

Board Report for the Month of October 2024

From Dr. Edgar Zazueta, Executive Director

Administration & Governance

Executive Director's notable activities and updates

- Attended the ACSA Placer County Charter Kickoff event in September.
- Provided opening remarks at the 2024 ACSA Women in School Leadership Conference in Carlsbad.
- Provided welcoming remarks at the ACSA Personnel and Negotiators Symposium in Burlingame.
- Participated in the ACSA Leadership Development Committee meeting at ACSA's Sacramento office.
- Provided an ACSA statewide report to the Southern California Superintendents meeting in Yorba Linda.
- Attended and presented at the Northern California Superintendents.

Human Resources

Onboarded new Senior Director of Human Resources

- The transition is underway with a focus on leadership continuity and strategic alignment.
- The new Senior Director of Human Resources is engaging with ACSA staff and key contributors to review departmental priorities.

Preparation for Human Resources Audit

- The ACSA Human Resources team is preparing for an upcoming Human Resources audit.
- The audit will cover key areas such as compliance, documentation, and Human Resources practices.
- Internal reviews and data gathering are being conducted to ensure readiness.

Annual Review of ACSA Policies for Employee Handbook

- ACSA Human Resources is conducting its annual review of ACSA policies for the employee handbook.
- The focus areas include compliance with state and federal regulations and organizational policy updates.
- We are soliciting input from ACSA leadership and legal counsel to ensure the handbook reflects current best practices.

Equity & Professional Learning Services

Upcoming Conferences

- ACSA Leadership Summit: November 14-16 in San Diego. [Click here](#) for information and registration.

- ACSA Superintendents Symposium: January 29-31 in Monterey. [Click here](#) for information and registration.
- ACSA Every Child Counts: January 13-15 in San Diego: [Click here](#) for information and registration.

Academies

- There are 23 cohorts, and registration is closed with nearly 700 participants.
- The new Superintendents Seminar Series (NSSS) has reached its limit of 40 participants.

Credentialing and Coaching

- 143 coaches and faculty have been successfully onboarded.
- The first CPSEL Seminars were held, with 100 attendees at the first session and 70 at the second session.
- Applications for the Winter Clear Cohort are now open.
- The Precision Coaching program is launching this week.
- CNETs will be held throughout October.
- 215 Clear credential candidates started in the Fall cohort.

Conferences

- **Women in School Leadership Forum:** We reached our attendance goal of 250 participants.
- **Personnel and Negotiators Symposium:** We surpassed our attendance goal and finished with 360 participants.
- **ACSA Leadership Summit**
 - Sessions have been selected and the schedule of events and workshops will be announced.
 - Sponsorships sold out at 60.
- **ACSA Every Child Counts Symposium**
 - January 13-15; San Diego
 - Sessions have been selected.
 - Sponsorships sold out at 65.
- **ACSA Superintendents Symposium**
 - January 29-31; Monterey
 - Registration is open with our goal set at 500 attendees (300 are currently registered).
- **Classified Education Leaders**
 - February 26-28; Los Angeles
 - Registration opens soon.
- **Equity Institute**
 - March 12-15; Berkeley
 - Registration opens soon.
 - Theme: The Power of Connection: Equity, Wellness, and Collective Care.
- **ACSA Lead With Pride**
 - April 30-May 2; Anaheim
 - Registration opens soon.

Extended Learning/Workshops

- 150 educators completed Title IX Training.
- 62 educators completed First Amendment Training.
- We are marketing Dare to Lead and Board Planning Workshops.
- Artificial Intelligence workshop dates are confirmed for Spring 2025.

Diversity, Equity, and Inclusion

- **DEI Internal Audit**
 - We will deliver a survey to ACSA Human Resources in early November.
 - Our next DEI audit will include ACSA Professional Learning Services.
- **Met with the Equity Council**
 - Introduced SMARTIE Goals.
 - Created a Rubric on how to create SMARTIE Goals.
- **Marketing and Communications**
 - Met with the ACSA Marketing and Communications Department on EdCal articles and Leadership magazine submissions.
 - Will create a DEI rubric + glossary
 - Working with Stephen to create a DEI glossary for members
- **Launched new networks**
 - The ACSA Equity network now has more than 100 participants.
 - Working on a Strategic Plan for the LGBTQ+ network based on advocacy, professional development, support for administrators and research.
 - We have the first meeting scheduled for the Visible and Invisible Disabilities Network.

Financial Services (FS)

- FY24 – Audit: FY24 is closed and ready for audit. The FY24 audit will begin this month.
- FY25 – Financial Reviews: The ACSA Financial Services team has met with each budget owner at ACSA to review their July budget vs. actual results. This practice will continue monthly as each month is closed to provide full transparency to our budget owners on the status of their financials.
- Region and Charter Alignment: The ACSA Financial Services team is working individually with each region and charter to help prepare their FY24 Financials. This fall/winter the FS team will be prioritizing the development of solutions, processes, communications and training for regions and charters (MOU) related to future accounting and tax compliance. The goal is to identify opportunities to ease the burden on region and charter members while adhering to audit and tax requirements. Many ideas are on the table. In the coming weeks, these ideas and options will be shared with regions and charters, and we will work through solutions together.
- Concur: Financial Services was responsible for the Concur set-up and training for +100 ACSA Credentialing Coaches between July-September 2024. FS continues to provide support and training to all ACSA employees each month via “Lunch-N-Learns.”
- Investments: Financial Services continues to deploy investment resources in optimal income vehicles earning ~5 percent. ACSA is exploring diverse investment opportunities as interest rates are beginning to decline.

Information Technology

- Helpdesk ticketing system: Going live this week with FreshService, ACSA’s new Helpdesk ticketing system.

- Vendor contract management: Contracts are being uploaded into FreshService and auto-renewal reminders are being configured for both IT contracts and AP contracts. Also transitioning all technology vendors to ACH payment method.
- Field staff equipment: An equipment order has been placed to drop ship equipment to our legal advocates. This will be the first of three phases to roll out equipment to all ACSA's field staff.
- Network assessment: We are reviewing options for either a partial hardware/license refresh or a full replacement. The goal is to move forward with a hardware/license upgrade by the end of October or the beginning of November 2024, at the latest.

Enterprise Data (eData)

- Microsoft (MS) Fabric: We are proud to report MS Fabric is now configured at ACSA for our Microsoft tenant and our Dynamics 365 application environment (SNAAP project) is currently feeding data into our centralized storage called "OneLake." MS Fabric is an end-to-end analytics and data platform that unifies data movement, processing, ingestion, transformation, real-time event routing, and report building into a single, integrated solution. It simplifies data management, enhances collaboration, improves efficiency, and provides robust security and governance. MS Fabric is fully integrated within the Microsoft ecosystem, and it works with both new and existing components like PowerBI, Azure Synapse Analytics, and Azure Data Factory.
- Data Security: ACSA is developing policies to ensure effective control and the use of data assets and ongoing data innovation and modernization. This includes the development of a holistic enterprise data strategy and roadmaps for all aspects of data, including enterprise data retention and data security, with a strong focus on protecting PII. A formal, org-wide Written Information Security Policy (WISP) is being developed in collaboration with the IT department. File retention policies will also help us comply with regulations, reduce litigation risks, and enhance data management by retaining necessary content and securely deleting outdated information.

Enterprise Project Management (ePM)

- SNAAP - Enterprise Ecosystem Implementation: ACSA has finished the seventh build sprint, and the system build is mostly complete. There are processes and third-party integrations that are taking a bit longer to finish, and the biggest reason for that is complexity. There is an incredible amount of nuance and variance in how ACSA manages operations, and we are programming those processes into two major systems that will be connected. We expect to launch the full platform in the first part of 2025.
- Website Assessment: ACSA's Marketing and Communication and IT teams are leading an organization-wide, internal needs assessment for ACSA's future website and mobile app. This new website/app will be the vehicle to deliver the benefits realized from our digital transformation (SNAAP), including new data and capabilities, to our members. This effort will also include policies and processes to ensure all ACSA's websites remain aligned, safe, and secure for our members and legally compliant.

Governmental Relations

Legislative Updates

The two-year legislative session has concluded. Monday, September 30 was Gov. Newsom's last day to act on bills that made it to his desk. Listed are some notable outcomes of ACSA's priorities:

Youth Mental Health and Well-Being

- The harmful impacts of social media on youth mental health and well-being have been well documented. School leaders have also described the effects of disturbing social media posts that are reported to social media companies but not removed.
- ACSA led the advocacy efforts on SB 976 (Skinner) and SB 1504 (Stern) which will shield youth from addictive social media feeds and create greater accountability for social media platforms to block and take down harmful content.

Ensured The Most Qualified Staff Can be Hired

- AB 2088 (McCarty) would have created a "right of first refusal" for existing classified staff, based on seniority, blocking pathways for more qualified, suitable staff to advance. It also created a 10-day waiting period before external candidates could be offered a position. ACSA led a 100+ member coalition to stop the bill from becoming law. The governor's veto message echoed our arguments in stating that the bill would have, "unintended consequences that are not in the best interest of students."

Access to Life-Saving Medication

- There has been a dramatic rise in fentanyl-related deaths among teens. Naloxone is used to reverse opioid overdoses and greater access to the medication has been identified to save lives. ACSA successfully advocated for AB 2998 (McKinnor) to allow students to carry naloxone at school. Included in the bill language is clear indemnification language for students, staff, and schools.

Streamlined Accountability

- Schools have been inundated with a myriad of reports. These reporting obligations are time-consuming and divert valuable energy and funds away from serving students. ACSA advocated for the passage of SB 1315 (Archuleta), which requires the Department of Education to report on the number and types of reports required of LEAs. ACSA is committed to ensuring the report's findings become the catalyst for streamlining reporting requirements.

Behind the Bills Podcast

- A new episode of Behind the Bills was just released. The episode provides key legislative updates and includes a conversation with Assembly hopeful Robert Garcia. Mr. Garcia is a vice-principal and school board member in the Inland Empire.

[Spotify - Behind the Bills](#)

[Apple - Behind the Bills](#)

Marketing & Communications

ACSA Leadership Classroom podcast

On the November edition of the ACSA Leadership Classroom, our guest will be Gloria Acevedo. Ms. Acevedo is an engineer and businessperson who began her career at NASA. She has held executive positions at Apple, Dell and Autodesk and was included in Forbes Magazine's Top 50

Women in Technology. She is also the former CEO of the Girl Scouts of America. The ACSA Leadership Classroom is our monthly leadership-focused podcast with guests from outside of public education. You can subscribe to and listen to the ACSA Leadership Classroom on Apple Music and Spotify.

Member Services

September Purge of Non-Renewed Members

- Each year, we distribute membership renewals to 40 percent of our members. For FY 24-25, we mailed out 5,409 renewal notices, with 5,052 aimed at our regular members. During our September purge, we terminated 1,741 members, including 1,565 non-renewals and 176 who had been on a monthly deduction plan. Among the terminated members, 1,500 were regular members. As of the end of September, our overall membership count stands at 17,335, highlighting the importance of continued retention efforts moving forward.
- Our regular and total membership counts remain higher than they were this time last year. As of October 4, 2024, we have successfully reinstated 128 regular members who were previously non-renewed, and we continue to see renewals trickling in.