

We hope you will make time for some outstanding events in Region 6. You deserve some "me" time to learn, reflect, connect and have fun with like-minded leaders in our region.



# Advance Newsletter

association of california  
school administrators

region 6

November 2023

## President's Message



### *Leading with Our Hearts*



Dear Colleagues,

As we step into 2024, I urge you to continue to express gratitude to your students, staff, parents, and parent community. The season of giving thanks may be over, but it is important to maintain this attitude throughout the year. With the approaching political uncertainty, it is crucial that we stay strong and united for our school communities. To help us stay focused, Region 6 has organized exceptional Professional Learning events that will enhance our skills and well-being. Many thanks to Christina Filos, Vice President of Staff Development, and Christy Glaser, Equity Chair, who generously gave their time to develop a comprehensive program.

I want to assure you that the Region 6 Leadership is always ready to support you in any way possible. As a committed member of our region, I am here to assist you or your charter in any way I can. Our time is limited to help our most vulnerable students as their experience may be a lifetime. If you need any help, please do not hesitate to contact me.

On behalf of the Region 6 Leadership, I wish you and your family a happy New Year. I would also like to take this opportunity to express my gratitude to those who have invited me to their celebrations and events. I look forward to being a part of more joyous occasions in the future. As always, we are **Leading with Our Hearts...**

[Raul Zamora, Ed.D.](#)  
Region 6 President



# Upcoming Professional Learning Events in Region 6



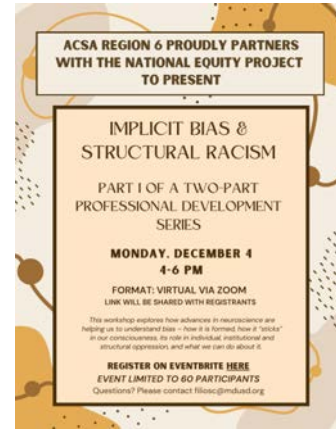
The second Bay Area Equity Symposium will again be hosted by Regions 5, 6, & 8. We welcome a new co-host, the California Subject Matter Project. It will be held on February 9-10, 2024 at the Santa Clara Marriott.

Conference Registration on [Eventbrite](#)



All sessions are free and will be recorded. Sessions will be held on November 28, 2023; February 28, 2024; and May 8, 2024, from 12:30-1:00 PM.

Here's the [link to sign up](#) for these sessions.



This is the first of a two-part professional development series focused on leading for equity. Space is limited to 60 participants, and priority will be given to our Region 6 ACSA members.

The Zoom link will be shared with registrants prior to the event.

Register at [Eventbrite link here](#) (cannot use Eventbrite mobile app to register, must use browser)

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Our Vice President of Staff Development, Christina Filios, worked with Region 6 leadership in developing this year's PD schedule below. Check the Region 6 website regularly for updated information about professional learning. Of course, make sure you are also visiting the ACSA website for all the resources available to you. You can direct any questions or suggestions to Christina. [Here's her email.](#)

## ACSA REGION 6 PROFESSIONAL DEVELOPMENT CALENDAR 2023-24

NOVEMBER 29 12:30-1:00 pm, VIA ZOOM	30 TO THRIVE (ADULT SEL)
NOVEMBER 29 5:00-7:00 pm, IN PERSON MT. DIABLO UNIFIED SCHOOL DISTRICT, WILLOW CREEK CENTER	Assistant Principal/New Administrator Affinity Group
DECEMBER 4 4:00-6:00 pm, VIA ZOOM	LEADING FOR EQUITY-IMPLICIT BIAS & STRUCTURAL RACISM (NATIONAL EQUITY PROJECT)
JANUARY (TBD) 4:00-6:00 pm VIA ZOOM	LEADING FOR EQUITY-NAVIGATING COMPLEXITY AS LEADERS
FEBRUARY 9 & 10 IN PERSON, SANTA CLARA MARRIOTT	Regions 5,6 & 8 EQUITY SYMPOSIUM
FEBRUARY 28 12:30-1:00 pm, VIA ZOOM	30 TO THRIVE (ADULT SEL)
MARCH 7 5:00-7:00 pm, IN PERSON, CASTRO VALLEY UNIFIED SCHOOL DISTRICT, ADULT & CAREER ED	Assistant Principal/New Administrator Affinity Group
WEEK OF MARCH 11 TBD, Via Zoom	LEGISLATIVE AND EDUCATIONAL ADVOCACY
APRIL 25 5:00-7:00 pm, IN PERSON, MT.DIABLO UNIFIED SCHOOL DISTRICT, WILLOW CREEK CENTER	Assistant Principal/New Administrator Affinity Group
MAY 8 12:30-1:00 pm, VIA ZOOM	30 TO THRIVE (ADULT SEL)



## Every Student Succeeding

Has your charter identified potential student nominees?

We encourage members to look in their schools to identify student nominees for this recognition program. You all have students in your districts with compelling stories of personal challenges and overcoming them with support from school teams. Administrators have this platform to tell their stories. <https://regions.acsa.org/6/awardsscholarshipsgrants/every-student-succeeding/>

You have probably been reading all those inspiring stories of region honorees in EdCal the past few months. They were honored at the ACSA Leadership Summit on November 2 in Sacramento where each of them received a \$1000 award. If you attended the recognition event, you would have seen and heard the inspiring stories of winners from each region. If not, here's a link to ACSA YouTube for all the videos:

[Watch their inspiring stories now on ACSA YouTube.](#)



## Region 6 Membership Events



Region 6 hosted two membership events this fall, one in Antioch and another in Newark. It was great to see our ACSA members as well as members-to-be. Two more events will be held this coming spring. Look for announcements in our newsletters.



R6 VP Membership Harvey Yurkovich and President Raul Zamora welcoming attendees



An awesome group from Byron ESD with Superintendent Crystal Castenada.



Superintendent Yurkovich catching up with Superintendent Palmquist



Harvey and Jeff Varner visiting with a crew from Pittsburg USD



Danielle Winford and Heidi Leber enjoying food & beverage with colleagues



Pam VandeKamp and Harvey with a couple of R6 Partners



Harvey and Pam Hughes from Fremont USD catching up



Superintendent Palmquist socializing with his team from Oakley UESD



Pittsburg USD was well represented here with Delta Charter President Anthony Molina



## 2023 ACSA Leadership Summit



# CHALLENGE ACCEPTED

Courageous and Effective Leadership  
for Equitable Student Outcomes

ACSA 2023 LEADERSHIP SUMMIT  
NOVEMBER 2-4, 2023 | SAFE CREDIT UNION CONVENTION CENTER | SACRAMENTO

## 2023 ACSA Annual Leadership Summit

Over 800 ACSA members converged on Sacramento for the annual ACSA Leadership Summit on November 2-4. Region 6 was well represented with over 60 members attending the conference presided by our own Parvin Ahmadi, ACSA President.

Region 6 is proud to have the following members presenting at the Conference, Deb Brill (Albany USD), Daryl Camp (San Lorenzo USD), Heather Campos (Dublin USD), Pat Hansen-Schmitt (Castro Valley USD), Tess Johnson (Retiree & Leadership Coach), Wil Cason (Albany USD).

Save the Date: 2024 Leadership Summit will be held in San Diego from November 14-16, 2024.



Great show of attendance from the San Lorenzo USD team headed by Superintendent Daryl Camp



The Summit always culminates with the Administrator of the Year Awards celebration on Friday evening



Team from Pleasanton USD celebrating with Nanette Gray, ACSA Special Education Administrator of the Year



## Districts in Region 6 Committed to Equity Work

BRENTWOOD UNION SCHOOL DISTRICT

### COMMUNITY CELEBRATIONS

*To integrate equity, diversity, and inclusion into all aspects of instruction to create culturally responsive students.*

Written by Emily Richards and Dana Eaton, Ed.D.,



The Brentwood Union School District is a TK-8th grade district located in a beautiful bedroom community growing in population and diversity. Many families of our nearly 10,000 students have relocated to this area within the last two decades. Our district, with the support of our School Board, is firmly committed to ensuring that all students belong and are accepted for who they are. Senate Bill 48, also known as the Fair Act, was signed into law in 2011, stating California public schools must provide Fair, Accurate, Inclusive, and Respectful representation of the diverse ethnic and cultural populations in the k-12 grade history and social students curriculum. It is not only a state law but also a moral imperative that all students see themselves, their families, and their communities in the curriculum that is taught within our schools.

Additionally, a direct relationship exists between students' sense of belonging and academic success at school. Research indicates that "students who feel a strong sense of belonging in [school] are more likely to be cognitively, affectively, and behaviorally engaged, confident, and booming in their academic pursuits... In education, it is a shared belief that one's needs will be met by the organization and other group members through a mutually beneficial commitment to being together." (Stravhorn 2023)

Download the [entire article here](#).

Brentwood Union School District embarked on a journey of creating community celebrations

in 2022. Superintendent Dana Eaton shared that they had been struggling as a district with inconsistent acknowledgement, curriculum and emphasis, at each of their schools for celebration months like Black History Month and Hispanic Heritage Month.

A small group of teachers along with district C & I leaders began conversations based on this quote from Rudine Sims Bishop, "Children need mirrors in books and in school, they need to see themselves reflected in what they learn about. But they also need windows and sliding doors into other cultures and communities because the world is becoming more and more colorful and diverse as time goes on."

As a result of these conversations, the district created a calendar of Community Celebrations. There are lessons for each grade level during each celebration month where students learn about the culture or community through stories and accompanying activities.

While this is a work in progress, Brentwood is happy to share this work with other schools and districts. It is Superintendent Eaton's hope that this can lead to a community of practice collaborating to support each other in doing this important work for students.

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## In Antioch, Restorative Practice is a District Mindset

*"Antioch Unified School District is invested and committed to incorporating restorative practices districtwide in an effort to decrease suspensions and expulsion rates and increase equity and inclusion for all students," said current restorative TOSA Kristy Martinez. "When it comes to restorative practices and public education, AUSD is an innovative and progressive leader."*

In the October 16, 2023 issue of EdCal, Lindsay Lopez-Wisely, Director of Educational Services, wrote about the success of the district's restorative practices program. This year it expanded to include seven site-based facilitators as well as a district teacher on special assignment. According to Wisely, "Data from 2015 through 2023 is showing a significant decline in suspensions and expulsions for all subgroups, and the stakeholder survey data shows a 4.6 out of 5 satisfaction level for parents, students, staff and administration."

The program continues to evolve with the site-based and centralized models now blended to reflect the comprehensive districtwide restorative vision. The success in Antioch USD can be attributed to a shared vision and commitment of the district that includes Superintendent Stephanie Anello and Associate Superintendent Christine Ibarra as well as the community.

For the full article in EdCal, [click here](#).



## Legislative Updates

### Legislative Action Days 2024

ACSA's Leg Action Days are scheduled for April 22-23, 2024. If you are interested in participating in them or would like to part of any local advocacy efforts, sign up on this [Google Form](#). if you have questions, contact Kathy LaCome, VP Leg Action at [klacome@slzusd.org](mailto:klacome@slzusd.org)



## 2024 Administrator of the Year Award





**ACSA State Awards Program - Let the nominations begin!**

Has your charter started the nomination process? Check with your Charter President.

Nominate your colleagues! Recognize deserving administrators and fellow ACSA members for their contributions to the profession and dedication to students by nominating them for one of ACSA's Awards. These include the Administrator of the Year Awards in 21 job-alike categories, the Valuing Diversity Award and the Marcus Foster Memorial Award. Find complete information on the program and nomination process at [www.acsa.org/awards](http://www.acsa.org/awards).

**Except for the two State Awards (Ferd Kiesel & Marcus Foster), you must submit nominations through your Charter. Contact your Charter President.**

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

**SAVE THE DATE: 2024 Administrator of the Year Awards Dinner on April 18, 2024!**



## ACSA Membership is a Must for School Leaders

### A CHALLENGE FOR ALL ACSA MEMBERS Have you done your part?

#### REGION 6 MEMBERSHIP DRIVE 2023 - NEED EVERYONE'S HELP!

If you are an ACSA member, we encourage you to share "a good thing"!

Our goal is to increase our Region 6 membership by 3% by the end of December 2023!  
That equates to 27 new members! We can do it!

The ACSA Board of Directors recently approved an incentive of 2% of the annual rebate for regions that increase their membership numbers by 3%.

We do not have access to those administrators who are not ACSA members currently. We rely on our members to help recruit colleagues and friends which is the most effective way anyway! **ACSA IS NOT A SECRET!**



## Women's Leadership Network

Our region is committed to continuing conversations that will support women leaders. If you are interested in being involved in planning this year's activities, email [Paulette Smith](#), VP Programs.



## Stay Informed About Retirement Issues

For Current Retirees and Future Retirees (That's Everyone!)

Gail Yothers has been an outstanding member on the ACSA Retirement Committee representing Region 6 for the past 5 years. She has put together the summary below that should be of interest to ACSA leaders who are members of STRS.



*"Hello" from Gail Yothers, your Region 6 representative on the ACSA Retirement Committee. This report contains four topics that impact ACSA members, particularly retirees.*

### **Windfall Elimination Provision (WEP) and Government Pension Offset (GPO)**

*If you get a government pension your earned social security benefit or that of your deceased spouse will be reduced or eliminated.*

*In the past, ACSA asked us to actively support HR82, "Social Security Fairness Act". This bill eliminates WEP/GPO. Thank you to our our Region 6 members who responded by signing the Repeal Petition, writing letters of hardship, and sending boilerplate letters to our legislators.*

*Now, ACSA continues to advocate for HR82. You can make your voice heard. Consider signing the Repeal Petition (currently over 100,000 signatures) and sending letters. Visit [CALRTA.org](https://CALRTA.org) for an explanation of WEP/GPO and HR82. You will find the Repeal Petition and boilerplate letters with legislator contact information. You can also sign up for ongoing newsletters and announcements.*

### **SB765, Returning to work after retirement**

*SB765, the "Portantino Bill", increases the earning cap and streamlines the "sit out" period resulting in retirees returning to work earlier and earning more. It goes into effect July 2024 for 2 years.*

*Currently retired employees are required to wait 180 days after retirement before returning to work. SB765 reduces this to the time required to complete paperwork by STRS, around 30 days. The increased earning cap is determined by a formula applied by STRS resulting in 70% of a jobs salary, anticipated to be approximately \$70,000. You can find more details at [legiscan.com/CA/bill/SB765/2023](https://legiscan.com/CA/bill/SB765/2023). Be sure to check with STRS before you actually start work.*

### **Cost of Living and inflation**

*Currently, COLA is set at 2%. Discussions are ongoing about increasing up to 4%. No decision has been made at the time of this writing.*

### **ACSA Leadership Summit November 2-3, 2023**

*The Retirement Committee consists of representatives from all regions of ACSA and officers of the committee. This year we met before the Summit to discuss current issues effecting retirees. During the Summit the committee presented a retirement stand of four sessions over two days. Sessions included wills and trusts, STRS, the psychological impact of retirement, and a panel discussion by retirees, Sessions were well attended.*



*Did you know retirees can still attend the Leadership Summit? It's free if you're an Emeritus member or a reduced rate if you have retiree membership. It's a terrific opportunity to meet up with acquaintances while becoming current on educational efforts.*

*Next Year's Summit will be held in San Diego from November 14-16, 2024. Put it on your calendar now.*



## From Your Region Executive Director



### **2023-24 Region 6 Delegation to ACSA Leadership Assembly**

l to r: Rose Lock, Sonja Neely-Johnson, Lorianne Ventura, Kathy LaCome, Daryl Camp (ACSA VP), Parvin Ahmadi (ACSA President), Frank Wells, Danielle Winford (alt), Tracie Noriega (now ACSA Staff), Jacob Berg, and Raul Zamora

Do you know how ACSA is structured and governed? How well do you know your professional organization?

As an ACSA member, you should have received in the mail recently the **2023-24 Leadership Directory and Guide to Member Benefits**. It includes an overview of our organization, Board of Directors, all the committees and councils, delegation to Leadership Assembly from all regions, region leadership, charter presidents, ACSA staff, benefits and services, ACSA Bylaws, plus more. This document is also available on the ACSA website under [About ACSA](#).

ACSA's governance structure is made up of the Board Directors and the Leadership Assembly. the Board is made up of ACSA's elected officers and representatives from all 19 regions. The Leadership Assembly is composed of members of the Board of Directors, chairs/presidents of state committees and councils, a delegation from each region. The Leadership Assembly meets 3 times a year and has authority to elect officers, approve bylaws changes, annual goals and objectives, legislative platform, etc.

The above photo is the Region 6 delegation with state President Parvin Ahmadi and Vice President Daryl Camp. Region 6's delegation has 7 members (votes) which includes President Raul Zamora, President-Elect Matt Chamberlain, VP Legislative Action Kathy LaCome, Past President Jacob Berg, At-Large delegates Lori Ventura and Frank Wells. Sonja Neely-Johnson who represents R6 on the State Board of Directors is also a member of our delegation.

Don't forget that the ACSA website should be your "go-to" place for current information and resources related to your career! Have you checked out the Resource Hub? If you are more of a mobile device user, have you downloaded the official ACSA Mobile App? It's free from your app stores.

We continue to strive to make our organization relevant and indispensable. We want to be the place you turn to first for camaraderie, moral support, continuing learning, and

resources.

Check our [Region 6](#) website. Contact information for all your Region 6 leaders can be found there. We want to hear from you if you have other ideas on how ACSA can support you as you continue to lead teaching and learning. If you are interested in being a leader in Region 6, contact me and I can discuss opportunities with you.

Thank you for all you do each and every day for students.

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



## Welcome to New ACSA Members



Region 6 welcomes the following new members in August, September, October:

**Alameda USD**

Lindsey Jenkins-Stark

**Alameda COE/Eden Area ROP**

Dennis Guikema, Manuschka Michaud

**Berkeley USD**

Christopher Albeck, Roberta Kreitz

**Castro Valley USD**

Allison Ching, Phung Lai, Stacey Lillard

**Contra Costa SELPA**

Soledad Springfield

**Dublin USD**

Francis Rojas

**Fremont USD**

Kristin Dil, Lisa Gonzalves, Audrey Wong

**Hayward USD**

Maalik Malik, Felicia Costa

**Lafayette ESD**

Nathan Nandhini

**Liberty UHSD**

Samantha Bolger, Dina Stewart

**Livermore Valley JUSD**

Michelle Dawson, Thomas Fletcher, Michelle Seugling, Holly Barker

**Mt. Diablo USD**

Charles Harrington, David Lewis, Keya Lipscomb-Nesbeth, Rosanne Reid

**Newark USD**

Olivia Rangel, Ana Scoville

**Oakland USD**

Annie Cahoon

**Oakley UESD**

Jeff Almendarez, Stacy Davis, Traci Tovani, Brenda Bertram, Maria Sanchez

**Orinda UESD**

Mika Arbelbide, Eric Acosta-Verprauskus

**San Lorenzo USD**

Megan Hill, Jessica Saavedra

**San Ramon Valley USD**

Jessica Coulson, Karen Johnson

**West Contra Costa USD**

Camille Johnson

**Student Members**

Linda Boveda, Laura Burton

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

Lynn Novak, Robin Sehr, Roxana Mohammed, Tracie Christmas, Vicenta Ditto, Tracie Noriega (2), Evan Powell, Leslie Anderson, Audrey Suratos, Jeremy Vilkins, Jacob Berg, Sheila Jemo, Amy Wallace, Michele Lawrence



## Region 6 Partners Corner

Our partners' donations allow us to offer high quality professional development and 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](#).

Thank you to the following Region 6 Partners for the 2023-24 school year.

 RIGHT AT SCHOOL	 ALAMEDA COUNTY OFFICE OF EDUCATION Alysse Castro, Superintendent	 SPG THERAPY & EDUCATION
 CONTRA COSTA COUNTY Office of Education Lynn Mackey, Superintendent of Schools	 eLevo ENGAGE. INSPIRE. THRIVE.	 Keenan Associates
 LEGO education™	 aa/r/r Atkinson, Andelson Loya, Ruud & Romo	 corebridge financial
 boardworks	 McGraw Hill Achieve3000	 Capturing Kids' Hearts Powered by Flippen Group
 ThoughtExchange	 TEACHER'S PENSION	 Lakeshore®
 California Casualty Auto and Home Insurance	 TRI Group, Inc.	 K12 Insight
 SCHOLASTIC	 SIRAS SYSTEMS	 LS LozanoSmith ATTORNEYS AT LAW
 Fagen Friedman & Fulfrost LLP	 SHOOB photography	 Lifetouch®



[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: Raul Zamora  
President-Elect: Matt Chamberlain  
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: Annette Heldman  
Equity Chair: Christy Glaser  
Communication Chair: Pam VandeKamp  
ACSA Board Director: Sonja Neely-Johnson  
At-Large Representatives: Rochelle Hooks, 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.



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