

2013



ANNUAL REPORT

The Center for Leadership, Equity, and Research

Center for Leadership Equity And Research

CLEAR

Executive Director Message

Dear Friends and Supporters of CLEAR,

It is with a great deal of pride that I share CLEAR's Annual Report with you. This past year brought about continued success across our organization and as you will see in this report, we experienced significant growth in programs and membership while continuing to set the stage for even greater growth in the coming years. In the following pages you will see that CLEAR continues to be timely and relevant in the areas of leadership, equity, and research.

The Center for Leadership, Equity, and Research was founded in 2011 with the purpose of helping to develop adult and youth leaders through mentoring, supporting our communities by addressing issues of equity with an involvement in social and educational activism, and by developing a research strand that bridges the gap between theory and practice. Our planned improvement was based on continuing to meet the needs of the communities and youth who need us most.

The following are examples of CLEAR's commitment to leadership development, equity, and research:

- (1) CLEAR Mentoring Summit**
 - a. Date (October 24th) and Speaker for 2014 have been scheduled
- (2) CLEAR Mentoring Program**
 - a. Recruitment for Cohort #3 begins next month
- (3) Youth Mentoring Support in Fresno Unified and Caruthers Unified**
 - a. Our Golf Tournament fundraiser is scheduled for June 27, 2014
- (4) Publication of the Peer Reviewed "CLEARVoz Journal"**
 - a. Call for Proposals in currently out for our second edition
- (5) Grant from the California Endowment to address Student Health through Cultural Value in Schools of Education**
 - a. Presentation has been scheduled in teacher education class at Fresno State

This coming year CLEAR has also committed to the following programs and/or activities:

- (1) Development of a Southeast Asian Mentoring Program**
- (2) Support of a Central Valley Women's Conference**
- (3) Member activities including webinars on Diversity and Mentoring**

For supporting all that we do at the CLEAR, I want to offer special thanks to our Premier Partner — **Lozano Smith, Attorneys at Law**. I also want to thank those companies who supported CLEAR in one or more of our 2013 activities; **Voyager Learning, Achieve3000 and Sodexo**. Lastly, I would like to extend my sincere thanks and gratitude to the CLEAR Advisory Board.

Sincerely,



Ken Magdaleno

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The Center for Leadership, Equity, and Research

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Mission

The Center for Leadership, Equity, and Research (CLEAR) is dedicated to eliminating educational and social disparities which impede equitable opportunities and outcomes for all students and the communities from which they arrive. This includes advocacy by its leadership which is called upon to intentionally amplify a collective voice of educational leaders and allies through a forum of professional learning, political action, and community empowerment.

Priorities

Leadership: We promote the development of leadership and leadership mentoring. The leadership team has a strong background in mentor programs for adults and youth as well as grant and program development.

Equity: We work towards equity between people in our community and equity of access for all students to a quality education that leads to high school and college graduation. Topics of focus in this area include Advocacy, Cultural Proficiency, Diversity, Community Empowerment, Professional Development and Equity in Action

Research: We endorse and promote promising past and future research on issues of social justice and educational reform in PreK-12 and higher education, support researchers doing work in these critical need areas, and serve as a hub for bringing together California and national researchers doing work within the educational community. The Center disseminates findings utilizing a growing network of publications, seminars and additional professional collaborations.

CLEAR Mentoring Program

The CLEAR Mentoring Program is a two-year program that advances education and community leaders to their next phase of leadership. The Mentoring Program is designed to provide professional development and networking opportunities to participants interested in “achieving strategic objectives” in their personal and professional lives. In an effort to expose leaders to real-world situations they will be paired with a more experienced mentor. The mentors will have the opportunity to share their knowledge and experiences through activities that are arranged by the protégé, the protégé and mentor together, or CLEAR as an organization.

The goals of this program are fourfold:

1. To provide mentoring opportunities whereby leaders understand that they are not alone in their commitment to educational equity and will be supported by their mentor and the cohort
2. To develop positive role models for the Latino community and for other at-risk populations
3. To develop leaders who are committed to equity practices and praxis
4. To provide leadership learning opportunities in the areas of:
 - a. Mentoring
 - b. Systemic Change
 - c. Networking
 - d. Advocacy
 - e. Cultural and Intercultural Communication
 - f. Intentional Activism – Praxis

The organization’s first cohort of the Mentoring Program began in 2012. The first cohort consisted of 9 pairings; 9 mentors and 9 protégés. In 2013, we started our second cohort of another 9 pairings. In the fall of 2014, we will begin our third cohort and are confident that we will have at least another 9 pairings.

Annual Mentoring Summit

The Second Annual CLEAR Mentoring Summit was held on October 25, 2013, at California State University, Fresno. The 2013 theme was *Lifting As We Climb*, featuring Carlos Garcia, retired superintendent, as Keynote Speaker. The summit also welcomed a panel presentation from Dr. Darline Robles, Dr. Carmella Franco, and Dr. Mario Ott; authors of the book, *A Culturally Proficient Society Begins in School: Leadership for Equity*. All who have served as school superintendents.

The conference aimed at providing attendee's with the opportunity to hear professionals from a multitude of disciplines share valuable information that contributes to education, community, and business mentoring.

The conference was a great success with more than 100 attendees.



Young Men's Alliance, Baird Middle School

CLEAR has been a supporter of the Young Men's Alliance (YMA) at Baird Middle School, in Fresno, Calif. since 2011. The program began three years ago under the tutelage of Valerie Martinez, Principal of Baird Middle School and Ricardo Guevara, Instructor for the Young Men's Alliance. The program was developed to address the behavioral and academic issues that many of our young men encounter. Through a leadership and character building curriculum, the YMA coordinators and teachers are able to show students that there are real and inspiring options when it comes to their future and success.

The YMA curriculum includes:

- Young Men's Alliance class: meets daily with Instructor Ricardo Guevara
- One-on-one Mentoring: once a week
- Guest Speaker: once a week
- Teen Leadership curriculum (Flip Flippen): three days a week
- Other: field trips to universities, job sites, and other leadership building activities.
- Leadership Roles: Students take on leadership roles on campus, such as making daily announcements, coordinating activities with the Functional Skills class, running the snack bar, and planning events.

The first YMA class graduated in June 2013 with greatly improved grades and positive behaviors. The new group of students have been so inspired by their predecessors that they have set their sights even higher in terms of academics and leadership involvement. CLEAR has been privileged to financially support the Young Men's Alliance at Baird Middle School the past three years. We hope future funding will enable us to continue to support such programs.



Latino Education & Advocacy Days (LEAD) Summit

Campus of California State University, San Bernardino
Santos Manuel Student Union Event Center

On March 27, 2013, CLEAR partnered with Lozano Smith to show the LEAD Summit live webcast at the offices of Lozano Smith. The 4th Annual LEAD Summit conference was hosted by the College of Education at California State University, San Bernardino; giving people the opportunity to attend in person, or participate in a live webcast from numerous sites in California.

Latino students disproportionately bear the crux of the educational crisis, and is where the greatest improvements and most fundamental changes must be fared. Latino Education is the economic imperative of our time, and the civil rights issue of our generation. The one-day summit was created for teaching professionals and educators, researchers, academics, scholars, administrators, independent writers and artists, policy and program specialists, students, parents, families, civic leaders, activists, and advocates. In short, those sharing a common interest and commitment to educational issues that impact Latinos.

The conference featured Raymond Telles, Director, Writer and Producer of the documentary series "LATINO AMERICANS". The three-part, six-hour long series narrates the story of Latino Americans from 1800 to the 21st Century, starting with the English and Spanish colonies, and following with a survey of milestones in Latino American history. The series intersect with much that is central to the history of the United States such as multiple wars, the Great Depression and the Civil Rights Movement. Raymond Telles and his production team discussed the many perspectives brought to the creation of the series.

CLEAR will be partnering with Lozano Smith to show the 2014 live webcast of the LEAD Summit.



The CLEARvoz Journal

In 2013, CLEAR began its plan to publish a peer-review, online scholarly journal with topics of interest to education leaders in California and beyond. *The CLEARvoz Journal* was published in February 2014; and featured four articles:

Promoting Teacher Candidates' Self-Efficacy Through Professional Learning Activities: Towards Equity and Quality Teacher Training

Mahmoud Suleiman, Randy Schultz

Establishing Innovative Student Training Clinics for Counselor Educators and Marriage and Family Therapists

Kyle Weir, L. Marinn Pierce, Chris Lucey

A Study of Students on the Autism Spectrum Transformation in a High School Transition Program

Courteny Moore-Gumora

Southeast Asian Women in K-12 Educational Leadership Positions

Chai Phannaphob

Our next issue will be published in the Spring of 2014. This will be a themed issue with focus in the areas of school climate and student discipline in K-20 education. We are excited about the journal and the future issues to be published.

sponsors & donors

CLEAR gratefully acknowledges the following partnerships and supporters:



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We would like acknowledge and thank the following groups and organizations for collaborating either directly with Executive Director, Dr. Magdaleno and/or CLEAR as an organization in 2013:

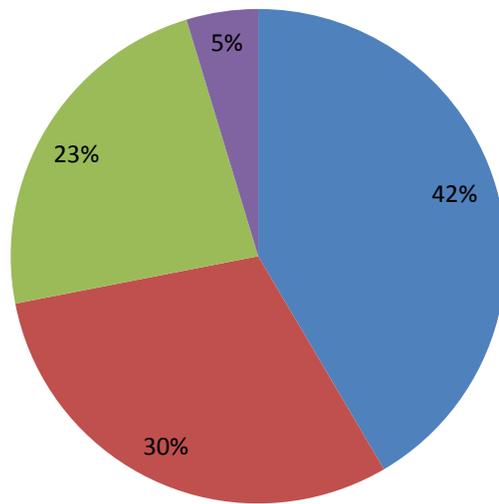
- Any Given Child Initiative - Kennedy Center
- CAAAE - California Association of African American Educators
- CAAASA - California Association of African American Superintendents and Administrators
- California Endowment
- CalTAC PBIS - California Technical Assistance Center on Positive Behavioral Interventions and Support
- California State University, Channel Islands
- CAPEA - California Association of Professors of Education Administration
- California State University, Fresno

#

financial activity

Program Expenditures

■ Leadership ■ Equity ■ Development ■ Research



Leadership

Annual Mentoring Summit
CLEAR Mentoring Program

Equity

Youth Mentoring – Baird Middle School

Research

CLEARvoz Journal

Development

Administrative
Marketing
Training



Looking back - 2013 Goals

Equity

Youth Mentoring
2nd Annual Mentoring Summit
Participated in the LEAD Summit

Research

Established the CLEARvoz Journal

Leadership

The CLEAR Mentoring Program (formerly known as EL SOL Academy)

Development

Elected new Advisory Board members
Regular Advisory Board meetings

Communication and Advocacy

Quarterly newsletters

Looking forward - 2014 Goals

Equity

Continue to support Youth Mentoring
Develop a Southeast Asian Mentoring Program
3rd Annual Mentoring Summit
Continue participation in LEAD Summit

Research

Expand the CLEARvoz Journal

Leadership

Continue the CLEAR Mentoring Program

Development

Recruit and elect new Advisory Board members
Continue regular Advisory Board meetings
Establish the CLEAR Membership program
Create a marketing plan
Find funding resources and partners

Communication and Advocacy

Continue quarterly newsletters
Establish CLEAR Resource Center, a repository of state-of-the-art resources for school leaders that bridges the gap between theory and practice (future)

advisory board & staff

Advisory Board Members

Andy Garcia
Lozano Smith

Sabrina Hernandez
Achieve3000

Darrin Person
Fresno Unified School District

Angelica Reynosa, Ed.D.
Fresno Unified School District

R. Sandie Woods, Ed.D.
Fresno Pacific University

Staff

Ken Magdaleno, Ed.D.
Executive Director

Nancy Akhavan, Ed.D.
Program Director

Jenny Vue
Executive Assistant

Center for Leadership Equity And Research

CLEAR

The logo for the Center for Leadership Equity And Research (CLEAR) features the word "CLEAR" in a large, bold, black, sans-serif font. Below the text is a reflection of the word, rendered in a lighter, semi-transparent grey. Small, solid gold dots are placed at the bottom of each letter in both the top and bottom versions of the text.