

Welcome back to a new school year! There's nothing like the energy of the opening of school each year. Enjoy!



# Advance Newsletter

association of california  
school administrators

region 6

August 2024

## President's Message



### ***Courageous Leadership: Leading with Heart and Mind***

ACSA Region 6 Members,

Happy New Year! A few years back, a superintendent colleague welcomed our district administrative team by saying, as educators, we are the luckiest people in the world because we get to celebrate the new year twice – once in August (school year) and the other (calendar year) in January. Two opportunities to start fresh, try something out, have a do over, or a second opportunity at a fresh start. I have always loved that salutation because it perfectly describes the gift that, used wisely, can build energy and excitement in a school district or on a school site.

As we start this new year, our Region 6 theme is “*Courageous Leadership: Leading with Heart and Mind.*” The theme is an extension on the work of my colleagues Region 6 Past President Raul Zamora “*Leading with our Hearts*” and Past, Past President Tracie Noriega, “*Leading for Justice, a Work of Heart.*” Besides showing Courageous Leadership with our Hearts and Mind, I want to echo the words of State ACSA Past President / Region 6 member, Parvin Ahmadi, “Leaders show clear intent to do what is right for children – all children. Turning that intent into action, takes intentional work, requires courage and demands attention to visible and invisible barriers that maintain the status quo.” I believe Parvin’s words perfectly sum up the urgency of our work.

Our 2024-2025 theme reminds us to be bold, be courageous, be strategic and keep our constituents close to our hearts and minds. I urge you to seek out the opportunity to celebrate this new school year. Celebrate your plans and goals and the people around your work each day. And then, after the August to October rush,

reflect back on the first third of the school year and plan for the next new year in January.

I am excited to welcome all of you back for another year of meaningful ACSA leadership work and collaboration. I am thrilled to serve as President of Region 6, and I look forward to serving alongside you this school year. Happy New Year!

Onward,

[Matt Chamberlain](#)  
Region 6 President (24-25)



## Region 6 Spring Survey Received over 300 Responses!

It is extremely important to our Region 6 Leadership to be responsive to our members as well as those administrators who have not chosen to be ACSA members. We are making a concerted effort to hear from all school leaders in our region.

Last spring, President Matt Chamberlain disseminated a survey on Google Form through an ACSA leader in each of our region's 33 districts and county offices. The invitation and link were sent to ACSA as well as non-ACSA members. We received over 300 responses with 20% of them from non ACSA members. The survey results were shared with our Board of Directors at our August Leadership Retreat and guided conversations in the planning for 2024-25.

We thank you for taking the time to share your thoughts . Don't hesitate to communicate your ideas and suggestions with your ACSA leaders throughout the year.



## Welcome New Region 6 Superintendents

We welcome to Region 6 the following new superintendents:

- Dr. Donald Evans (Albany USD)
- Erik Burmeister (Fremont USD)
- Dr. Torie Gibson (Livermore USD)
- Kimberly Jokela (Mountain House ESD)
- Tracey Vackar (Newark USD)
- Dr. Maurice Ghysels (Pleasanton USD)
- Shay Galletti (Sunol USD)
- Denise Rugani (Liberty Union HSD)
- CJ Cammack (San Ramon Valley USD)

Thank you for your commitment to public education and all our students. ACSA is grateful for your leadership and is always here to support you!



## Region 6 Leadership Retreat



Over 40 members of the Region 6 Board of Directors gathered on Saturday, August 3 for the annual Leadership Retreat at the Adobe Art Center and Gallery in Castro Valley. Region 6 President Matt Chamberlain set the tone for the day. Opening activities provided opportunities for our Region leaders to get acquainted and reconnect with other Region 6 leaders. He shared his vision in leading Region 6 this year, much based on his personal experiences and thinking reflecting the meaning of this year's R6 theme, "Courageous Leadership: Leading with Heart and Mind."

We were honored to have our ACSA Executive Director, Dr. Edgar Zazueta, joined us and shared the state of ACSA. Past ACSA President Parvin Ahmadi and President-Elect Daryl Camp also shared updates from the recent ACSA Board Retreat and the continuing work with Affinity Groups.

The rest of the morning featured Dave Fendel, Coordinator of Social Emotional Learning from the Contra Costa County Office of Ed who engaged our Board members in his presentation of "Building Resilience for You and Your Staff." Last year, he was a co-host for our region's virtual series 30 to Thrive.

Using the ACSA Strategic Plan Framework, Region 6 Survey Results, and evaluations of last year's goals, Board members shared their thoughts and prioritized ideas using the Thought Exchange platform. There were much discussion and ideas generated that will help inform the work of our region for this year. Our Region 6 goals will again address the following areas:

- Communication
- Professional Development
- Legislative Action and Advocacy
- Membership Support

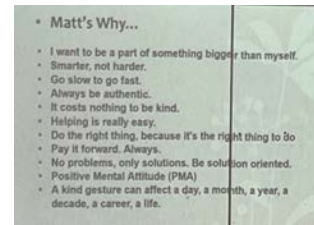
The Retreat ended with a delicious feast at a local Chinese restaurant where attendees were able to socialize with fellow ACSA leaders.



President Matt Chamberlain opening the 2024 R6 Leadership Retreat



Over 40 members of the Region 6 Board of Directors participated in the annual Retreat at the Adobe Art Center and Gallery in Castro Valley



President Chamberlain sharing his "why" as he leads the region this year



Honored to have Dr. Edgar Zazueta, ACSA Executive Director, sharing the state of ACSA



R6 VP Staff Development Christina Filios leading the Board in an icebreaker activity



Where else do you reconnect with old friends? Pam VandeKamp and Felicia Stuckey-Smith are serving on the R6 Board again!



VP Membership Harvey Yurkovich updating the Board on growth in R6 membership and 2 fall networking socials in September



Here's our dedicated and hard-working Region 6 Executive Committee for 2024-25



Photo bomb by Dave Fendel, presenter of "Building Resilience for You and Your Staff" supporting region leaders gearing up for another school year



## Expanding Region 6 Communications

### Region 6 on Social Media

You are telling us that Region 6 needs to have a bigger presence on social media! So... you can find us on Facebook, Instagram, LinkedIn, X. Links are at end of this newsletter or on our [website](#).

Don't just follow us, we want you to engage with us, share our posts, "like" us, tag us, mention us, etc. That's the power of social media. We are fortunate to have [Dr. Pam VandeKamp](#), a recent retiree and former Region 6 President join the Region 6 Leadership Team as our Communication Chair. Please send her newsworthy content so we can share with a bigger audience.

### Region 6 Pilots SMS Text Messaging

Based on feedback from surveys and region discussions, our region will begin a pilot using SMS text messaging to send out reminders and alerts, particularly for time sensitive messages. To receive text messages from Region 6, you must opt in and give explicit permission to the mobile number you provide. You will not be able to respond directly to us through the SMS message but a URL to click may be provided if appropriate so you can get more targeted information.

Look for a special email to invite you to join this pilot in the next couple of weeks. This is an additional communication channel provided through Constant Contact, the platform we currently use to deliver our newsletters to you.



## Region 6 Membership Networking Socials





Mark your calendar to gather for back to school social events hosted by Region 6!

Let's celebrate the opening of a new school year. Meet up with ACSA colleagues and enjoy each other's company. Bring a friend or colleague, ACSA member or not-yet member. Choose from two dates and two locations for your convenience.

**Tuesday, September 12 from 4:30 - 7:30 pm**  
**Smith's Landing Seafood Grill**  
**1 Marina Plaza**  
**Antioch, CA 94509**

Co-hosted with Delta Charter but all R6 members and their colleagues are welcome

[Download flyer](#)

**Thursday, September 27 from 4:30 - 7:00 pm**  
**Lazy Dog**  
**3100 Newpark Mall**  
**Newark, CA 94560**

Co-hosted with Fremont and Newark Charters but all R6 members and their colleagues are welcome

[Download flyer](#)

This is a FREE event: Appetizers and 1 drink ticket per person. Raffle prizes, extra ticket if you bring someone.



## ACSA Professional Learning 2024-25



### ACSA is Your Career Partner

The Association of California School Administrators provides a full range of academies, in 10 leadership specializations, to meet your needs as a school administrator, confidential employee or classified manager. Ten, of a projected twenty-eight, cohorts will be offered in one of two formats: in-person or hybrid.

Learn more about ACSA academies for 2024-25 on the ACSA website [at this link](#).  
Registration

Region 6 provides scholarships to its members for these academies. Check [Region 6 website](#). Applications are due on November 1.

[Download 2024-2025 Academies at a Glance](#)

Abdelrahman, Bassant

O'Malley, Patty

Dunn, Cynthia  
Eyert, Janelle  
Green, Kameelah  
Greenblatt, Laura  
Henderson, Mercedes  
Hurlburt, Annabel  
Johnson, Camille  
Lee, Clara  
Luna, Brigitte  
Mohammed, Shaheen  
Murphy, Michael  
Nichols, Amilia  
O'Malley, Megan

Omste, Stephanie  
Palmer, La Toshia  
Parlog, Erika  
Sackett, Melissa  
Scott, Thomas  
Smith Goode, Jessica  
Tapia-Smith, Jennifer  
Tison-Yee, Michael  
Wallace, Amy  
Washington, Nikki  
Wheeler, Suana  
Withers, Andrea

Congratulations to these ACSA Region 6 members for completing an ACSA academy in 2023-24!



## ACSA Leadership Summit 2024



**November 14-16, 2024**  
**San Diego**

When school leaders come together to network and share insights, our students can shine even brighter and reach their full potential.

Join school leaders from throughout California as we nurture our connections and expand our capacity to serve students at the 2024 Leadership Summit, which will be held Nov. 14-16 in San Diego. As ACSA's premier professional development and networking event, this conference offers unparalleled opportunities to experience fellowship with school leaders who are united by this year's theme: "Together We Shine: Nurturing Health, Hearts & Minds."

At this year's conference, we will broaden our minds by learning and sharing information on how to lead our schools with courage, equity and innovation.

We will expand our capacity to lead with sessions presented by the top school leaders from throughout California.

Finally, we will celebrate those among us who really shine: the outstanding winners of this year's Administrator of the Year and special awards. And we cannot forget our students, who will be recognized for overcoming heart-wrenching challenges during our Every Student Succeeding program.

Together, we can do great things for our profession and California's students. The 2024 ACSA Leadership Summit makes it possible for school leaders to gather and share examples of the great work happening in our schools. Please invite your staff and colleagues to learn more about this conference at the following link, [bit.ly/acsasummit24](https://bit.ly/acsasummit24).



## ACSA Administrator of the Year Awards 2025



Every ACSA member knows a colleague deserving of recognition. Make sure they know about the upcoming Awards Program and the importance of starting their nominations early. It's a great opportunity for members to:

- Contribute to this annual ACSA tradition.
- Recognize a deserving colleague/fellow ACSA member for their contributions to the profession and dedication to students.
- Help bring positive attention to the profession.

Except for the two State Awards (Ferd Kiesel & Marcus Foster), you must submit nominations through your Charter. Contact your Charter President. Please pass on the word to nominate fellow colleagues.

The ACSA Administrator of the Year Awards are all done online. [Click here](#) to the Region 6 website for timeline and additional information.

**SAVE THE DATE: 2024 Administrator of the Year Awards Dinner on April 17, 2025!**



## Region 6 Authors

### Region 6 members shared their experiences and wisdom as contributing authors in ACSA publications

Three Region 6 members contributed to ACSA publications and their articles were published recently in the *EdCal* or *Leadership Magazine*. Matt Chamberlain, our Region 6 President was the guest columnist in the August 19 issue of *EdCal*. He shared his perspective that "Bold and courageous leadership is our challenge to take on." Here's the link to his column:

<https://edcal.acsa.org/bold-and-courageous-leadership-is-our-challenge-to-take-on>

In the same August 19 issue of *EdCal*, Ken Hickok and Steve Amaro's article "Be an effective leader this year" appeared on the front page. The Assistant Principal and Principal of Freedom High School in Liberty Union HSD wrote about focusing on 4 elements to sharpen organizational efficacy. Here's the link to their entire article:

<https://edcal.acsa.org/be-an-effective-leader-this-year>

Dustin Gacherieu, a member of Region 6 Board of Directors and Director of Human Resources in Castro Valley USD wrote "Why Principals Stay - Understanding the Motivators That Inspire Longevity" which appeared in the May/June issue of the ACSA magazine

Leadership. Here's the link to his article:  
<https://leadership.acsa.org/why-principals-stay>

If you have ideas and reflections from your experiences to share with fellow ACSA members and you enjoy writing, consider contributing to our ACSA publications. You can help drive the conversation on educational leadership. Information and guidelines are found on the ACSA website [on this page](#).

## Retired ACSA Member Released Her New Book on Leadership

A long time ACSA leader, Cynthia Rapaido "retired" several years ago after a 30-year career as an educator including as a high school principal. She has continued her dedication and service to public education as a coach, mentor, professor, and now author. Her just released book, **Step Up Your School Leadership Game** was written as "The New Administrators' Guide" with lessons to navigate big and small challenges with confidence and purpose. This book is recommended for new and aspiring principals and those experienced administrators taking on the roles in providing formal or informal guidance for our up and coming educational leaders.

[Download a flyer about Cynthia's book](#)



## From Your Region Executive Director

### ACSA Membership Campaign and Incentives

For 2023-24, the ACSA Board of Directors voted to grant a one time 2% increase in membership rebate to all regions. In addition, they provided an opportunity for regions to earn an incentive of another 2% if they increased their membership count by 3% for the year. Region 6 was successful in meeting and exceeding our target! Thank you to the members who helped to recruit our new ACSA members.

Our incentive award amounted to about \$18,000 for our region. The Region 6 Executive committee approved a plan to allocate these funds to support our members and continuing to recruit even more members. Why wouldn't we want to share a good thing (ACSA membership)! \$7500 was allocated to provide rebates to new ACSA members (\$200 certificated/\$100 classified) for the first year. This was also in response to feedback that the cost of membership is sometimes an impediment to joining ACSA.

The incentive plan also designated \$1800 to sponsor districts for their Welcome Back Administrators event. Thank you to San Ramon Valley USD, Mt. Diablo USD, Pittsburg USD, Alameda USD, West Contra Costa USD for including ACSA at their event. We were proud to talk about ACSA and enjoyed signing up many new members. Those personal connections made such an impression!

The incentive plan also provided funds to support charters that increase their member engagement, to recruiters, as well as supporting membership events.



Since we launched our fall Region 6 Membership Campaign in late July, over 50 new members have joined or rejoined ACSA! Welcome to all these new members!

### **ACSA Mentoring Program Transitioning**

In July, ACSA Deputy Executive Director Margie Cuizon-Armelino announced that the ACSA mentor program will be transitioning to a formal coaching format. This is in keeping with ACSA's intent to support members with their professional success as well as aligning with the goals of ACSA's Strategic Plan.

Region 6 has offered the ACSA mentoring program in an informal format since 2009-2010 and appreciates all those mentors who volunteered their time to support new administrators. We especially acknowledge Dr. Susan Burluson and Julie Braun Martin who coordinated our region program in their retirement.

Here's what is new in the pilot coaching program:

- Coaches must hold ACSA coach certification or become certified.
- Coaches will receive ongoing professional development and training.
- Coaches will be paid a rate of \$50 per hour, plus travel.
- Coaching up to 25 hours per year, per protégé will be expected.
- Protégés will have access to resources and networking as additional support.
- Protégés will need to submit an application expressing their need for a coach.
- Coaches will be evaluated for effectiveness and success.
- Access to coaching will be limited to 50 protégés during the pilot year.
- The program will not be limited to new administrators, however, there will be a special focus on supporting school principals.

This program is free to ACSA members selected and will be housed under ACSA's Professional Learning Department. Questions can be directed to [Dr. Tami Tooker](#), Credential and Coaching Services Director.

For Region 6, your leadership is in discussion about ways our region will continue to support the professional growth of our members.

As always, feel free to reach out to me if you have any questions about our region's programs and services.

Have a wonderful school year! ACSA is here for you.

[Rose Lock](#), Region 6 Executive Director



## **Welcome to New ACSA Members**



Region 6 welcomes the following new members in May, June, and July:

**Alameda COE**

Sarah Glasband

**Antioch USD**

Jonnie Silman

**Berkeley USD**

Catherine Cabral

**Hayward USD**

Seana Condit-Gordon

**Oakland USD**

Dewanna Slaughter

**Oakley UESD**

Julie Plaisance

**Pittsburg USD**

Eric Peyton

**Pleasanton USD**

Carole Stothers

**San Ramon Valley USD**

Bridget Vorhees-Longero, Gloria Wong, Blaire Wyatt, Marylou Young

**West Contra Costa USD**

Sonja Bell

**Thank you to ACSA member for continuing to recruit new members!**

Juwen Lam, Daryl camp, Julie Braun Martin, Sherri Beetz



## Region 6 Partners Corner

We are in the midst of renewing partnerships with our partners who are tremendously valued by our Region.

We are grateful to our Partners for their continuing support of our region's programs. Thank you especially to the partners who attended our events in 2023-24.

Our partners' sponsorships allow us to offer high quality professional development and other programs that serve our members. We are grateful for their support of public education leaders. Learn more about these partners on our website [Partners page](#).

### Partner Resources and announcements



#### 6crickets

We welcome 6crickets, a new Region 6 Silver Partner. It is a modern, one-stop expanded learning management platform that seamlessly interconnects districts, schools, providers, instructors, and families. The software greatly simplifies the logistics in managing out-of-school-time programs.

[Website](#)



## Right At School

Right At School is a Region 6 Diamond Partner currently serving 65,000 students in over 1,000 schools across the country. It brings exceptional and affordable out of school time enrichment programs to students, families, and district partners. Here is an article that may be of interest to you. [5 Durable Skills Every Child Needs to Cultivate Before Middle School](#)

[Website](#)



## Equitable Advisors

One of their consultants Susan Vidalon-Suzuki is co-hosting a free event celebrating Hispanic Heritage Month on September 20 in San Jose. See flyer.

[Website](#)



### [Contact Us](#)

We welcome your feedback and suggestions.

### [ACSA Website](#) [Region 6 Website](#)

### Region 6 Staff

[Rose Lock](#), Executive Director  
[Steve Collins](#), Consultant

### Region 6 Leadership

President: Matt Chamberlain  
President-Elect: Lorianne Ventura  
Past President: Jacob Berg  
VP, Staff Development: Christina Filios  
VP, Programs: Paulette Smith  
VP, Legislative Action: Kathy LaCome  
VP, Membership: Harvey Yurkovich  
Secretary: Janet Gates  
Treasurer: Matthew Fielder  
Equity Chair: Hong Nguyen  
Communication Chair: Pam VandeKamp  
ACSA Board Director: Raul Zamora  
At-Large Representatives: Lorne Barbosa, Jenny Vargas, Efa Huckaby, Lynn Mackey

The mission of the Association of California School Administrators is to advocate in the best interests of students and to develop, empower and inspire equity-minded educational leaders.

[Visit our Website](#)

ACSA Region 6 | 77 Santa Barbara Road | Pleasant Hill, CA 94523 US

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