



# Advance

Region 6 Association  
of California School  
Administrators

September Edition

## REGION 6 LEADERSHIP

By: Bob Gianini

I want to take this opportunity to publicly acknowledge our Region 6 Leadership. Charter Presidents for the 2014-15: Our region is only as good as these Charter Presidents. "Leadership Matters"

Alameda – None at this time

Alameda COE – Unique Holland, Alameda County Office of Education

Amador Valley – Brett Nelson, Principal Dublin USD

Castro Valley – Melodie Stibich, Principal, Castro Valley USD

Delta – Jeff Varner, Principal, Pittsburg USD

Diablo Valley – CJ Cammack, Director, San Ramon USD

Diablo Managers – Lisa Murphy Oates, Principal, Mt.Diablo USD

Fremont – Greg Bailey, Director, Fremont USD

Hayward- Kim Watts, Principal, Hayward USD

Livermore – Helen Gladden, VP, Livermore USD

New Haven – Annette Heldman, Director New Haven USD

Newark – Christine Herrera/Jamie Mumau, Newark USD

North Alameda –, None at this time

Oakland – Paulette Smith, Principal, OUSD

San Leandro – Linda Hornada, Principal, SanLeandro USD

San Lorenzo – Pam Vandekamp, Principal, San Lorenzo USD

West Contra Costa – Denise Pinney, Special Ed, WCCSD

Retired Charter – Linda Hutcherson, Retired Administrator

Student Charter – Peg Winkelman, Professor, Cal State University

It is my pleasure to serve the administrators of Alameda and Contra Costa Counties again this year. As you know, I am here to assist you in any way that I can so that you can do the important jobs of educating, assisting, and supporting our students.

My email address is [bobgiannini@comcast.net](mailto:bobgiannini@comcast.net) and my phone # is 925-216-9430. Don't forget our web site: Go to our Region web site at [acsaregion6.org](http://acsaregion6.org) for the latest news, calendars, leadership roster and updates on our scholarships, mini-grants, and student awards. Have a great school year!!

### In this issue

Page 1— Region 6 Leadership

Page 2— Mentoring Program

Page 3— Awards and  
Scholarships

Page 4-6 — CEL Academy

Page 7— Critical Topics for  
Educational Leaders

Page 8— Alan November

Page 9—Academies at a glance



## Have you heard? Latest News about our Mentoring Program ...

By: Susan Burleson

By: Susan Burleson

Our Region's Program is being recognized as the most successful in the state! We're pleased to announce that for this year, 22 new administrators and others new to districts or positions in Region VI have already been matched with our trained ACSA Mentors! We hope you'll tell others about this program. Any new administrator can sign up any time throughout the year!

This local ACSA Mentoring Program is voluntary, with no cost to the administrators or districts. The mentors are trained and must be ACSA members. The new administrators do not have to be members, but we hope they learn how valuable ACSA is as a professional organization! The mentoring is based on permission and trust, bound by ethics and confidentiality. Our mentors are all experienced, successful administrators at all levels/positions, ready to provide professional support through skilled listening, caring and specific feedback. It is non-judgmental and non-evaluative, with topics entirely determined by the protégé (new administrator). Services are provided on- or off-site, in person, via telephone, text, or e-mail as determined by the protégé and mentor.

If anyone is interested in having a mentor to help guide them through this year and next, please contact **Susan Burleson, [s.burleson@sbcglobal.net](mailto:s.burleson@sbcglobal.net)** - the program's coordinator for our region. We are very proud of this outstanding, growing Mentoring Program! We hope you'll help spread the word.

### Special thanks to our sponsors!



Walnut Creek Facility



Champions™, a national leader in innovative out-of-school time programs

## What' Happening In Your Charter?

*Help encourage our colleagues by sending in stories and pictures about your successes and/or events in your school, district, or charter. We'd love to hear from you! Please email your information to Kandi Gravenmier, Newsletter Editor, at [kandig@att.net](mailto:kandig@att.net).*



## ACSA Region 6 Awards and Scholarships

By: Bob Giannini

### **MINI-GRANTS:**

Three \$1,000 grants are provided to schools( any grade level and district office) that are in need of financial support to start a new program that enhances student learning.

**DUE DATE – February 20<sup>th</sup>**

### **STUDENT SCHOLARSHIPS:**

Three \$1,000 grants are provided to children of ACSA Region 6 members that are Seniors in High School and going off to college to continue their education.

**DUE DATE- March 20<sup>th</sup>**

### **EVERY STUDENT SUCCEEDING SCHOLARSHIPS:**

ACSA Region 6 recognizes students that have made significant academic growth and have overcome physical and/or emotional barriers to succeed in school. Winner receives \$1,000 and others nominated \$250 ea.

**DUE DATE – March 20<sup>th</sup>**

You will find the application forms and submission addresses by contacting your charter President or going to our region web site. ([acsaregion6.org](http://acsaregion6.org)) (click awards/scholarships for the forms)

## ACSA State Awards Program-Let's Get Recognized!

By: Cindy Matteoni

Charter Awards Nominations are available to download from the ACSA website at <http://regions.acsa.org/6/awardsscholarshipsgrants/regional-state-awards/>. These awards include Administrator Awards in 21 job alike categories, Ferd Kiesel Memorial Distinguished Service Award, Marcus Foster Memorial Award for Administrator Excellence, Robert E. Kelly Award, and the Valuing Diversity Award. We are also accepting nominations for the Partners in Educational Excellence Award. Please pass on the word to nominate fellow colleagues. Nominations are due to Cindy Matteoni at [matteonic@mdusd.org](mailto:matteonic@mdusd.org) no later than December 5<sup>th</sup>. Please also contact Cindy if you have any questions. We all have deserving colleagues for this recognition! Let's get recognized for the great work that is being done!



## ***ACSA offers the Classified Educational Leaders (CEL) Academy at Willow Creek in Concord***

*By: Jean Wells*

*Are you a Classified Educational Leader (Confidential employee, Executive Assistant, Supervisor, Manager, Director or an Assistant Superintendent) in a school district or county office that desires to learn or enhance your skills and develop your career?*

*If so, this Academy may be for you! The Academy will be held on five Saturdays beginning October 24 and concluding on March 7, 2014*

**Session topics include:**

**Building Positive Relationships & Organizational Change - October 24, 2014**

***\*\*Presenter: Pamela Comfort, Ed.D., Associate Supt., Educational Services - Contra Costa COE***

***Learn, discover, and understand:***

- Why organizational culture and relationship building is important
- The impact of physical environment on employee productivity, attitudes and motivation
- How to engage employees in problem-solving and decision-making
- Different modes of communication for building positive relationships

**Communication & Team Building - October 24, 2014**

***\*\*Presenter: Ardella Dailey, Ed.D., Supt. (Ret.)***

***Learn, discover, and understand:***

- The importance of effective listening skills
- How to promote, model, and manage effective communication
- The CEL's role in building a team
- Conflict mediation strategies for dealing with difficult people
- Ways to celebrate and recognize the successes within one's sphere of influence

**Supervision, Evaluation & Discipline - December 6, 2014**

***\*\*Presenter: Robert Martinez, Ed.D., Asst. Supt./HR - Fairfield-Suisun USD***

***Learn, discover, and understand:***

- Your role as a current or future supervisor
- Professional Networking (within and outside the agency) as a means to problem-solve
- The evaluation process and its purpose
- Due Process and Progressive Discipline Principles



## ***ACSA offers the Classified Educational Leaders (CEL) Academy at Willow Creek in Concord Cont.***

**Bargaining Contract Management** - December 6, 2014

**\*\*Presenter: Mike Wasilchin, Director, Classified Personnel - West Contra Costa USD**

***Learn, discover, and understand:***

- Labor contracts and the law
- Key components in bargaining agreements related to employee management

**School Business Functions & Fiscal Management** - January 10, 2015

**\*\*Presenter: Brett McFadden, Chief Business Official - Pajaro Valley Unified School District**

***Learn, discover, and understand:***

- How budgets affect each Department's ability to function
- Managing resources (position control and hiring staff)
- Aligning Agency goals for student learning with budgets
- Importance of cooperation and interaction between the business office and other departments
- More about Local Control Accountability Plans (LCAP)
- Why individual department budgets impact the fiscal solvency of the organization

**Supporting Educational Programs** - January 10, 2015

**\*\*Presenter: Lisette Estrella Henderson, Ed.D., Associate Supt., Student Programs & Ed Services**

***Learn, discover, and understand:***

- CEL's role in supporting student success
- The relationship between individual departments and district's educational programs
- Building capacity as an ambassador for your agency with the public
- New mandates including Common Core Standards, technology infrastructure, LCAP, etc.

**Legal Issues** - February 7, 2015

**\*\*Presenter: Namita Brown, Esq. - Fagen, Friedman & Fulfrost**

***Learn, discover, and understand:***

- Practical legal issues for CEL's
- When and how to conduct investigations, such as allegations of hostility in the workplace, sexual harassment, etc.
- Mandating reporting requirements



## ***ACSA offers the Classified Educational Leaders (CEL) Academy at Willow Creek in Concord Cont.***

**Risk Management - February 7, 2015**

***\*\*Presenter: Barbara Corrick, Senior Human Resources Analyst - Pittsburg Unified School District***

***Learn, discover, and understand:***

- Worker's Compensation and injury prevention
- Employee accommodations
- The ADA interactive Process
- Importance of ergonomics in the workplace
- Employee safety training

**Using Multiple Modes of Technology - March 7, 2015**

***\*\*Presenter: Lisa Gonzales, Ed.D., Superintendent - Portola Valley School District***

***Learn, discover, and understand:***

- How technology tools can increase productivity
- The use of social media in communicating the work of the organization
- ACSA app

**Attaining Career Goals - March 7, 2015**

***\*\*Presenter: Teresa Kapellas, Executive Director - Alameda COE***

***Learn, discover, and understand:***

- Networking, mentoring, and cultivating an attitude of learning and service with your staff
- The importance of professional learning
- Broadening your horizons and building your career path

***Leadership is about influencing and inspiring others to grow, learn, and achieve...why not take the opportunity to join this Academy?***

***Registration Cost: \$995***

***ACSA members may request scholarships from ACSA Region 6 - For more details contact Bob Giannini at [bobgiannini@comcast.net](mailto:bobgiannini@comcast.net)***



**THE CONTRA COSTA COUNTY  
OFFICE OF EDUCATION  
AND REGION VI  
Present  
CRITAL TOPICS FOR EDUCATIONAL LEADERS**

The CCCOE and ACSA Region VI are offering professional development workshops for the 2014-2015 school year. These are terrific opportunities for administrators to attend informational workshops on a variety of critical topics featuring excellent presenters.

**Design Thinking and the Common Core** Sep 9, 2014 4:30 – 7:00 p.m.\*

Maureen Carroll, Ph.D.

**STEM and Early Learning Workshop** Oct 21, 2014 4:30 – 7:00 p.m.\*

Debbie Supple & Hilary Dito

**Bounce Forward: Resilient Leadership** Nov 6, 2014 4:30 – 7:00 p.m.\*

Dr. Elle Allison-Napolitano

**Empowering Students & Teachers w/ Technology** Nov 18, 2014 – 1<sup>st</sup> of 3 part series

Alan November

**Increasing Parent Engagement w/Tech Tools** Dec 2, 2014 4:30 – 7:00 p.m.\*

Adam Welcome

**Empowering Students & Teachers w/ Technology** Feb 23, 2015 – 2<sup>nd</sup> of 3 part series

Alan November

**Empowering Students & Teachers w/ Technology** May 18, 2015 – 3<sup>rd</sup> of 3 part series

Alan November

**ACSA Region VI Leadership Summit** June 17-18, 2015

\* 4:30 – 7:00 workshops take place in the CCCOE Boardroom at 77 Santa Barbara Rd., Pleasant Hill

**To register for these events, please contact Laura Griffin:**

**925-942-5358**



## THE CONTRA COSTA COUNTY OFFICE OF EDUCATION

Present

**Alan November**

Who Owns the Learning

Empowering Students and Teachers through Technology

**3-Day Series:**

**November 18, 2014**

**February 23, 2015**

**May 18, 2015**

**9:00 a.m. – 4:00 p.m. (Lunch included)**

**Del Valle Education Center**

**1963 Tice Valley Blvd., Walnut Creek CA**

Back by popular demand, Alan November is partnering with the Contra Costa County Office of Education and ACSA Region VI to engage teams of educators in a three-day series over six months to learn about and design motivating, rigorous and creative ways to integrate technology. Alan will provide examples of successful technology integration designs across grade levels and subjects. Many are directly aligned to the Common Core Standards. A special emphasis will be placed on empowering students through the application of knowledge, and teaching students to learn to learn. The goal of the series is to help teams implement pioneering work in their schools with planning strategies for building a culture of sharing best practices. Members of a team can include: key district leaders, principals, teachers, librarians, technology support, academic coaches and students.

**This interactive, collaborative three-day series will include practical strategies and ideas for:**

- \* building a culture of engaged students, schools and parents \**
- \* increasing web literacy and engaging students in global connections \**
- \* helping students learn to learn and using flipped learning elements \**
- \* building powerful online communities and connecting to Common Core \**

The series is appropriate for teachers, administrators and support staff who are at the novice or veteran level of implementing and integrating technology.

**To register for these events, please contact Laura Griffin:  
925-942-5358**





## 2014-15 Region 6 Academies At-A-Glance

For your convenience, the following information may be readily downloaded at [www.acsa.org/academies](http://www.acsa.org/academies) <http://www.acsa.org/academies>

### **Classified Educational Leaders**

The ACSA Classified Education Leaders Academy addresses building the capacity of classified educational leaders, at all levels and areas of responsibility, through a consistent academy focus on leadership and communication. Presentations and discussion sessions are led by experienced practitioners who incorporate practical examples of effective leadership and management techniques. The academy focuses on building the practical skills and understanding of organizational principles required for today's classified educational leaders within the new context of local control accountability planning and the Local Control Funding Formula (LCFF). [2014-15 CEL Acad Reg Form](#)

### **Personnel Administrators**

ACSA's seven-week academy for personnel administrators offers thorough training for new or aspiring personnel managers, human resources directors and personnel staff. The comprehensive curriculum also gives superintendents and other top-level district administrators an excellent legal and operational foundation for managing employees. Presentations and discussion sessions are presented by experienced personnel administrators from throughout California. Participants develop the fundamental skills required for effective school personnel management and discover the resources needed to succeed on the job within the new context of local control accountability planning and the Local Control Funding Formula (LCFF). [2014-15 Personnel Acad Reg Form](#)

### **Principals**

This intensive seven-weekend academy for new or aspiring principals has been completely redesigned to meet the challenges of the new millennium. The focus is on developing and refining applied leadership and management skills required of principals at the elementary, middle grades and high school levels within the new context of local control accountability planning and the Local Control Funding Formula (LCFF). [2014-15 Principals Acad Reg Form](#)

### **Pupil Services**

The Pupil Services Academy addresses what you need to know to be a successful pupil services administrator at all levels and areas of responsibility, through a consistent academy focus on leadership, communication, prevention and intervention. The academy integrates the principles of organization and cultural environment, dynamics of strategic issues management, ethical and reflective leadership, analysis and development of public policy, and management of information systems and human and fiscal resources within the new context of local control accountability planning and the Local Control Funding Formula (LCFF). [2014-15 Pupil Services Acad Reg Form](#)