



LASA QUARTERLY

Lynwood Association of
School Administrators

Fall 2021



From our President



Hello! The start of this school year has been something else! Has it only been two months? LUSD administrators have definitely accomplished the extraordinary during this extraordinary year.

In this newsletter you will find nuggets of wisdom from our leaders, our administrators. Our common experience is a testimony to the fact that we are all in this together.

So...let's celebrate each other!

Do you know an administrator who has earned recognition for excellence in their field? Of course you do! Nominate them for one of ASCA's special awards.

Visit aca.org/awards to use the online portal to submit a nomination. The deadline for submitting nominations is Jan. 20, 2022 at 11:59 p.m.

Please make sure to email a copy of your nomination form to dgarner@mylUSD.org. LASA will choose one administrator as our 2022 LUSD Administrator of the Year based on your nominations. What are you waiting for? Nominate someone today!! Need further assistance on how to nominate your colleague? Contact LASA, lasa@mylUSD.org!

Dionne Garner, Ed.D.

LASA SPOTLIGHT



Name: Gudiel
Crosthwaite, Ph.D.
Title: Superintendent

What inspired you to become an administrator?
"Ultimately, I was inspired by the injustices in society and the opportunity to help collectively create a more just world. As someone who came from limited resources; the first in my family to earn a high school diploma and a first generation college student, I wanted to ensure opportunities for more people like me.

I mean people have died, so that I could have an education! Serving as an Educational Leader is an opportunity to transform societies, one person at a time. It is my contribution to creating a just and right society."

What do you enjoy the most about working in LUSD?

"Working in collaboration with the community; which includes our staff, parents, and most importantly students. The work we do and the challenges we face in this community are due to generations of lack of investment and limited resources. Our stakeholders understand this. Their voices are pertinent to the conversation and planning. Anything we can accomplish is truly the result of a partnership that emphasizes and places students first."

What are some characteristics that you believe all administrators should have?

"Listening and empathy are the common responses to this type of question, but I believe love for the community and courage to advocate are even more valuable. Love has to be the primary driver for building, and the courage to advocate for resources that will raise the profile of communities like Lynwood is essential. As educators we learn a lot from our stakeholders, they truly give us a sense of purpose and accomplishment. The system does not work without them. When the relationship between educators and the community is collaborative it yields humbling and reciprocated Love!"

LASA SPOTLIGHT

Dr. Gudiel Crosthwaite

What has been your most rewarding experience as an administrator?

"Knowing we are helping kids graduate. Inspiring and giving our youth hope because often, they begin giving up on themselves. Our students are the hope and inspiration for others: parents, friends, siblings. Each year during the graduations, I get emotional. They are a constant reminder that WE are Changing Lives; creating direct, multigenerational impact."

What advice would you give to a new district or site administrator?

"I would tell them it is important to come with an open mind. We have our own formal and informal opinion. The people in the community have a capital. It may not be a degree. We can not come in with ideas without listening to those who are there. The collective effort is far greater. Be aware and learn to work with different people, listen to different perspectives. Have discussions grounded in what is best for kids. Listen to the marginalized voices that are not at the table. Remember the old adage, "If you want to go fast, go alone. If you want to go far, go together."



Dr. Crosthwaite congratulates Katherine Espinoza (center), recipient of the Otis College of Art & Design Scholarship. Pictured with Cynthia Campoy Brophy, founder of ArtworxLA.

Photo credit: caschoolnews.net

SAVE THE DATE! LASA FALL MIXER

Thursday, Oct. 21, 2021 5pm
Ballast Point Brewing, Long Beach
RSVP by Oct. 20 lasa@mylusd.org



LASA SPOTLIGHT

Name: Brian Lucas, Ed.D
Title: Assistant Superintendent, Human Resources



What inspired you to become an administrator?

"I love (and still do) the larger impact administrators can have on entire school and/or District populations and while sometimes it's admittedly

hugely frustrating, I love the fact that as administrators we never really know what's coming next. I have never been bored a single day in administration and I am intrigued by the fact that as administrators, we have opportunities to learn about all functions of schooling: curriculum, politics, pedagogy, staff relations, finance, operations, facilities, HR, safety, psychology, nutrition, mental health ... and the list goes on!

What do you enjoy the most about working in LUSD?

"Easy question: the sense of family. Lynwood is a close-knit community, with many residents as employees and many alumni in our workforce. This can often lead to an insular / "clique-ish" atmosphere, but I have felt the complete opposite from Day 1 of working here and have felt welcomed and appreciated. I also think this community feel manifests itself in what we all do for students: really wanting the best for Lynwood's children. And THAT feeds my soul."



BELL GARDENS H.S.



Mr.
Crosthwaite

LASA SPOTLIGHT

Dr. Brian Lucas

What do you believe to be some characteristics/qualities of a good administrator?

"In no particular order: sense of humor, flexibility, creativity, compassion, patience, a presence, organization, calm-in-the-storm, love of kids, and an appreciation for all school staff. (Actually, I rank "love of kids" and "sense of humor" at the top!)"

What advice would you give to someone who is thinking about becoming an administrator?

"Prepare yourself for the hardest - but the most rewarding job - in education today. Find a mentor, offer your help to admin., shadow administrators, debrief with them (e.g., "so walk me through how you handled x" or "what thoughts or planning did you have as you entered into this situation?"). Assess your communication and motivation skills: in my opinion, 95% of the work of successful principals is in communicating (goals, challenges, bad news, policy, good news, expectations) and motivating staff and students towards great things."

With the changes in K12 as a result of the pandemic and declining enrollment, how does the role of Human Resources ensure that districts continue to thrive?

"For the short-term, I feel it's about doing everything we can to keep folks in place as we transition between these learning environments. I do think our recruitment and hiring teams have done a yeoman's job in getting people during a nationwide labor shortage. For the long-term, I think there are exciting opportunities we learned from the pandemic that should be incorporated into our work lives and the way we view school and the structure of school."

What things do you do to decompress after a long and difficult day in the office?

"As a human resources professional, I wish I could say I take a good walk or whip up a healthy smoothie! But reality is, I often get some of my favorite Chinese (Yang Chow!) food, a good, cold beer, and watch 90 Day Fiance, some detective show, or way too much TikTok. Moral of the story here: Do as I say, not as I do."



Our Mission:

The Association of California School Administrators is the driving force for an equitable, world-class education system, and the development and support of inspired educational leaders who meet the diverse needs of all California students.



50 Years of Excellence

One of ACSA's priorities is to ensure that school leaders are recognized for their excellence. This year marks the 50th anniversary of ACSA, established in July 1971.

ACSA's Awards Program began in 1975 with the Ferd Kiesel and Marcus Foster Memorial Awards, while the Administrators of the Year Awards were first given in 1991. This is also the 25th anniversary of the Every Student Succeeding Program, which began honoring student success and resilience in 1996. We look forward to celebrating educational excellence with you in 2021-22 and for many years to come!

ACSA honors students, administrators, and community organizations for their achievements and dedication to public education through its annual awards program. There are 21 job-alike categories to choose from, including:

Superintendent of the Year
Secondary Principal of the Year
Middle Grades Principal of the Year
Elementary Principal of the Year
Central Office Administrator of the Year
Classified Administrator of the Year
Human Resources Administrator of the year
Career Technical Education Administrator of the Year
Special Education Administrator of the Year
Business Services Administrator of the Year
Student Services Administrator of the Year

Let's represent LUSD in every category. Submit your nomination by visiting acsa.org/awards to access the online portal. The deadline for submitting nominations for the above-listed awards is Jan. 20, 2022 at 11:59 p.m.

What are you waiting for? Nominate someone today!! Need further assistance on how to nominate your colleague? Access resources for ["Everything you Need to Nominate"](#) or email LASA at lasa@mylUSD.org!



**SAGE ADVICE FROM OUR
COLLEAGUES:
JUANITA NARANJO, Ed. D.
George Washington Elementary**



What inspired you to become a Principal?

"The funny thing is that I thought I would be a teacher my entire career. I absolutely loved teaching, and

making connections with my students and their families. But about seven years into teaching, the thought crossed my mind that I could only influence a certain number of students each year as an elementary school teacher, and that perhaps I need to do something beyond teaching in my classroom. I felt that I could inspire more students, as well as teachers and families by becoming a principal, and what better place to do this than my hometown? It is definitely a blessing to have this opportunity."

What do you enjoy the most about working at Washington Elementary and what do you want your school to accomplish this school year?

"What do I not love about working at Washington? Everyone at Washington Elementary School wants what is best for students, and I am inspired daily by our hard-working staff, students, and parents. This year, I hope to build positive relationships with students, staff, and families, and I want to show everyone that my role is to provide my support in any way I can."

What are some characteristics that you believe all site administrators should have?

"We must be available for our students, staff and families, and we need to listen to their needs and provide our support. We need to welcome input for decisions from stakeholders, as well as engage in two-way communication. As the building leader, we need to be visible inside and outside of the classrooms, and also work to build capacity and empower others. It takes a village to raise our children well, and we must work collaboratively to achieve our goals."

What has been your most rewarding experience as a site administrator?

"It has been rewarding to see our students grow. Not only that, but building the PBIS program at our schools has also been inspiring, and I am very proud of our teams working diligently to support our students."

What advice would you give to a new site administrator?

"My advice to new administrators is to reach out to others for support as needed. It's always ok to ask questions and connect with other site administrators to share ideas and offer each other support. In addition, talk with your staff and students, be interested in learning about them and make a connection. Finally, follow up with staff and families after listening to their needs."

LASA HIGHLIGHTS

- Every Student Succeeding Watch Party was a lot of fun. Our parents and students really appreciated the recognition.
- We are happy to welcome aboard Ms. Wilson, Lynwood Community Adult School, and Dr. Valdez, Lynwood High School, to our LASA board!
- Dr. Garner and Dr. Sanco were inducted into the ACSA Region 14 Executive Board over the summer
- LASA has raised almost \$900 since August. We are always looking for corporate sponsors.

LASA MEMBERSHIP

BECOMING A MEMBER IS EASY!

Email lasa@mylusd.org and send your \$25 annual dues via



**HAPPY SCHOOL
ADMINISTRATOR'S WEEK!**