

**Association of California School Administrators (ACSA)
Region 8 – Santa Clara County**

Meeting in a Memo

Thursday, December 7, 2017, 7:00am

Denny's Restaurant, 2077 N. First St., San José

EXECUTIVE BOARD REPORTS:

Program Update: (Sheila Walters and Dawnel Sonntag)

We are looking forward to our next Leadership Forum and Dinner on February 1, 2018, at Fiorillo's at 5:30p.m. Please look for a flyer and registration information the week of December 11th.

Thank you so much for the feedback we have received so far regarding your ideas about possible topics and speakers for our upcoming Leadership Forums and our ACSA Mini-Conference on March 1, 2018, at Monroe Middle School beginning at 4:30p.m. Possible topics we are exploring include the following: equity, leadership, special education, restorative justice, safe and healthy schools, working w/challenging students, and technology. We would appreciate your feedback if you have not taken our survey. Please visit the following link: [ACSA Region 8 PD Survey](#).

Finally, we look forward to collaborating with our Awards Chair colleagues in planning our ACSA Leadership Awards event in May and we are excited to provide our Region with premier professional development opportunities in the new year!

Member Services (Jeff Bowman)

As we approach the midpoint of the 2017-2018 school year, the primary focus for membership has been to update our members within Region 8. It is vital to note that if you move districts, your ACSA membership does not automatically follow you, which makes it essential to reach out to ACSA and inform the organization of the change.

At the November 1 Membership meeting, the primary focus was on staying vigilant about continuing and increasing our members. Our power is in our voice and numbers; we need both to be strong advocates for public education. Adding to our voice, we turned our attention to increasing our social media presence, while being mindful of the difference between our personal and professional accounts. Check out the ACSA website for more detailed information about best practices with social media.

Last, don't forget to check out the services that your membership provides you by utilizing the ACSA website. (<https://www.acsa.org/Member-Services>)

Communications & Webpage Update: (Karen Larson)

Big news – Region 8 now has a Twitter page! If you are a Twitter user, please follow us @ACSARegion8. When tweeting about ACSA related events, please tag us using @ACSARegion8. Let's continue to build our following and sharing all that is great about Region 8.

Have news to share? Been awhile since you updated your committee webpage? Please send any information you would like added to Karen Larson at klarson@sccoe.org and it will be added to our website.

Mentor Program Update: (Iris Berke)

It has been a privilege to initiate and coordinate the Region 8 ACSA Mentor Program since 2010. Sincere thanks to all the excellent Mentors who helped many members, and to the Protégés who came forward to seek advice from more experienced colleagues. It has been a great personal & professional joy to meet so many of you and help you grow and flourish. Thank you all for the opportunity to serve in this way. The Summer 2017 Annual Report is attached, if you would like more detail about the Program (see pages 4 and 5).

State ACSA has appointed Will Ector to be Facilitator for Region 8's Mentor Program. His email is whinc99@aol.com. Very best to all. Iris Berke irisberke@aol.com

COUNCILS/COMMITTEES UPDATES:

Business Services Council Update: (Chris Jew)

The Business Service Council met on October 26, 2017 in Sacramento ACSA office. The Council had a video conference with Mike Fine of FCMAT. FCMAT is receiving calls from 3 to 4 districts per week for support. The major issues districts are focusing on are special education and paying for increase employer costs for pensions. The Council also received an update from Legislative Analyst's Office staff. LAO is estimating possibly an additional \$3 - \$4 Billion to the general fund. Staff also shared the possibilities of the Governor and State implementing full LCFF funding this coming year. The Council also discussed providing greater input towards improvement to LCFF and LCAP. Some of the ideas generated;

- Make LCAP a planning tool, not a compliance document
- Allow LEAs with low unduplicated count (i.e., 20% or less), small districts and/or basic aid districts that have all Greens and Blues on Dashboard from having to submit LCAP on annual basis. Make it every other year or every three-year requirement. Or create a shorter version as an alternative.
- Change “evaluation rubrics” language throughout LCFF to “California Dashboard”
- Narrow down the 23 metrics included in the LCFF, or prioritize some over others
- CTE funding – increase 2.6% add-on through LCFF instead of creating separate categorical program, or clarify in LCFF statute the 2.6% was meant to be used for CTE programs
- Update proportionality calculation for supplemental/concentration grants to account for increases in pension costs
- Change triggers: Suspend or extend TK-3 grade class size reduction provisions since triggers never anticipated increase pension obligations and makes requirements for CSR hard to meet/fund
- Consider inclusion of students with disabilities in the formula for targeted supplemental and concentration funding
- Allow RFEP students to continue receiving supplemental and concentration funding for 2 years after reclassification
- Prevent creation or expansion of categorical programs by extending LCFF Implementation timeline/funding targets (address the adequacy of base grant)

CHARTER UPDATES:

Cupertino Charter (Kerstin Johnson)

CUSD's chapter has been busy reconnecting with one another this school year. We hosted a social at a recently developed restaurant to not only help us connect with each other but our community as well. In addition, we welcomed a new Superintendent, Dr. Craig Baker, since the opening of the school year so it was a wonderful opportunity to move forward and begin talking about the future of CUSD. Once again we are competing with one another in our second annual Fantasy Football League, The Mighty Mighty Admins. It has been a fun way to meet new people and to have something to talk about outside the norms of our jobs. Our chapter is looking forward to a new tradition next week as we are providing lunch for our upcoming All Management meeting to kick off the holidays. We want to wish everyone a healthy and safe holiday season!

Franklin-McKinley Charter (Kim Alan Sheffield, President)

The FM ACSA Charter will be having our first official activity when we host our Holiday party this year at Maggiano's at Santana Row on December 15. In the New Year, we will host an event for all FM Charter members, non-members, and prospective members. We are very excited to be a new charter and look forward to participating in ACSA activities, learning, and work.

Retiree Charter (Sheila McGann-Tiedt)

At the General Meeting on October 31, the membership heard from Assemblymember Evan Low who spoke about several important issues.

He shared with the group the importance of “active participation” of the citizenry and suggested that people have a “go to” person in the legislature. He encouraged citizens to take advantage of opportunities to speak directly to legislators. Grassroots advocacy is important and necessary: letters to the editor, phoning legislators, talking with legislators about specific issues, and sharing on social media details of personal advocacy efforts. Certainly, these comments address our goal of communicating with legislators and emphasizes the importance of outreach and communication.

The Leadership Summit Reception was hosted by Region VIII and members of the Retiree Charter Board acted as hosts. The reception was attended by over 100 people who enjoyed a beverage and appetizers courtesy of ACSA Region VIII. Lisa Gonzalez and Norma Rodriguez welcomed the attendees to the reception and thanked them for attending. It was wonderful hearing many positive comments about the Leadership Summit!

The Retiree Charter owes thanks to Region VIII for helping to support the scholarship program which has succeeded in assisting many outstanding aspiring administrators over the years. This important work continues to produce excellent new administrators who are excited and creative forces for the future of education.

Report on ACSA Region 8 Mentor Program, July 10, 2017

Iris Berke, Coordinator

Background and demographics. Since its inception as a pilot program in January 2010, ACSA Region 8's Mentor Program has paired 41 Protégés with 26 Mentors.

Activity in 2016-17 was limited due to several factors:

- Many Region 8 Districts have their own administrator support programs, particularly for new Principals,
- Tier II Administrative Credential Programs require and provide individual coaches, so most new Region 8 administrators already have coaches for the two years of their credential programs,
- Changes in District and ACSA leadership, loss of leaders familiar with, actively supporting, and publicizing the Mentor Program in their districts,
- Protégés taking positions of increased leadership after participating for a few years, feeling comfortable in their roles, and moving to informal touch-base-as-needed relationships with their Mentors,
- Protégés moving out of the area or retiring,
- State ACSA's Mentor Program has a Facilitator for Regions 8 and 10, and
- Confidentiality concerns may make Protégés reluctant to promote the Program.

In 2016-17, there were 6 Protégé/Mentor pairs. The Mentors, both retirees and working administrators, are dedicated to helping their Protégés navigate their unique circumstances & challenges.

Between January 2010 and July 2017, Protégés in the following positions were served by Mentors. (If a Protégé changed positions while in the Program, both positions are counted.)

- Assistant Principal or Dean: Elementary - 4, Middle School - 5, High School - 3
- Principal: Elementary - 13, Middle – 2, High - 1; Alternative HS - 1
- Coordinator/Director/Program Specialist: 14
- Alternative Education & ROP: 6
- Teacher: 2
- Assistant Superintendent: 2 (1 out of the area)
- Superintendent: 3 (1 retired)
- Graduate student (in Ed Leadership): 1
- Retired: 5
- Left Program, no contact information available: 3

Since enrolling in the Program,

- 17 Protégés have assumed positions of greater leadership: 2 from Asst. Principal to Principal, 7 from site Principals to District Office positions, 1 from Director to Head of School, 1 from Credential Coordinator to Director of Business Services in another county, 6 from Coordinator/Director positions to Assistant Superintendent & Superintendent. One Protégé, while remaining in the same position, took on vast new leadership responsibility as the President of her national professional association!
- 7 have taken lateral positions (2 within the same district, 5 to different districts),
- 3 were relieved of their positions. Of these, one is a Principal in a different district in Region 8, one is a Principal in another county, and one is a teacher.
- 7 have moved out of Region 8.

Protégés have come from many Region 8 school districts, SCCOE, and MetroEd. Most are self-referred or recommended to the Program by colleagues. Others are encouraged to apply by supervisors, usually ACSA Region 8 leaders who feel that the Program will support their administrators without compromising district supervisory relationships.

Survey responses. Protégés' responses to a **Feedback Survey** sent in May 2017 indicate great satisfaction with the Program and their Mentors. All but one intend to continue with their Mentors next year. A Protégé reported

“As I’m ready to take the next steps in my career, my mentor has helped guide me by making life changing recommendations. X introduced me to the ACSA HR Academy which I found truly life changing and has already made me a more mindful school leader.”

Per agreement by the Mentors, at this time, Region 8 does not impose a time-limit on Protégés' participation. If the number of Protégé applicants increases significantly, this practice will be revisited.

Protégés worked through significant challenges with their Mentors, including contract negotiations, job reclassification, recruitment, navigating between District and Charter School, effects of layoffs and subsequent reorganization, communication skills, reduced budget decision-making, planning for career advancement, etc.

A key measure of the Program’s success is that Protégés report that they would be willing to support a new colleague. This indicates a strong culture of member-to- member support, great modeling by the Mentors, and recognition of the critical role experienced administrators play in helping their less experienced colleagues.

Budget implications. Since inception, the Mentor Program has never used the entire initial \$10,000/year Region 8 allocation. This year, the Program’s total cost was \$2,025. Funds are used for Mentor Stipends (\$200/Protégé), Protégé gifts (\$25 gift card/Protégé per year), the Coordinator's stipend (\$1000 in 2016-17, a voluntary reduction due to limited activity. If the number of Protégé applicants increases considerably in 2017-18, the Region 8 Executive Board will be informed and asked for guidance on whether to limit the Program, use funds differently, or increase the allocation. Communication with Treasurer, Ann Jones, is excellent.

Recommendation. Unlike State ACSA’s Mentor Program, which focuses on induction into administration, Region 8’s Program is primarily a **career development program**. It seems advisable to continue to monitor and implement Region 8’s Mentor Program at a similar level of participation, recruiting and training new Mentors as needed, while coordinating with State ACSA’s Mentor Program, the Ambassador Program, and other such relevant supports to ACSA members and school administrators in Region 8.

Report on ACSA Region 8 Mentor Program 2016-17, 2 pages. 7/10/17