- Courageous Equity: Leading, Innovating
and Reshaping Promise

July 8-9, 2021 | Hybrid Conference

Union High School District with firsthand experience in empowering the community
through board member representation.

PRESENTERS

Dr. Betsy Hamilton

Superintendent

Lawndale School District

Mrs. Ilsa Garza-Gonzalez

Superintendent

Fallbrook Union HSD

Mr. Juan Araux

Principal

Jurupa USD



Summer Institute 2021- Courageous Equity: Leading, Innovating
and Reshaping Promise

July 8-9, 2021 | Hybrid Conference

TITLE

Impacting Organizational Change through Student Voice- an Asian American Pacific
Islander Perspective

OVERVIEW

Our social-political environment has placed a spotlight on the effects of race and its implication on one's path in life. As educators, far too often decisions are made without having the voices of students affected taken into consideration. This session will shift this paradigm and allow these voices to be heard. Student panelists will share their experiences with representation, racism, dealing with a curriculum that lacks cultural diversity, and the model minority myth. We will also discuss the importance of representation for organizational outcomes and working toward diverse organizational practices as we look to change systemic practices that marginalize groups. Participants will leave the session with recommendations from students on how to advocate, support, and empathize with AAPI stakeholders.

PRESENTER

Dr. Isaac Hwang

CAAAPLE Board President
Principal
Conejo Valley USD

Mr. Joey Mata

Assistant Principal
Newport Mesa USD



Summer Institute 2021- Courageous Equity: Leading, Innovating and Reshaping Promise

July 8-9, 2021 | Hybrid Conference

TITLE

Defining Latina Social Networking

OVERVIEW

The Women Leadership Network female leaders will host a setting that embraces Camaraderie and Networking for effectively building your leadership capital. A brief description of networking embedded within women's stories of success and collective efforts of support. Meet strong, successful, supportive Latinas embracing a journey of self-identity while investing ourselves within the organizational systems of today.

PRESENTERS

CALSA Women's Leadership Network

Dr. Rachel Monarrez

Assistant Superintendent
San Bernardino USD

Dr. Terry Walker

Assistant Superintendent
Keppel Union SD

Dr. Roxane Fuentes

Superintendent
Berryessa School District

Dr. Rebecca Andrade

Superintendent
Salinas City SD

Roxanna Villasenor

Executive Director
Twin Rivers USD



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July 8-9, 2021 | Hybrid Conference

TITLE

Distance Learning for All: Strategic Implementation of Remote Learning for 40,000 Students and 3,000 Staff

OVERVIEW

In uncertain times, learn how we created a multi-level approach to supporting 40,000 students and 3,000 staff members to shift to distance learning. We will highlight the multiple strategic plans used to provide professional development for all community resources, as well as access to devices and hotspots for all students in our district. Learn how to leverage every member within your organization and teams to lift, support, and strengthen distance learning for all.

Session Learning Outcomes:

Understand the strategic process for rapidly shifting to a distance learning model.

Understand best practices for leveraging the strengths of teams in the organization to support distance learning.

Walk away with strategies to support teachers, students, and their community to maximize the strengths of distance learning models.

PRESENTERS

Dr. Steve Kong

Coordinator
Riverside USD

Dr. Jacqueline Perez

Assistant Superintendent
Riverside USD

Christalle Hart

Staff Development Specialist
Riverside USD



Summer Institute 2021- Courageous Equity: Leading, Innovating
and Reshaping Promise

July 8-9, 2021 | Hybrid Conference

TITLE

Empowering VOICE: Valuing Our Individual Commitment to Equity

OVERVIEW

This workshop explores one District Courageous Equity Journey by empowering Student, Staff, and Community VOICE to drive change.

PRESENTER

Mr. Brandon Gridiron

Student Services Administrator

Visalia Unified School District



Summer Institute 2021- Courageous Equity: Leading, Innovating and Reshaping Promise

July 8-9, 2021 | Hybrid Conference

TITLE

Developing Female Leadership Empowerment and Action

OVERVIEW

The Women Leadership Network female leaders will host a safe and supportive platform in which to courageously introduce, discuss, and embrace our strength. This forum will include hearing empowering stories of success, opportunities to share your journey, and building our social network of strong women leaders.

PRESENTERS

CALSA Women's Leadership Network

Dr. Rachel Monarrez
Assistant Superintendent
San Bernardino USD

Dr. Terry Walker
Assistant Superintendent
Keppel Union SD

Dr. Roxane Fuentes
Superintendent
Berryessa School District

Roxanna Villasenor
Executive Director
Twin Rivers USD



Summer Institute 2021- Courageous Equity: Leading, Innovating
and Reshaping Promise

July 8-9, 2021 | Hybrid Conference

TITLE

Enacting the English Learning Roadmap: ELRISE! (English Learner Roadmap
Implementation for Systemic Excellence)

OVERVIEW

Everyone in our educational system has a role to play to ensure equity of access and achievement for our English Learners (PK-12). California's English Learner Roadmap provides a clear path to make this happen. Join us to learn more about this Educator Workforce Investment Grant, its goal, and current work of building widespread awareness, foundational understanding of the EL Roadmap policy's vision, mission, and principles while strengthening the capacity of county offices of education and districts across California to meet the needs of English learners. This grant provides an opportunity to bring resources and research-based strategies into the hands of educators as tools to pursue a vision of powerful, rigorous, high-quality education for our English learners.

PRESENTER

Dr. Margarita Gonzalez-Amador
Project Administrator
Californians Together

Victoria Weiss
EL RISE! Project Specialist
Californians Together



Summer Institute 2021- Courageous Equity: Leading, Innovating and Reshaping Promise

July 8-9, 2021 | Hybrid Conference

TITLE

Coaching Equity: School-Based, Curriculum-Based, Employee-Based

OVERVIEW

"Coaching Equity: School-Based, Curriculum-Based, Employee-Based" centers on the participants learning, experiencing, and gaining valuable insight on how to expand their equity work from three distinct areas into one collaboratively administered throughline; moving this initiative into a cultural phenomenon.

Participants will understand:

1. The philosophical framework behind "Coaching Equity";
2. The power of a "vision";
3. Developing and mobilizing the capital of equity-minded disrupters.

PRESENTERS

Dr. Juan Santos

Assistant Superintendent
Lawndale School District

Dr. Terry Walker

Assistant Superintendent
Keppel Union School District

Dr. Isaac Huang

Principal
Conejo Valley USD



Summer Institute 2021- Courageous Equity: Leading, Innovating and Reshaping Promise

July 8-9, 2021 | Hybrid Conference

TITLE

Combining Mentorship, Social Networking, and the Tools to Find Your Passion in Leadership

OVERVIEW

The Women Leadership Network female leaders will host a collective effort of proactive and intentional mentorship opportunities while honoring the feminine approaches to Leadership. Our collective workshop will give voice to the Latina leaders working within organizations while still maintaining a strong sense of community and equitable self-care.

PRESENTERS

CALSA Women's Leadership Network

Dr. Rachel Monarrez
Assistant Superintendent
San Bernardino USD

Dr. Terry Walker
Assistant Superintendent
Keppel Union SD

Dr. Roxane Fuentes
Superintendent
Berryessa School District

Dr. Rebecca Andrade
Superintendent
Salinas City SD

Roxanna Villasenor
Executive Director
Twin Rivers USD



Summer Institute 2021- Courageous Equity: Leading, Innovating
and Reshaping Promise

July 8-9, 2021 | Hybrid Conference

TITLE

Building a Bridge Without a Toll Booth

OVERVIEW

Participants will be able to:

Identify common characteristics of long-term English learners (LTELs), describe current research around LTELs, put into action capacity-building approaches that increase access for LTELs, implement research-based practices to support LTEL oral language discourse and access to complex texts, plan ways to sustain a focus on LTELs within their own context, learn how to embed LTEL student voice into their needs assessments.

PRESENTERS

Dr. Luz Elena Perez

Assistant Superintendent
Cotati-Rohnert Park USD

Dr. Jannis Wilson

Sara Slobe

Assistant Principal
Temecula Valley USD



Summer Institute 2021- Courageous Equity: Leading, Innovating
and Reshaping Promise

July 8-9, 2021 | Hybrid Conference

TITLE

The Equity Statement: Why You Need One and How to Get Started

OVERVIEW

Looking for inspiration on how to ground your staff in equity work? Learn an intentional strategy to start your staff off on the same page and work towards the same goals through the creation of a site-specific equity statement. Learn what an equity statement is and why you need one.

PRESENTER

Susan Perez-Kind

Principal

Oak Grove School District



Summer Institute 2021- Courageous Equity: Leading, Innovating
and Reshaping Promise

July 8-9, 2021 | Hybrid Conference

TITLE

Ethnic Studies: Promise and Possibilities

OVERVIEW

The Liberated Ethnic Studies Model Curriculum (LESMC) Coalition will address how Ethnic Studies reshapes the promise of educational equity for all students by introducing participants to the benefits of Ethnic Studies in reducing the educational opportunity gap and creating an educational environment for healing, hope, and resistance. LESMC educators will present the framework for curriculum and professional development, including sample unit/lessons plans for use in professional development for those new to Ethnic Studies (Intro lessons), the four racialized groups (AAPI, Chicana/o-Latino/a, Black and Native American), and comparative Ethnic Studies for grades k-12.

PRESENTER

Dr. Theresa Montaño

Professor

CSU, Northridge

Dr. Taunya Jaco

Teacher and CTO Board of Directors

Mrs. Tracie Noriega

Assistant Superintendent, Educational Services

San Lorenzo USD



Summer Institute 2021- Courageous Equity: Leading, Innovating
and Reshaping Promise

July 8-9, 2021 | Hybrid Conference

TITLE

ALL means ALL: A District Journey to Ensure Diversity, Equity & Inclusion

OVERVIEW

Leading Equitably is an incredible challenge, but absolutely doable if you are willing to take a stand for establishing systems that ensure student success! This session is all about one district's relentless journey to set up systems to ensure her 3,700 students thrive and become college and career ready because #ALLmeansALL! This session will give you tips to understand the importance of establishing the following key systems and approaches: Starting with your WHY, focusing on establishing solid equitable systems for ALL students, developing strong communication systems, establishing strong Supt/Board relations, developing positive relationships with union leaders, establishing solid parent community connections and partnerships, and celebrating your accomplishments along the journey. All organizational and systemic practices and steps will be shared and are absolutely replicable in any organization.

PRESENTER

Zandra Jo Galvan

Superintendent

Greenfield Union School District