



**Association of California School Administrators
Co-Administrator Committee**

**Wednesday, November 4, 2020
Zoom-Committee Meeting
10:00 am – 2:30 pm**

In attendance: Dr. Julio Omier, Chair-Lauren Stroud, Region 1; Joshua Rowe, Region 2; Stuart Bushnell, Region 3, Kristyn Andrews, Region 4; Kristen Fielding, Region 5; Roxana Mohammed, Region 6; Kristin Lilly-Porter, Region 7; Barbara Woodard, Region 9, Amber Woodward, Region 10; Felix Jones, Region 12, Mary Hazlett, Region 13; Dr. Larry Natividad, Region 14; Keith Kerney, Region 15; Samuel Dovlatian, Region 16; Jeremy Meadows, Region 18; Shane Sands, Region 19; Crechena Wise, Board Liaison, Jazmine Dawson, Dr. Tracy Robinson, ACSA Executive Director.

Absent: Dr. Amanda Richard, Region 11; Troy Fresch, Region 17.

Welcome/Introductions (Dr. Omier)

Dr. Omier, Chair-welcomed everyone. Meeting began at 10:00 am. Dr. Omier reviewed the norms/etiquette reminders of the meeting through Zoom as well as the agenda for the day: Norms: Courtesy and respect for all questions/comments. Friendly learning environment; Use chat/Q&A feature to ask questions/comments. Video on at all times. Mute microphone unless speaking. Agenda: 10:00 am -11:15 am -Review of agenda; 11:15-12:00 pm- lunch; 12:00-2:30 pm-SEL Guest Speaker -Ms. Jessie Fuller

Council Business

Dr. Omier, chair requested one of the region representatives to read the ACSA Mission Statement. Kristen Fielding, Region 5-read the Mission Statement.

Dr. Omier, chair, requested one of the region representatives to read the Co-Administrator Committee Purpose. Dr. Larry Natividad-Region 14-read the Co-Administrator Purpose.

Review & Adoption of Agenda

Dr. Omier, Chair/President asked for volunteers for note-taker for minutes for 11/04/20. Kristen Fielding, Region 5 and Dr. Larry Natividad, Region 14 volunteered to take minutes for 11/4/20. All members read the agenda and 9/17/20 minutes.

Dr. Omier, Chair, asked if there were any additions, corrections or deletions to the agenda and/or 9/17/20 minutes.

Approval of 9/17/20 minutes. All members read the minutes from the September 17, 2020 meeting. Dr. Omier, Chair thanked Kristen Fielding, Region 5 for the detailed minutes from the September meeting.

Amendments to September 17 minutes: Dr. Larry Natividad (region 14) needs to be added as present to the meeting. Samuel Dovlatian inquired about the platform we used last time (WebEx). Dr. Omier said we are not committed to using any specific platform. Mr. Dovlatian suggested that we use Zoom for future meetings. Mr. Dovlatian, Region 16, motioned to approve the minutes. Ms. Stroud, Region 1 seconded the motion. Minutes for September 17 were approved unanimously.

Co-Administrators Dates & Times for 2020-2021

Dr. Omier, Chair reminded the team that due to COVID, all meeting for 2020-2021 school year will be through WebEx and/or Zoom. Future meetings were reviewed. Both 2/25/2021 and 4/22/2021 meetings will be virtual, through Zoom.

DATE	Time	Location	Meeting Type
09/17/2020	4:30pm - 6:00pm	Web EX	Committee Meeting
11/04/2020	10:00am - 2:30pm	Web Ex	Leadership Summit
02/25/2021	4:30-pm - 6:00pm	Web Ex	Committee Meeting
04/22/2021	10:00am - 2:30pm	Web Ex	Committee Meeting Social Following Meeting

Lauren Stroud-Region 1- Update on Legislative Action from ACSA.

Lauren Stroud Region 1 gave an update on the Legislative Action from ACSA with the following key components:

- Attendance accountability: this is difficult for teachers due to COVID.
- The governor is not willing to move against unions at this point due to COVID.
- First meeting of this year is November 18, 2020 and Ms. Stroud will report to the Committee after this meeting.

Report from ACSA (Dr. Tracy Robinson) – No report given.

Review Co-Admin. Goals for 2020-2021.

Dr. Omier, Chair reminded the team of the 2020-2021 goals:

The Co-Administration Committee agreed upon the following goals for the 2020-2021 academic year:

1) The Co-Admin. Committee will continue to have a virtual Newsletter – **Reflections** to highlight our focus items for 2020-2021 to share with ACSA and Region presidents. o [ACSA-Co-Administration Committee Newsletter-Reflections- May 2020.](#)

- For the second newsletter, volume 2, Dr. Omier would like representatives from the Committee to guide format and topics
- Dr. Natividad shared newsletter was successful in 19-20 because it shared how administrators could have balance (in life and career) and how we can help administrators develop their careers
- Mr. Sands shared it was a good start (to an ongoing newsletter)

- Dr. Omier would like the newsletter to highlight ways to prepare for next steps in careers
- We also share this newsletter with our region members as it ties to the work of ACSA

2) The Co-Admin. Committee will continue to have a book study to support us in our roles as Co-Administrators, i.e. (continue to self-reflect as an instructional leader with the focus of student learning outcomes). 2020-2021 book study: Leadership and Self-Deception

- Dr. Omier shared good leaders are constantly reading, writing and reflecting on practice with colleagues
- Members joined breakout sessions to discuss contents of Part 1 of the book.

3. The Co-Admin. Committee will continue to use 21st Century Technology skills throughout the year to support us in our roles as Co-Administrator's, i.e. (Zoom, Padlet, Screencastify, google docs, google forms, google slides, etc).

4. The Co-Admin. Committee agreed to meet on the first Wednesday of every month via Zoom; (4:30 pm to 5:30 pm) to allow all of the regions across the state to share ideas and best practices and collaborate with one another for support.

Book Reading Discussion – Leadership and Self-Deception-Part 1 (pages 3-50).

Dr. Omier, Chair put teams in Zoom breakout rooms to discuss Leadership & Self-Deception-Part 1 (pages 3-50). Dr. Omier asked each group to write their thinking about part 1 on the Padlet activity.

<https://padlet.com/jomier/5ttw4gni1ehfj24t>

The following questions guided their Zoom breakout groups:

Part-1 Self-Deception and the Box – pg. 36. Explain in your own words what the author is trying to highlight with the following key terms/elements: Behaviors, Out of Box, In the Box. Pg. 17- Explain what Self-Deception as it relates to your personal and work-sphere?

The following items were discussed and put on the Padlet:

- We need to look at ourselves as leaders.
- We need to consider how is the organization a “problem.” We need to consider and have an open mind, if we refuse to “consider” we will not find solutions to our barriers/challenges.
- Need to trust to help/change an organization.
- We can apply this theory to our personal as well as our professional lives.
- Calibrated on working environments.
- In/Out Box = Fixed and/or Growth mindset.
- My vs. Ours (in the box) every role is important.

Dr. Omier, Chair talked about his “True North”

- Dr. Omier asked us to reflect on our personal and professional lives. He explained that his “True North” is focusing on the marginalized groups in our educational system to ensure equity and access for all (ELL, LGBTQ, African-American, Homeless and Foster Youth, etc.); Dr. Omier stated that every decision he makes comes from the lens of equity and access for all. His core values of supporting all students is what keeps his vision moving forward as a courageous leader. Dr. Omier also explained that his leadership philosophy is to always hear the voices of his team before any final decision is made. Dr. Omier gave his final thoughts to the team by having us reflect on the following question: What is your leadership style? How do you lead a team? Do you constantly self-reflect and hear the voices of your team?

Dr. Omier reviewed with us the following goal for Part 2 & Part 3 of the book study.

- Part 2 – read pg. 59-112 by February 25, 2021
- Part 3- read pg. 121-170 by April 22, 2021

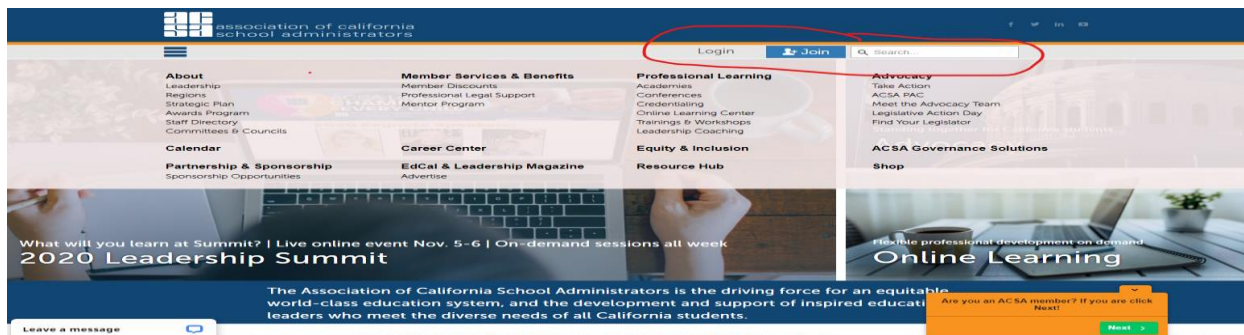
Representation & Committee Reports

Dr. Omier, Chair asked each committee member to give update report in their regions, if applicable.

1. Region 1: Lauren. Students back on campus. Hybrid. Flu season coming. Concerned. Contact tracing is working better.
2. Region 2: Joshua
3. Region 3 Steward. Virtual Learning. Rolling the dice every day. No MOU yet. Testing for special ed. and HS, no. Be positive for our teachers.
4. Region 4: Kristen. Hybrid model.
5. Region 5: Barbie Woodard. Discuss opening. Dec. 14 they will meet.
6. Region 6: - No report was given.
7. Region 7: - No report was given.
8. Region 8: - No report was given.
9. Region 9: - No report was given.
10. Region 10: - No report was given.
11. Region 11; - No report was given.
12. Region 12: - No report was given.
13. Region 13: No report was given.
14. Region 14: ACSA Region 14 is proud to present Worksite Wellness for Happy, Healthy Employees, on Thursday, October 29th at 4:00-5:00 p.m. Working on how to include more co-admin to ACSA Region 14. ACSA Region 14 Advance - Social Emotional Learning Activity with Sports for Learning. Learning to set SMART goals with jumping jacks! Working through reopening procedures based on LA County tiers. High Schools are looking at athletic conditioning.
15. Region 15: No report was given.
16. Region 19: Shane Sands. Riverside. Applying for cohorts.
17. Samuel: LA Numbers are going up. Planning stages on Hybrid Model.

Review ACSA on-line website.

Dr. Omier advised the team that the ticket out the door before lunch was to review and/or set-up the ACSA portal.

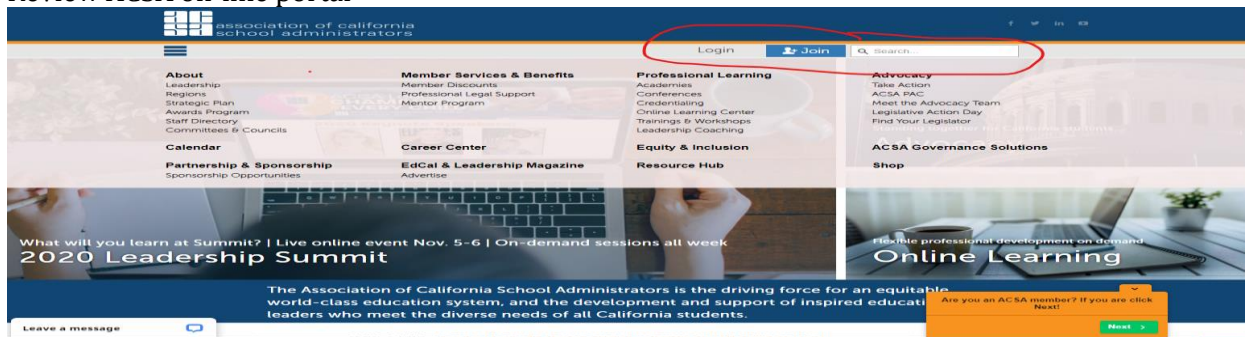


Professional Development Report – Social Emotional PD – Jessie Fuller – ABC’s of SEAL.

- 17 years of experience, Orange Grove High, Corona, CA ; .pdf will be sent
- Change is inevitable; If we pour into Adults, they can pour into children in terms of assisting and helping. Link:
https://docs.google.com/document/d/1px_C2fzKsd0fXJ4pdd1581Mf8mk9M-Nmgl3LHerAZrl/edit
- We are not our emotions. It will move through you. It is not you. Brain hates chronic unpredictability. Remember neuroscience. Brain doesn't like isolation or physical/emotional restraint. Good News: Be flexible with connection and give voice and choice. Give them as much control as possible. "We don't want to 'should' on ourselves." Self awareness is key. Be in the now. We spent too much time ruminating or perseverating in the past. "Be where your feet are." Exercise: 5 things to see, 4 things to touch, 3 things to hear, 2 things you can smell, 1 thing you can taste. Use when you need to be in the now and out of the thought loop. Loneliness and being alone are different. The quality of relationships is important. We are hardwired for connection. Be present. Where is your "flashlight."
- SEL is not a fad. Report a "glow" and a "grow"; SEL is a must have. Not a nice to have: SEL is not a soft skill...it's an essential skill. SEL is the plate. It is not something to add to the plate. See:
https://drive.google.com/file/d/1YHtWuGVy5k9tEiT_fy3ePySF33IRIF3u/view
- Rigorous cognitive engagement partner with emotion spurs learning. Adults/teachers are the largest curriculum. All great learning comes from a social and emotional learning (SEL) context. Share our calm and not join their chaos. The most love some may need will be asked by the most unloving way!

Good of the Order

- Highlights/Takeaways from today's meeting
- Review ACSA on-line portal



- Book Study- Leadership & Self-Deception- Part 1
 - We must be courageous leaders that focus on equity and access for all!
 - People respond not to what we do but to how we're being—whether we're in or out of the box towards them.
- Behaviors**
- Sitting next to empty seat
 - Observing other passengers
 - Reading the paper
- Out of the Box**
- I see myself and others more or less as we are as people
- In the box**
- I see myself and others in a systematically distorted way—others are mere objects.
- Professional Development Report – Social Emotional PD – Jessie Fuller – ABC's of SEAL.
 - Social Emotional Learning is not a fad.
 - Administrators, teachers, and students with strong SEL skills are less likely to experience burnout because they're able to work more effectively.
 - Be present at everything you do today. Don't focus on the past or the future.
 - Influence. Inspire. Ignite. Be the Change. How do you change the world? One room at a time. Which room? The one you are in. – Peter Block!
 - We must be the change through courageous leadership with the lens of equity and access for all!

Adjourned – 2:30 pm.

Association of California School Administrators Co-Administrator Committee

Purpose Statement

ACSA Mission Statement

The mission of 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.

An educational leader is someone who:

- Puts students first and advocates on their behalf
- Sees the potential in all individuals through the lens of equity and a belief in the power of diversity
- Draws upon the passion and talent of others to develop a shared vision for education
- Builds strong consensus and a commitment to action
- Is principled and authentic
- Is bold and influential
- Is driven to turn possibilities into reality
- Inspires others by nourishing the mind and the heart
- Understands that it is a primary responsibility of leadership to cultivate and promote other leaders

Co-Administrator Committee Purpose

- To educate and empower co-administrators and aspiring administrators (vice-principals, assistant principals, deans, coordinators, etc.) in their role as instructional leaders within their schools and communities.
- To promote networking and increase communication among administrators and aspiring administrators.
- To provide access to professional development and mentoring experiences.
- To increase awareness of the co-administrator's role and the importance of that role.