

Center for Leadership Equity And Research



# CLEAR Newsletter

*Fall, 2013*

## Second Annual Mentoring Summit

CLEAR is excited to present its second annual mentoring summit on October 25, 2013!

This year, we welcome keynote speaker Carlos A. Garcia.

Mr. Garcia served as a Superintendent of Schools for sixteen years in four distinctive school districts. His experience in running such diverse and complex systems makes him uniquely qualified as a transformational national leader in not only closing the achievement gap, but also as a torchbearer for equity and social justice for all students and their communities.



We also welcome three guest panelists and authors of the book, *A Culturally Proficient Society Begins in School: Leadership for Equity*.

Darline P. Robles, Carmella S. Franco, and Maria G. Ott



**Register Today!**

## EL SOL Academy

CLEAR is fully engaged once again, in the development of another mentoring program. In August 2013, the Enhancing Latino Service-Oriented Academy (EL SOL Academy) interviewed a new group of protégés to participate in Cohort #2 of this exciting mentoring program.



The EL SOL Academy is a two year mentoring program pairing protégés and mentors to help one another in the next phase of their leadership development. The goal of the program is to develop, support, and guide Latino role models for our children. This program provides Latino leaders with the tools, experiences, and networking opportunities to become change agents, inclusive leaders, and transformational Central Valley leaders.

## Spotlight on Equity by Nancy Akhavan

Often as educators we confuse equity and diversity, assuming that a diverse student population equals equitable opportunity. We are often wrong. Equating equity with the presence of a diverse student body doesn't mean that all students come to school each day facing a level playing field. More often than not, the playing field is complicated by unseen and unspoken prejudices and assumptions.

Equity resides in the actions of educators who strive to make changes that positively benefit historically underserved students of color in our schools. As educators, we often lament the causes of low educational performance of historically underserved students, particularly Latino and African American students, and we confuse consciousness with action.

Understanding performance gaps and hypothesizing cause does nothing to help the historically underserved students. Action helps. Actions designed purposefully to serve historically underserved students focused on raising achievement, supporting educational endeavors and providing opportunity make a difference.

Take action. Be the catalyst to lift up student opportunity, but be aware, you will squarely face the undercurrents of personal and institutional bias that resides in our culture and in the fabric of our schools. Facing personal and institutional bias takes focus and conviction; however, you don't have to be a maverick, often the overt actions taken to make change are subtle. Cutting edge actions often receive press and attention, but these are not the actions which can lead to a sea change in our culture. The small, persistent and prevalent actions that occur during everyday interactions count greatly. Subtle, consistent actions which promote opportunity for historically underserved students are revealed in our daily work, and begin with ensuring a high quality, compassionate, and culturally competent teacher for every institution, every class, and

served. This quest embodies a willingness to develop others and to develop yourself.

Start small, don't walk by situations that appear unjust, or not right. Stop and give voice. Don't stay silent when conversations take a turn and reveal perceptions laden with underlying prejudice and oppression. Make a comment contrary to the conventional current, and let your voice be heard.

Standing for what is right for our students does require sweeping action by changing who attends college track classes, like Advanced Placement courses; it requires community support programs to not only ensure students graduate from high school, but that they apply to college, and then have help during the crucial freshman experience. However, standing for what is right means capitalizing on the day-to-day interactions we experience. There is nothing so powerful as one who says, 'Wait, I'm not sure I agree with that...' and then offering a different opinion, or option. Becoming an equity leader means that you share your voice, whether that be in the staff room, the board room, or just in line at the grocery store. Together, our voices can accomplish much; focus on being heard as you start back to school this fall.

## Upcoming Events

**9/07/2013**    **EL SOL Academy Meeting**

**10/25/2013**    **Second Annual CLEAR Mentoring Summit**

## 2013 California Leadership Webinar Series

Learn how [Achieve3000's](#) innovative Differentiated Instruction program can raise your students' Lexile levels 2-3 times the normal expected gain using high-interest Nonfiction. Our webinar series will allow you to hear how Leaders in CA Districts are utilizing our program to engage students and accelerate their reading potential! Our proven online literacy solutions improve reading comprehension, fluency, vocabulary and writing skills for all learners-from Mainstream, ELL, Special Ed to Gifted.



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