



2019-2020

# academies

the fast track to your career!

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# academy calendar

## The following calendar lists the beginning dates of the state ACSA academies offered for the 2019-2020 academy year.

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curriculum &  
instructional leaders

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english learner

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equity administrators

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personnel  
administrators

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principals

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pupil services

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school business

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special education

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superintendents

## August 2019

16-17	Special Education	El Monte
16-17	Special Education	Redwood City
23-24	C & I Leaders	Monrovia
23-24	C & I Leaders	Rancho Cordova
23-24	Special Education	Bakersfield
30-31	Special Education	Sacramento

## September 2019

6-7	C & I Leaders	Salinas
6-7	English Learner	Covina
6-7	Superintendents	Sacramento
13-14	C & I Leaders	Costa Mesa
13-14	Equity Administrators	Fairfield
13-14	Personnel Administrators	Burlingame
13-14	Personnel Administrators	Irvine
13-14	Principals	Bakersfield
13-14	School Business	Sacramento
13-14	School Business	San Bernardino
13-14	Special Education	Riverside
13-14	Superintendents	Cerritos
20-21	Equity Administrators	Rancho Cucamonga
20-21	Personnel Administrators	Azusa
20-21	Personnel Administrators	Porterville
20-21	Principals	Pleasant Hill
20-21	Pupil Services	Walnut Creek
20-21	Superintendents	Fresno
20-21	Superintendents	San Jose
27-28	Personnel Administrators	Danville
27-28	Pupil Services	Ontario

## October 2019

11-12	Personnel Administrators	Ontario
25-26	Equity Administrators	Bakersfield

## November 2019

15-16	Principals	Ontario
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for your  
information

Visit [www.acsa.org/academies](http://www.acsa.org/academies) to select the academy of your choice and register online. You will also find information for additional academy locations added since the publication of this catalog!

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## Burlingame

1575 Bayshore Highway · Burlingame, CA 94010  
tel 650.692.4300 · 800.608.2272 · fax 650.692.6858

## Ontario

3602 Inland Empire Blvd., Suite A-230 · Ontario, CA 91764  
tel 909.484.7503 · 800.608.2272 · fax 909.484.7504

## Sacramento

1029 J Street, Suite 500 · Sacramento, CA 95814  
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## Find us online:

**Web site:** [www.acsa.org](http://www.acsa.org)

**Facebook:** [www.facebook.com/acsafans](http://www.facebook.com/acsafans)

**Twitter:** @ACSA\_Info

**Instagram:** ACSA\_Info

**YouTube:** [www.youtube.com/acsaorg](http://www.youtube.com/acsaorg)

acsa  
locations

# the mission of acsa...

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.

acsa  
is your  
career  
partner!

The Association of California School Administrators provides a full range of academies, in nine leadership specializations, to meet your needs as a school administrator, confidential employee or classified manager. Because ACSA represents all members of the district management team, we can help you build the administrative and leadership skills needed in your current job, while preparing you to take advantage of career advancement opportunities.

ACSA's job-specific academies provide a solid foundation in the application of leadership and management fundamentals for administrators who are new to advanced leadership positions or aspiring to the same. The academies are seen as the "fast track" into your career as a superintendent, principal, business manager, curriculum and instruction or personnel administrator, special education/pupil services director, confidential employee or classified manager. We invite you to take advantage of these exceptional high quality professional learning opportunities as ACSA continues to innovate to better meet your needs.

The academies are designed around the California Professional Standards for Educational Leaders (CPSEL) and the standards for the California Commission on Teacher Credentialing's (CTC) Professional Clear Administrative Services Credential (CASC) program. The ACSA Clear Administrative Credential Program is CTC-approved (see additional information at [www.acsa.org/credentialing](http://www.acsa.org/credentialing)).

## Benefits of academy participation

Academies offer a number of distinctive professional learning benefits including:

- Sustained, job-embedded professional learning that is supported by extensive materials and resources, and extended professional networking.
- Completing the School Business Academy 10-weekend program aligns with the requirements of Module I of the Business Executives Leadership Program, for Chief Business Officer certification, from the California Association of School Business Officials (CASBO).
- An Academy hours, if pre-approved by the credentialing program leadership and documented on the individualized induction plan (IIP), may be included in the clear administrative credential candidate's professional development plan (see additional administrative credentialing information on page 7).

**Note:** Academies are not an independent clear administrative services credential pathway.

Academies range in duration from 70 to 100 hours (see individual academy descriptions for additional details).

**REGISTER  
ONLINE AT:**  
[www.acsa.org/academies](http://www.acsa.org/academies)

## Academy Specializations

Academy Name	70 hours	80 hours	100 hours
Curriculum & Instructional Leaders		✓	
English Learner	✓		
Equity Administrators	✓		
Personnel Administrators	✓		
Principals	✓		
Pupil Services	✓		
School Business			✓
Special Education	✓		
Superintendents	✓		

- 70- to 100-hour academies are offered as seven to ten Friday evening/all-day Saturday meetings for 10 hours of professional learning per academy weekend.

## Ongoing academy innovation

The academy program brings new opportunities for enhancing job-embedded professional learning:

- The English Learner Academy, developed under the leadership of ACSA's Curriculum, Instruction & Accountability Council, debuted last year and is designed for administrators at all levels and areas of responsibility related to programs and services for English Learners.
- The Equity Administrators Academy, redesigned from the former Equity Leaders Academy, is designed for leaders responsible for advancing equity-minded work, and focuses on the development and advancement of systemic continuous improvement processes and equity-minded strategies.
- The Schoology (skoo-luh-jee) learning management system (LMS) supports each location of the ACSA academy program. Participants will benefit from using this exclusive platform for 24/7 access to academy materials and resources, and online discussions with fellow participants.

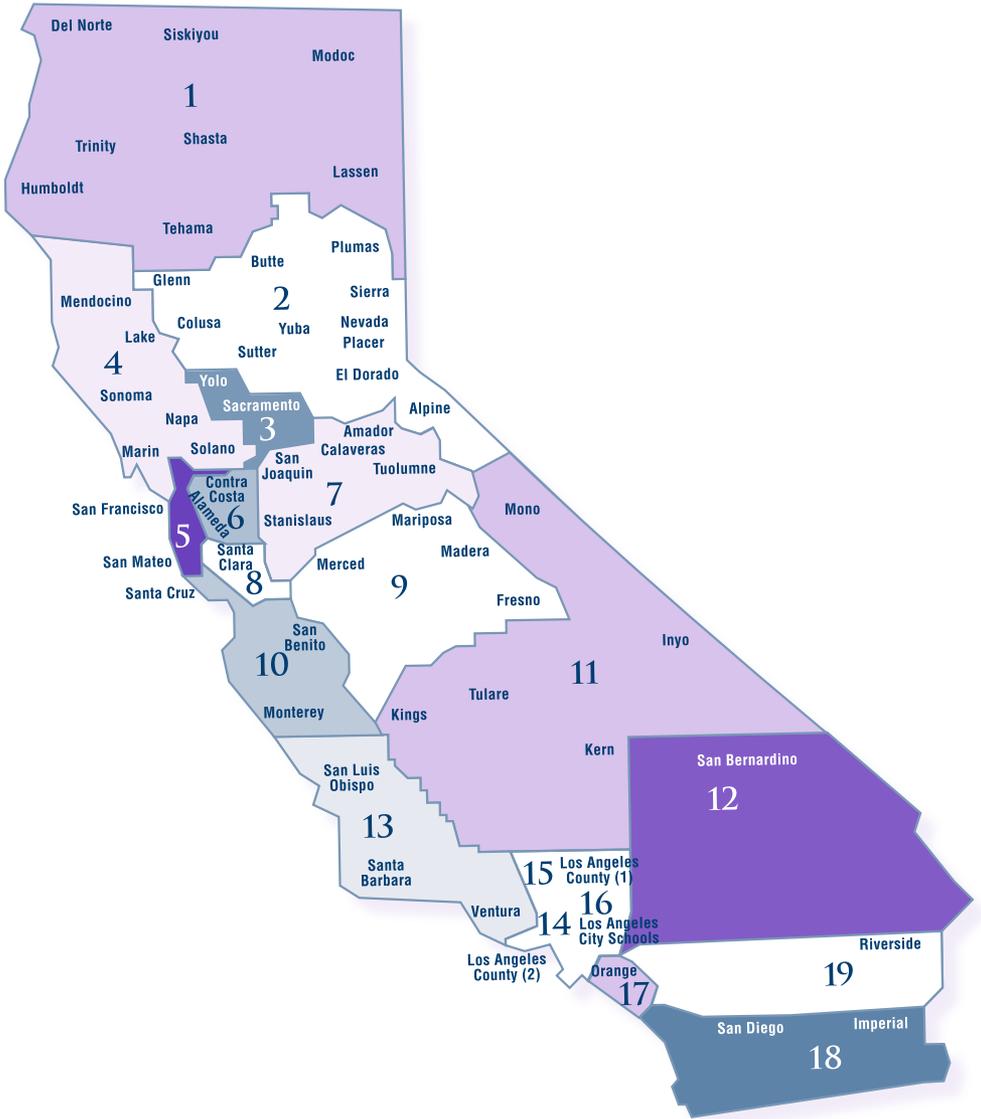
## Equity lens

At ACSA, we believe that every child deserves access and opportunity to quality teaching and learning every day, regardless of his or her ZIP code or family income. Socioeconomic conditions, race, gender, ethnic background, and other factors should not be barriers for educational attainment.

ACSA's mission statement is fundamental to our approach in being the driving force for an equitable, world-class education system, and the development of educational leaders in achieving equity. We believe that school leaders must be intentional and deliberate in disrupting inequities that continue to perpetuate the disparities among student groups. Additional information is available at [www.acsa.org/equity](http://www.acsa.org/equity).

In the ACSA academy program, in every leadership specialization, effective professional learning plays a vital role in expanding participants' capacity for equity-minded leadership.

# acsa regions map



## How do I register?

Pre-registration is required for all ACSA academies. Space is limited, so early registration is a must. To register for an ACSA academy, go to [www.acsa.org/academies](http://www.acsa.org/academies) and click on Register. You may register with a credit card (Visa or MasterCard), check or purchase order.

## Not yet an ACSA member? Double your savings!

Here's your chance to save on membership dues and on registration!

Just follow these easy steps:

1. Join ACSA today by going to [www.acsa.org/join](http://www.acsa.org/join) and use Promo Code: **ACAD19**. Become an ACSA member for just \$2 a day for the 2019-20 school year! Be sure to request expedited processing from the Member Services Department so that you may register and secure your spot in the academy of your choice. **Please note: ACSA membership must be active at time of registration and for the duration of the academy year to benefit from participation at the ACSA member rate.**  
*Your signature authorizing monthly payroll deduction of 2019-20 member dues must be provided on the application form. Offer limited to individuals who have not been ACSA members during the last 12 months.*
2. Register online for an academy at the member rate at [www.acsa.org/academies](http://www.acsa.org/academies) using any of the following payment options for registration: credit card, check, purchase order. (Sorry, no payroll deduction for registration.)

## Questions?

For membership information, contact ACSA Member Services Department at 800.608.2272 or email at [memberservices@acsa.org](mailto:memberservices@acsa.org). For registration questions, contact ACSA's Educational Services Department at 800.608.2272.

## Will I be notified that my registration has been received?

ACSA will email you confirmation of registration and enrollment upon receipt of your completed registration which needs to include one of the following: Payment in full; payment of the first of three installments; or provision of a valid Purchase Order number.

**Please note: To avoid registration cancellation, an appropriate form of payment must be received no later than three weeks before the scheduled Academy start date. Registrants may re-register with appropriate form of payment.** All academy materials and resources will be made available during the academy.

## What if I decide to attend at the last minute?

Simply give us a call at 800.608.2272 or email Marianne Acosta at [macosta@acsa.org](mailto:macosta@acsa.org). We'll do our best to accommodate you if the academy is not filled.

## What if I have to cancel at the last minute?

Cancellations must be in writing a minimum of 15 days prior to the program date to be eligible for a refund. A service fee is charged for all cancellations. The following scale will be used for all cancellation requests. **NOTE: Each cancellation notice received will be reviewed on an individual basis.**

<b>60 days prior .....</b>	<b>Full refund less \$50 service fee</b>	<b>15 days prior .....</b>	<b>50% refund</b>
<b>30 days prior .....</b>	<b>Full refund less \$75 service fee</b>	<b>14 days or less .....</b>	<b>No refund</b>

## Academy scholarships.

ACSA academy scholarship funding is available for regular ACSA members who have a commitment to educational quality, student achievement, and professional growth, and who can demonstrate a financial need. See scholarship application information on page 25.

## What about hotel reservations?

Participants are responsible for their own accommodations.

## What if a program is cancelled?

Sometimes, due to insufficient enrollment or other circumstances, ACSA must cancel an academy. Should that occur, we will transfer each registrant's registration to another academy of his/her choice or immediately process a full refund. ACSA is not responsible for travel expenses incurred due to cancelled programs.

## Which programs should I attend?

The chart below lists which academies should be attended by administrators in specific job categories – as well as by administrators who aspire to attain a position in a job category other than their own. Use the chart and the academy calendar to plan professional learning for your career development for the upcoming school year.

	Curriculum & Instructional Leaders Academy	English Learner Academy	Equity Administrators Academy	Personnel Administrators Academy	Principals Academy	Pupil Services Academy	School Business Academy	Special Education Academy	Superintendents Academy
Superintendents	▲	▲/●	▲/●	▲		▲	▲	▲	▲
Principals	▲	▲/●	▲/●	●	▲	●	●	▲	●
Business Officials		▲/●	▲/●	●		●	▲/●	●	●
Deans, Pupil Services, Co-Administrators	▲	▲/●	▲/●	●	●	●	●	●	●
Classified Leaders		▲/●	▲/●	▲/●		▲/●	●	●	
Personnel Administrators		▲/●	▲/●	▲		●			
District Office, Program Directors	▲	▲/●	▲/●	●	▲	●	●	▲	●
Charter School Administrators	▲	▲/●	▲/●	●	▲	●	●	▲	●

## Legend

- ▲ Academies suggested for administrators in that job category
- Academies suggested for administrators aspiring to that job category

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## California's Administrative Services Credential Program

The California Commission on Teacher Credentialing (CTC) has a two level process for credentialing public school administrators. Each level has eligibility criteria and the preliminary level has several optional pathways. ACSA is committed to supporting educational professionals by offering programs that support credential programs. For participants enrolled in a CTC-approved Administrative Services Clear Induction program, and with prior approval of the credentialing program leadership, Academy hours may be used toward completing annual required professional development requirements.

Detailed information regarding Administrative Services Credential requirements is available at [www.ctc.ca.gov/credentials/leaflets/cl574c.pdf](http://www.ctc.ca.gov/credentials/leaflets/cl574c.pdf). An overview of the credential program levels and requirements is outlined below:

### Preliminary Administrative Services Credential\*

1. possess a valid prerequisite credential
2. complete one of the following:
  - a. a CTC-approved program of specialized and professional preparation in administrative services, or
  - b. a one-year Commission-approved administrative services intern program, or
  - c. achieve passing score on the CA Preliminary Administrative Credential Examination (CPACE)
3. satisfy the basic skills requirement
4. complete five years of full-time experience
5. verify employment in an administrative position

**\* In partnership with the Sacramento County Office of Education's Leadership Institute, ACSA offers aspiring teacher leaders the opportunity to earn a Preliminary Administrative Services Credential (Master's degree option available). Additional information is available at [www.acsa.org/credentialing](http://www.acsa.org/credentialing).**

### Professional Clear Administrative Services Credential\*\*

- possess a valid Preliminary Administrative Services Credential
- verify a minimum of two years of successful experience in a full-time administrative position in a CA public school, non-public school, or private school of equivalent status
- complete a CTC-approved Administrative Services induction program

**\*\* The ACSA Clear Administrative Credential Program is California CTC-approved. More information is available at [www.acsa.org/credentialing](http://www.acsa.org/credentialing).**

# California Professional Standards for Educational Leaders (CPSEL)

**Standard 1: DEVELOPMENT OF A SHARED VISION.** Educational leaders facilitate the development of a shared vision of learning and growth of all students.

**Element 1A: Student-Centered Vision:** Leaders shape a collective vision that uses multiple measures of data and focuses upon equitable access, opportunities, and outcomes for all students.

**Element 1B: Developing Shared Vision:** Leaders engage others in a collaborative process to develop a vision of teaching and learning that is shared and supported by all stakeholders.

**Element 1C: Vision Planning and Implementation:** Leaders guide and monitor decisions, actions, and outcomes using the shared vision and goals.

**Standard 2: INSTRUCTIONAL LEADERSHIP.** Educational leaders shape a collaborative culture of teaching and learning informed by professional standards and focused on student and professional growth.

**Element 2A: Professional Learning Culture:** Leaders promote a culture in which staff engages in individual and collective professional learning that results in their continuous improvement and high performance.

**Element 2B: Curriculum and Instruction:** Leaders guide and support the implementation of standards-based curriculum, instruction, and assessments that address student expectations and outcomes.

**Element 2C: Assessment and Accountability:** Leaders develop and use assessment and accountability systems to monitor, improve, and extend educator practice program outcomes and student learning.

**Standard 3: MANAGEMENT AND LEARNING ENVIRONMENT.** Educational leaders manage the organization to cultivate a safe and productive learning and working environment.

**Element 3A: Operations and Facilities:** Leaders provide and oversee a functional, safe, and clean learning environment.

**Element 3B: Plans and Procedures:** Leaders establish structures and employ policies and processes that support students to graduate ready for college and career.

**Element 3C: Climate:** Leaders facilitate safe, fair, and respectful environments that meet the intellectual, linguistic, cultural, social-emotional, and physical needs of each learner.

**Element 3D: Fiscal and Human Resources:** Leaders align fiscal and human resources and manage policies and contractual agreements that build a productive learning environment.

## Definitions

### Standards:

Organized into six broad categories, the standards represent the responsibilities of an educational leader, reflecting both professional and personal practice.

**Standard 4: FAMILY AND COMMUNITY ENGAGEMENT.** Educational leaders collaborate with families and other stakeholders to address diverse student and community interests and mobilize community resources.

**Element 4A: Parent and Family Engagement:** Leaders meaningfully involve all parents and families, including underrepresented communities in student learning programs.

**Element 4B: Community Partnerships:** Leaders establish community partnerships that promote and support students to meet performance and context expectations and graduate ready for college and career.

**Element 4C: Community Resources and Services:** Leaders leverage and integrate community resources and services to meet the varied needs of all students.

**Standard 5: ETHICS AND INTEGRITY.** Educational leaders make decisions, model, and behave in ways that demonstrate professionalism, ethics, integrity, justice, and equity and hold staff to the same standard.

**Element 5A: Reflective Practice:** Leaders act upon a personal code of ethics that requires continuous reflection and learning.

**Element 5B: Ethical Decision-Making:** Leaders guide and support personal and collective actions that use relevant evidence and available research to make fair and ethical decisions.

**Element 5C: Ethical Action:** Leaders recognize and use their professional influence with staff and the community to develop a climate of trust, mutual respect, and honest communication necessary to consistently make fair and equitable decisions on behalf of all students.

**Standard 6: EXTERNAL CONTEXT AND POLICY.** Educational leaders influence political, social, economic, legal, and cultural contexts affecting education to improve education policies and practices.

**Element 6A: Understanding and Communicating Policy:** Leaders actively structure and participate in opportunities that develop greater public understanding of the education policy environment.

**Element 6B: Professional Influence:** Leaders use their understanding of social, cultural, economic, legal and political contexts to shape policies that lead to all students to graduate ready for college and career.

**Element 6C: Policy Engagement:** Leaders engage with policymakers and stakeholders to collaborate on education policies focused on improving education for all students.

## Elements:

Elements highlight three to four areas within each standard to clarify the intention of the standard and help to organize and define key areas of leader actions within the standard.

## Indicators:

Indicators describe how an educational leader might demonstrate the standard element within his/her practice.

# curriculum and instructional leaders academy

## Intended audience

***Superintendents, Assistant Superintendents of Instruction; Project Directors, Curriculum Directors, Intervention Specialists; Site Administrators; District and County Office Administrators including those aspiring to central office curriculum and instructional leadership; School Board Members***

The ACSA Curriculum and Instructional Leaders Academy introduces participants to a variety of strategies for developing effective instructional practices based on current student learning and assessment theories. Presentations and discussion sessions are conducted by an experienced faculty of current practitioners. This academy enables new or aspiring curriculum and instructional leaders to experience and begin to develop fundamental skills needed to address standard-based reforms including assessment, curriculum, and monitoring and evaluation of instructional programs for their schools and districts within the context of local control accountability planning and the Local Control Funding Formula (LCFF).

For CTC-approved Clear Administrative Services Credentialing programs, and with prior approval of the credentialing program leadership, academy hours may be used toward completing annual required professional development requirements.

## Specific themes include:

- **Quality instruction for all.**
- **Meeting diverse student needs.**
- **Leading system change and transition.**
- **State and federal mandates and accountability.**
- **Personalizing learning in standards-based systems.**
- **Instructional materials selection (traditional, online, electronic, open-source).**
- **Meeting “categorical” needs with “flexible” funding (Local Control and Accountability Plan - LCAP).**
- **From transition to implementation of the California State Standards for ELA, ELD, Math and Next Generation Science.**
- **Student assessments: formative and summative (Smarter Balanced Assessment Consortium - SBAC).**
- **The changing world of teacher and program evaluation.**
- **Literacy in all subject areas.**

Academy sessions are particularly useful for educators managing changes that lead to the successful implementation of standards, assessment and accountability. The extensive course syllabus and materials each participant receives are exceptional resources for ongoing reference.

Participants experience 80 hours of professional learning over eight weekend sessions. The academy meets Friday evenings, 5:00 p.m. to 9:00 p.m., and Saturdays, 8:30 a.m. to 3:30 p.m.\*

**\*Please note that Saturday hours for this academy may vary.**

With prior approval of the credentialing program leadership, Academy hours may be used towards completing annual required professional development requirements, (see page 7).

## C & I Leaders – Costa Mesa

Orange County Department of Education, 200 Kalmus Drive, Costa Mesa, CA 92626

Director – Darlene Messinger

<b>September 13-14, 2019</b>	<b>December 6-7</b>	<b>March 27-28</b>
<b>October 11-12</b>	<b>January 10-11, 2020</b>	<b>April 17-18</b>
<b>November 15-16</b>	<b>February 28-29</b>	

## C & I Leaders – Monrovia

Monrovia USD, 325 E. Huntington Drive, Monrovia, CA 91016

Director – Sue Kaiser

<b>August 23-24, 2019</b>	<b>November 15-16</b>	<b>February 28-29</b>
<b>September 13-14</b>	<b>December 13-14</b>	<b>March 20-21</b>
<b>October 11-12</b>	<b>January 31-February 1, 2020</b>	

## C & I Leaders – Rancho Cordova

Folsom Cordova USD, Education Services Center, Board Room, 1965 Birkmont Drive, Rancho Cordova, CA 95742

Director – Curtis Wilson

<b>August 23-24, 2019</b>	<b>November 15-16</b>	<b>March 13-14</b>
<b>September 20-21</b>	<b>January 10-11, 2020</b>	<b>April 17-18</b>
<b>October 25-26</b>	<b>February 14-15</b>	

## C & I Leaders – Salinas

Monterey County Office of Education, 901 Blanco Circle, Salinas, CA 93901

Director – Caryn Lewis

<b>September 6-7, 2019</b>	<b>December 13-14</b>	<b>March 13-14</b>
<b>October 11-12</b>	<b>January 10-11, 2020</b>	<b>April 24-25</b>
<b>November 22-23</b>	<b>February 14-15</b>	

**c&i**

english learner

equity administrators

personnel

principals

pupil services

school business

special ed.

superintendents

## Registration

### Salinas

**ACSA members \$1,595**

**Non-members \$3,190**

### All Other Locations

**ACSA members \$1,395**

**Non-members \$2,790**

# english learner academy

## english learner

equity administrators

personnel

principals

pupil services

school business

special ed.

superintendents

## Intended audience

***Superintendents, Assistant Superintendents of Instruction; Project Directors, Curriculum Directors, Intervention Specialists; Site Administrators; District and County Office Administrators including those aspiring to central office curriculum and instructional leadership; School Board Members***

The English Learner Academy, ACSA's newest academy, is designed to provide administrators with the most up-to-date information in order to be successful instructional and compliance administrators at all levels and areas of responsibility related to programs and services for English Learners. The academy focuses on leadership for accountability, instruction, and advocacy for English Learners by integrating the principles of:

- **organizational 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 context of local control accountability planning, the Local Control Funding Formula (LCFF) and the Every Student Succeeds Act (ESSA).

For CTC-approved Clear Administrative Services Credential programs, and with prior approval of the credentialing program leadership, academy hours may be used toward completing annual required professional development requirements. Themes are aligned to the California Performance Standards for Educational Leadership (CPSEL).

## Specific themes include:

- **Historical and statewide perspective of bilingual education.**
- **State and Federal laws.**
- **Assessments, Identification and Reclassification.**
- **Climate and Culture, Systemic Reform, Systems Thinking.**
- **Equity and Access: examination of bias and beliefs, interrupting patterns of inequity.**
- **Leading the implementation of the Frameworks.**
- **Designated and integrated ELD placement, equity and access.**
- **High Quality Instruction, Rtl, intervention, prevention and Special Education.**
- **Advocacy.**
- **Current Issues and Ethical Leadership.**
- **Supervision of instruction to focus on what designated and integrated ELD instruction look like in the classroom.**

Academy sessions are particularly useful for educators managing changes that lead to the successful implementation of standards, assessment and accountability. The extensive course syllabus and materials each participant receives are exceptional resources for ongoing reference.

Participants experience 70 hours of professional learning over seven weekend sessions. The academy meets Friday evenings, 5:00 p.m. to 9:00 p.m., and Saturdays, 8:30 a.m. to 3:30 p.m.\*

**\*Please note that Saturday hours for this academy may vary.**

## Registration

**ACSA members \$1,285**  
**Non-members \$2,570**

**Enrollment  
is limited to  
the first 30  
registrants.**

## English Learner – Covina

Royal Oak Middle School, Library, 303 South Glendora Avenue, Covina, CA 91724

*Directors – Angel Barrett & Yvonne Contreras*

**September 6-7, 2019**

**October 25-26**

**December 6-7**

**January 10-11, 2020**

**February 7-8**

**March 13-14**

**March 27-28**

# equity administrators academy

## Intended audience

**District and site administrators including Superintendents, Assistant Superintendents, Equity Administrators; County Office Administrators; those responsible for LCAP implementation, interested in educational equity, and in closing achievement gaps in their schools and districts; School Board Members**

The ACSA Equity Administrators Academy is designed to build leadership capacity and oversight for the development and advancement of systemic strategies. The Academy will focus on policies and academic strategies that close the achievement gap in efforts to implement promising and proven strategies in the district. Participants will learn how to conduct internal review and evaluation of existing resources and programs established to support underserved students. The academy will help participants learn how build and embed continuous improvement processes in their own local context to support LCAP Implementation. The academy is designed for administrators or individuals responsible for leading and coordinating reform efforts focused on addressing achievement gaps and implementing equitable practices to effectively address diverse student needs. Practical tools and tips are incorporated in every session.

The academy focuses on intentional and strategic efforts to provide relevant support that can be applied effectively to serve all marginalized groups. The academy is excellent preparation for administrators who are leading equity and for those pursuing equity leadership positions within districts and counties offices of education that have resulted from LCFF/LCAP initiatives. All students and student groups fall under the scope of this work: English learners, socioeconomically disadvantaged pupils, foster youth, homeless youth, students with disabilities, racial/ethnic groups.

## Specific themes Include:

- **Developing cultural coherence amidst cultural diversity.**
- **Leading and designing for equity in complex systems for setting goals and planning actions in LCAPs (Local Control and Accountability Plan) and SPSAs (Single Plan for Student Achievement).**
- **Using data as an equity engine to set goals, plan actions, and leverage resources to meet those goals to improve student outcomes.**
- **Creating a strategic plan and vision for Diversity, Equity, and Inclusion (DEI).**
- **Developing continuous improvement systems for aligning local, state and federal priorities, and for allocating and leveraging resources.**
- **Engaging family and community partners for Equity and Excellence.**

Participants experience 70 hours of professional learning over seven weekends. The academy meets Friday evenings, 5:00 p.m. to 9:00 p.m., and Saturdays, 8:30 a.m. to 3:30 p.m.\*

**\*Please note that Saturday hours for this academy may vary.**

c&i

english learner

equity administrators

personnel

principals

pupil services

school business

special ed.

superintendents

c&i

english learner

**equity administrators**

personnel

principals

pupil services

school business

special ed.

superintendents

## Equity Administrators – Bakersfield

Kern County Superintendent of Schools, Access Center, 1330 Truxton Avenue, Bakersfield, CA 93301

*Directors – Krista Herrera & José Morales*

**October 25-26, 2019**

**January 24-25, 2020**

**March 27-28**

**November 22-23**

**February 28-29**

**April 17-18**

**December 13-14**

## Equity Administrators – Fairfield

Solano County Office of Education, Conference Room, 5100 Business Center Drive, Fairfield, CA 94534

*Directors – Andrea Lemos & Edison Kelly*

**September 13-14, 2019**

**January 10-11, 2020**

**March 6-7**

**October 11-12**

**February 7-8**

**April 3-4**

**November 15-16**

## Equity Administrators – Rancho Cucamonga

San Bernardino County Superintendent of Schools, West End Educational Service Center, Rains Room, 8265 Aspen Avenue, Rancho Cucamonga, CA 91730

*Directors – Mary McNeil & Robin McIver-Brown*

**September 20-21, 2019**

**January 24-25, 2020**

**March 20-21**

**October 18-19**

**February 21-22**

**April 24-25**

**November 22-23**

## Registration

### Bakersfield

**ACSA members \$1,475**

**Non-members \$2,950**

### All Other

### Locations

**ACSA members \$1,285**

**Non-members \$2,570**

**Enrollment  
is limited to  
the first 30  
registrants.**

# personnel administrators academy

## Intended audience

***Superintendents; Assistant Superintendents and Directors of Human Resources; district and county office personnel administrators and managers; certificated and classified personnel staff; Site Administrators***

The ACSA Personnel Administrators Academy 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 context of local control accountability planning and the Local Control Funding Formula (LCFF).

For CTC-approved Clear Administrative Services Credential programs, and with prior approval of the credentialing program leadership, academy hours may be used toward completing annual required professional development requirements.

## Specific themes include:

### Personnel Department Organization

- **Role of the personnel manager.**
- **Organizing the certificated/classified personnel office.**
- **Technology in human resource management.**
- **Job description/reclassification/compensation.**

### Employee Management

- **Evaluating employees.**
- **Staffing needs and recruitment.**
- **Employee counseling techniques.**
- **Employer-employee relations.**
- **Budget, salary, benefits.**

### Legal Aspects

- **Due process.**
- **Equal Employment Opportunity (EEO).**
- **State and federal laws and regulations.**
- **Layoff and termination.**

### Staff Development

- **Troubleshooting special personnel problems.**
- **Professional advancement opportunities.**
- **Induction, orientation.**

Participants experience 70 hours of professional learning over seven weekends. The academy meets Friday evenings, 5:00 p.m. to 9:00 p.m., and Saturdays, 8:30 a.m. to 3:30 p.m.\*

**\*Please note that Saturday hours for this academy may vary.**

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With prior approval of the credentialing program leadership, Academy hours may be used towards completing annual required professional development requirements, (see page 7).

information continues on p. 16

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## Personnel Administrators – Azusa

Azusa USD, 546 South Citrus Avenue, Azusa, CA 91702

*Director – Corey James*

<b>September 20-21, 2019</b>	<b>January 24-25, 2020</b>	<b>March 6-7</b>
<b>October 18-19</b>	<b>February 21-22</b>	<b>April 3-4</b>
<b>November 22-23</b>		

## Personnel Administrators – Burlingame

ACSA Office, Suite 202 (2nd Floor), 1575 Bayshore Highway, Burlingame, CA 94010

*Directors – Jennifer Looney & John Thompson*

<b>September 13-14, 2019</b>	<b>December 13-14</b>	<b>February 21-22</b>
<b>October 11-12</b>	<b>January 24-25, 2020</b>	<b>March 20-21</b>
<b>November 15-16</b>		

## Personnel Administrators – Danville

San Ramon Valley USD, 699 Old Orchard Drive, Danville, CA 94526

*Directors – Sherri Beetz & Keith Rogenski*

<b>September 27-28, 2019</b>	<b>January 10-11, 2020</b>	<b>March 6-7</b>
<b>October 25-26</b>	<b>February 7-8</b>	<b>April 3-4</b>
<b>December 6-7</b>		

## Personnel Administrators – Irvine

Irvine USD, Board Room, 5050 Barranca Parkway, Irvine, CA 92604

*Directors – Eamonn O'Donovan & Susan Kemp*

<b>September 13-14, 2019</b>	<b>December 6-7</b>	<b>February 7-8</b>
<b>October 11-12</b>	<b>January 10-11, 2020</b>	<b>March 20-21</b>
<b>October 25-26</b>		

## Personnel Administrators – Ontario

Ontario-Montclair SD, 950 D Street, Ontario, CA 91762

*Directors – Ray McMullen & Richard Tauer*

<b>October 11-12, 2019</b>	<b>January 10-11, 2020</b>	<b>March 13-14</b>
<b>November 15-16</b>	<b>February 7-8</b>	<b>April 10-11</b>
<b>December 13-14</b>		

## Personnel Administrators – Porterville

Porterville USD, Board Room, 600 West Grand Avenue, Porterville, CA 93257

*Director – Jeanette McDonald*

<b>September 20-21, 2019</b>	<b>December 6-7</b>	<b>February 28-29</b>
<b>October 18-19</b>	<b>January 24-25, 2020</b>	<b>March 27-28</b>
<b>November 15-16</b>		

## Registration

### Porterville

ACSA members \$1,495  
Non-members \$2,990

### All Other

### Locations

ACSA members \$1,295  
Non-members \$2,590

**Enrollment  
is limited to  
the first 30  
registrants.**

# principals academy

## Intended audience

**New and aspiring Principals; Assistant and Vice Principals; Academic Coaches and new district or county office administrators responsible for supporting principals**

The ACSA Principals Academy, for new or aspiring principals, is designed to build the capacity of the next generation of principals to become transformational leaders who can identify critical paradigm shifts, create a guiding and unifying vision through inspiration, and execute essential change with site staff. Presentations and interactive sessions are presented by experienced school administrators from a variety of departments involved in school and district operations, and experienced practicing school principals.

The intensive academy 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 context of local control accountability planning and the Local Control Funding Formula (LCFF).

For CTC-approved Clear Administrative Services Credential programs, and with prior approval of the credentialing program leadership, academy hours may be used toward completing annual required professional development requirements.

## Specific themes include:

- **Principal leadership.**
- **Leadership.**
- **Leading the implementation of the California State Standards.**
- **School climate and culture.**
- **High quality instruction.**
- **Communication.**
- **Learning assessments.**
- **Finance.**
- **Change and growth.**
- **Personnel/school Law.**

The extensive course syllabus and materials provided to participants are exceptional resources for ongoing reference and career planning.

Participants experience 70 hours of professional development over seven weekends. The academy meets Friday evenings, 5:00 p.m. to 9:00 p.m., and Saturdays, 8:30 a.m. to 3:30 p.m.\*

**\*Please note that Saturday hours for this academy may vary.**

## Principals – Bakersfield

Kern County Superintendent of Schools, City Centre, Room 1 A/B (1st Floor), 1300 17th Street, Bakersfield, CA 93301

*Directors – Blanca Cavazos & Ramon Hendrix*

**September 13-14, 2019**

**November 15-16**

**January 10-11, 2020**

**September 27-28**

**December 13-14**

**February 21-22**

**October 18-19**

## Principals – Ontario

ACSA Office, Suite A-230 (2nd Floor), 3602 Inland Empire Blvd., Ontario, CA 91764

*Director – Charles “Derrick” Lawson*

**November 15-16, 2019**

**January 31-February 1**

**March 20-21**

**December 6-7**

**February 21-22**

**April 3-4**

**January 10-11, 2020**

## Principals – Pleasant Hill

Contra Costa County Office of Education, Board Room, 77 Santa Barbara Road, Pleasant Hill, CA 94523

*Directors – Julie Braun Martin & Karen Sakata*

**September 20-21, 2019**

**January 24-25, 2020**

**March 20-21**

**October 25-26**

**February 21-22**

**April 24-25**

**November 15-16**

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With prior approval of the credentialing program leadership, Academy hours may be used towards completing annual required professional development requirements, (see page 7).

## Registration

**Bakersfield**

**ACSA members \$1,475**

**Non-members \$2,950**

**All other locations**

**ACSA members \$1,285**

**Non-members \$2,570**

**Enrollment is limited to the first 30 registrants.**

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# pupil services academy

## Intended audience

**Assistant Superintendents of Student Services; (general and Special Education) district administrators including coordinators and directors responsible for child welfare and attendance; district and county office pupil services administrators; Site Administrators, School Counselors, School Psychologists; those aspiring to pupil services leadership; School Board Members**

The ACSA Pupil Services Academy addresses what pupil services administrators, at all levels and areas of responsibility, need to understand to be successful. The academy is designed with a consistent 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 context of local control accountability planning and the Local Control Funding Formula (LCFF).

For CTC-approved Clear Administrative Services Credential programs, and with prior approval of the credentialing program leadership, academy hours may be used toward completing annual required professional development requirements.

## Specific themes include:

- Standard due process.
- Standard records.
- State and federal laws affecting standards.
- Section 504 issues.
- Advocacy for standards.
- Alternative programs.
- Enrollment processes.
- Special education issues.
- Transition from school to career.
- Human resources/credentialing.
- Multi-agency coordination/SARB (School Attendance Review Board).
- Program assessment.
- Current issues.

Participants experience 70 hours of professional learning over seven weekends. The academy meets on Friday evenings, 5:00-9:00 p.m., and Saturdays, 8:30 a.m.-3:30 p.m.\*

**\*Please note that Saturday hours for this academy may vary.**

With prior approval of the credentialing program leadership, Academy hours may be used towards completing annual required professional development requirements, (see page 7).

## Registration

ACSA members \$1,285  
Non-members \$2,570

Enrollment is limited to the first 30 registrants.

## Pupil Services – Ontario

ACSA Office, Suite A-230 (2nd Floor), 3602 Inland Empire Blvd., Ontario, CA 91764

Directors – Sherman Garnett & Ray Vincent

<b>September 27-28, 2019</b>	<b>January 17-18, 2020</b>	<b>March 13-14</b>
<b>October 25-26</b>	<b>February 14-15</b>	<b>April 17-18</b>
<b>December 13-14</b>		

## Pupil Services – Walnut Creek

Del Valle Education Center, Rooms 101 & 102, 1963 Tice Valley Boulevard, Walnut Creek, CA 94595

Director – Steven France

<b>September 20-21, 2019</b>	<b>January 10-11, 2020</b>	<b>March 20-21</b>
<b>October 18-19</b>	<b>February 21-22</b>	<b>April 17-18</b>
<b>December 13-14</b>		

# school business academy

## Intended audience

***Superintendents and Cabinet members; newly appointed and aspiring Chief Business Officials; Educational Services and Human Resources administrators, Principals, and other district staff seeking an in-depth introduction to school business operations; School Board Members***

The ACSA School Business Academy provides a comprehensive, concentrated curriculum tailored to the unique demands of business management in the education setting. The academy is the only source of specialized training in all facets of school business operations available to new or aspiring school business administrators. Presentations and discussion sessions are led by seasoned professionals who use practical examples of effective business management techniques.

The School Business Academy focuses on building the practical skills and understanding of organizational principles required for today's administrators within the context of local control accountability planning and the Local Control Funding Formula (LCFF). This academy aligns with the requirements of Module 1 of the Business Executives Leadership Program, for Chief Business Official certification, from the California Association of School Business Officials (CASBO).

For CTC-approved Clear Administrative Services Credential programs, and with prior approval of the credentialing program leadership, academy hours may be used toward completing annual required professional development requirements.

## Specific themes include:

### Leadership, organization and personnel relationships in business services

- **Selection, training and supervision of staff.**
- **Superintendent, CBO, board relations.**
- **Strategic planning.**
- **Legislation.**
- **Leadership characteristics of the CBO.**

### Budget preparation and control

- **Legal provisions and restrictions.**
- **Estimating attendance, enrollments, income and expenditures.**
- **Budget, calendar planning and development.**
- **Managing school district budgets including site-based curriculum and curriculum-driven budgets.**

### School finance, accounting and auditing

- **Standard account code structures.**
- **History of school finance.**
- **Financing alternatives.**
- **Understanding base revenue limits and Special Education funding.**
- **Purpose of auditing.**
- **Attendance accounting.**

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superintendents

## Business operations

- **Facilities planning, construction and financing.**
- **Purchasing and warehousing.**
- **Pupil transportation.**
- **Food services.**
- **Technology and information management.**
- **Risk management.**
- **Maintenance and operations.**
- **Entrepreneurship.**

Participants experience 100 hours of professional learning over 10 weekends. The academy meets on Friday evenings, 5:00–9:00 p.m., and Saturdays, 8:30 a.m. – 3:30 p.m.\*

**\*Please note that Saturday hours for this academy may vary.**

## School Business – Sacramento

WestEd, Suite 500 (5th Floor), 1000 G Street, Sacramento, CA 95814

*Directors – Ann Hern & Tim Hern*

<b>September 13-14, 2019</b>	<b>January 10-11, 2020</b>
<b>September 27-28</b>	<b>February 7-8</b>
<b>October 11-12</b>	<b>February 21-22</b>
<b>November 15-16</b>	<b>March 13-14</b>
<b>December 6-7</b>	<b>March 27-28</b>

## School Business – San Bernardino

San Bernardino County Superintendent of Schools, Roy C. Hill Education Center, 601 North E Street, San Bernardino, CA 92415

*Director – Vince Christakos*

<b>September 13-14, 2019</b>	<b>January 17-18, 2020</b>
<b>September 20-21</b>	<b>February 7-8</b>
<b>October 25-26</b>	<b>February 21-22</b>
<b>November 15-16</b>	<b>March 6-7</b>
<b>December 6-7</b>	<b>March 20-21</b>

## Registration

ACSA/CASBO

members \$1,695

Non-members \$3,390

**Enrollment  
is limited to  
the first 30  
registrants.**

# special education academy

## Intended audience

**Assistant Superintendents and Directors of Special Education or Student Services; program coordinators, intervention specialists; district and site administrators responsible for special education at the school, district or SELPA levels; aspiring special education administrators; those seeking to improve their knowledge and skills in service to students**

The ACSA Special Education Academy provides current and relevant training for successful special education administrators at all levels and areas of responsibility related to special education programs and services. Participants are provided essential information and resources through a consistent academy focus on leadership, communication, prevention and intervention. The academy integrates:

- **principles of organization and cultural environment,**
- **dynamics of strategic issues management,**
- **ethical and reflective leadership,**
- **analysis of public policy, and**
- **management of information systems, and human and fiscal resources**

in consideration of the larger implications of funding and accountability relevant to special education, and to local control accountability planning and the Local Control Funding Formula (LCFF). The academy highlights legal and practical implementation features related to special education topics and themes, and provides a firm foundation for working within the educational services realms of general education and special education at the district level.

For CTC-approved Clear Administrative Services Credential programs, and with prior approval of the credentialing program leadership, academy hours may be used toward completing annual required professional development requirements.

## Specific themes include:

- **Historical and statewide perspective of special education.**
- **Section 504 and ADA regulations and requirements.**
- **Multi-Tiered Systems of Support and Universal Design for Learning for all students.**
- **Assessment and procedural safeguards for ensuring a quality IEP.**
- **Facilitated IEPs and Alternative Dispute Resolution.**
- **Positive working relationships with parents and families.**
- **Preparation for mediation and due process hearings.**
- **Placement/service issues, procedural safeguards related to discipline.**
- **Special Education transitions.**
- **Curriculum, instruction and California State Standards for special education students.**
- **Behavior and discipline issues.**
- **State and federal laws affecting special education.**
- **Equity issues and special education, disproportionality and English Learners.**
- **Advocacy for students with disabilities.**
- **Current issues facing special education, including Legal Hot Topics.**
- **Funding and budget development related to LCAP and LCFF.**
- **Human resources/credentialing issues and staffing/evaluation of special education programs.**
- **Educational reform inclusive of special education.**
- **State and Federal accountability and evaluation.**

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With prior approval of the credentialing program leadership, Academy hours may be used towards completing annual required professional development requirements, (see page 7).

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pupil services

school business

**special ed.**

superintendents

Participants experience 70 hours of professional learning over seven weekends. The academy meets on Friday evenings, 5:00-9:00 p.m., and Saturdays, 8:30 a.m.-3:30 p.m.\*

**\*Please note that Saturday hours for this academy may vary.**

### Special Education – Bakersfield

Kern County Superintendent of Schools, City Centre, 1300 17th Street, Bakersfield, CA 93301

*Director – Julianna Gaines*

**August 23-24, 2019**

**December 6-7**

**February 21-22**

**September 20-21**

**January 10-11, 2020**

**March 20-21**

**October 18-19**

### Special Education – El Monte

San Gabriel Valley SELPA, 11204 Asher Street, El Monte, CA 91731

*Directors – Jacqueline Williams & Jennifer Yales*

**August 16-17, 2019**

**December 13-14**

**March 20-21**

**September 20-21**

**February 21-22, 2020**

**April 17-18**

**October 18-19**

### Special Education – Redwood City

San Mateo COE, 101 Twin Dolphin Drive, Redwood City, CA 94065

*Directors – Anjanette Pelletier & Rose DuMond*

**August 16-17, 2019**

**October 11-12**

**December 13-14**

**September 13-14**

**November 22-23**

**Jan. 31-Feb. 1, 2020**

**September 27-28**

### Special Education – Riverside

Riverside County Office of Education, Conference Center, Hyatt Room, 3939 Thirteenth Street, Riverside, CA 92501

*Directors – Barbara Sorter & Christine Haney-Okoye*

**September 13-14, 2019**

**January 10-11, 2020**

**March 13-14**

**October 11-12**

**February 14-15**

**April 17-18**

**December 6-7**

### Special Education – Sacramento

ACSA Office, Suite 320 (3rd Floor), 1029 J Street, Sacramento, CA 95814

*Directors – Diane Youtsey & Stacy Barsdale*

**August 30-31, 2019**

**January 10-11, 2020**

**March 6-7**

**September 27-28**

**February 14-15**

**March 27-28**

**October 25-26**

### Registration

#### Bakersfield

ACSA members \$1,475

Non-members \$2,950

#### All Other

#### Locations

ACSA members \$1,285

Non-members \$2,570

**Enrollment is limited to the first 30 registrants.**

# superintendents academy

## Intended audience

***New Superintendents and Superintendent/Principals; Assistant Superintendents and Cabinet Members; principals responsible for district operations; district and county office administrators including those aspiring to the superintendency***

The ACSA Superintendents Academy offers an excellent, intensive forum for new or aspiring superintendents to develop the fundamental skills needed to effectively lead a California school district within the context of local control accountability planning and the Local Control Funding Formula (LCFF). Presentations and discussion sessions are conducted by an experienced faculty of superintendents who blend leadership and management theory with practical applications and examples.

For CTC-approved Clear Administrative Services Credential programs, and with prior approval of the credentialing program leadership, academy hours may be used toward completing annual required professional development requirements.

## Specific themes include:

### The superintendency

- Leadership role of superintendents.
- Managing the change process.
- Ethical and reflective leadership.
- Challenges facing new superintendents.
- Keys to personal advancement.
- Equity-minded leadership.

### District management

- School district organization.
- Management skills.
- Developing a positive district climate.
- Strategic planning.

### Human relations

- Instructional/management team building.
- Shared decision making and restructuring.
- Board/superintendent relations.
- Negotiations and collective bargaining.
- Personnel management, evaluation and employee relations.

### Instructional leadership

- Staff development.
- Improving and evaluating instructional programs.
- Textbook selection, censorship and critical curriculum issues.
- Educational technology uses in management and instruction.

### Policies and procedures

- Superintendent contracts.
- California law and the superintendency.
- School finance and budgeting.
- Implementing the Ed Code and other state regulations.

The ACSA Superintendents Academy is widely regarded as the “fast track” into the superintendency. The academy helps participants avoid pitfalls, learn practical tips from seasoned superintendents, and build a resource network of colleagues.

The extensive course syllabus and materials provided to each participant are exceptional resources for ongoing reference.

Participants experience 70 hours of professional learning over seven weekends. The academy meets on Friday evenings, 5:00 p.m. to 9:00 p.m., and Saturdays, 8:30 a.m. to 3:30 p.m.\*

**\*Please note that Saturday hours for this academy may vary.**

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**With prior approval of the credentialing program leadership, Academy hours may be used towards completing annual required professional development requirements, (see page 7).**

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### Superintendents – Cerritos

ABC USD, Board Room, 16700 Norwalk Blvd., Cerritos, CA 90703

Director – *Mary Sieu*

<b>September 13-14, 2019</b>	<b>January 17-18, 2020</b>	<b>March 13-14</b>
<b>October 18-19</b>	<b>February 21-22</b>	<b>April 24-25</b>
<b>November 15-16</b>		

### Superintendents – Fresno

Lozano Smith Attorneys at Law, 7404 N. Spalding Avenue, Fresno, CA 93720

Director – *Juan Garza*

<b>September 20-21, 2019</b>	<b>January 10-11, 2020</b>	<b>March 13-14</b>
<b>October 11-12</b>	<b>February 14-15</b>	<b>April 17-18</b>
<b>December 6-7</b>		

### Superintendents – Sacramento

ACSA Office, Suite 320 (3rd Floor), 1029 J Street, Sacramento, CA 95814

Director – *David Garcia*

<b>September 6-7, 2019</b>	<b>December 13-14</b>	<b>February 21-22</b>
<b>October 18-19</b>	<b>January 17-18, 2020</b>	<b>March 13-14</b>
<b>November 15-16</b>		

### Superintendents – San Jose

Santa Clara County Office of Education, Educator Resource Center, 1290 Ridder Park Drive, San Jose, CA 95131

Director – *Mary Ann Dewan*

<b>September 20-21, 2019</b>	<b>January 10-11, 2020</b>	<b>March 20-21</b>
<b>October 18-19</b>	<b>March 6-7</b>	<b>May 1-2</b>
<b>December 13-14</b>		

ACSA wishes to acknowledge Lozano Smith and WLC Architects, Inc.



for their support of the superintendents academies.

### Registration

ACSA members \$1,285  
Non-members \$2,570

**Enrollment  
is limited to  
the first 30  
registrants.**

ACSA offers academy scholarship funding for members with financial need to attend job-specific academies. Academy scholarships are awarded exclusively for academy participation.

## Who is eligible?

ACSA regular members who have a commitment to educational quality, student achievement and professional growth, and who can demonstrate a financial need.

## How do I apply?

Follow the procedures outlined below and on the Academy scholarship application form at [www.acsa.org/academies](http://www.acsa.org/academies).

## What is the deadline?

Applications and related materials must be submitted directly to state ACSA, to the attention of Marianne Acosta, by Monday, June 17, 2019. Recipients will be notified in writing by July 12, 2019.

## How are recipients chosen?

An Academy Scholarship Selection Committee comprised of representative Academy Directors will meet and review all applications, résumés, and essays submitted for consideration. Names of finalists will be forwarded to the ACSA Board of Directors.

## What is the scholarship amount?

ACSA provides scholarships in the amount of \$500 per person for recipients chosen by the scholarship selection committee.

## Where does ACSA get the scholarship funds?

Scholarship funding is provided through donations from corporations and organizations that help support ACSA and its members.

## Application criteria

Highest priority will be given to ACSA members whose applications are complete and thoroughly address as many of the following criteria as possible:

1. Commitment to the profession.
2. Demonstrated contribution to the profession
3. Cultural, ethnic or linguistic diversity.
4. Experience working in an urban or rural environment in the professional work setting.
5. Actualizing ACSA's mission and beliefs.
6. Demonstrated interest in understanding and influencing education policy.
7. Providing leadership that enlists and engages others.

## To apply for an ACSA Academy scholarship please:

1. Complete the Academy Scholarship form at [www.acsa.org/academies](http://www.acsa.org/academies) (only one application per member).
  2. Include an up-to-date résumé.
  3. Carefully prepare an essay addressing each the following criteria:
    - a. Discuss your present position career goals including the ways that you provide leadership in your professional work setting and within the ACSA organization.
    - b. Identify the academy you would like to attend and discuss how attendance at this academy will enhance your contribution to education.
    - c. Describe your active involvement with ACSA at any of the state, region and/or charter levels.
    - d. Provide a statement that demonstrates your financial need and efforts you have made to obtain funding through other sources.
- Do not include additional materials or letters of recommendation.

**Recipients are responsible for all expenses beyond the academy scholarship amount.**

# academy scholarships

Submit applications and related materials online by June 17, 2019

## more information?

Contact Marianne Acosta in the ACSA Educational Services Department at 800.608.ACSA or [macosta@acsa.org](mailto:macosta@acsa.org).



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Foundation for Educational Administration  
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