

Center for Leadership Equity And Research

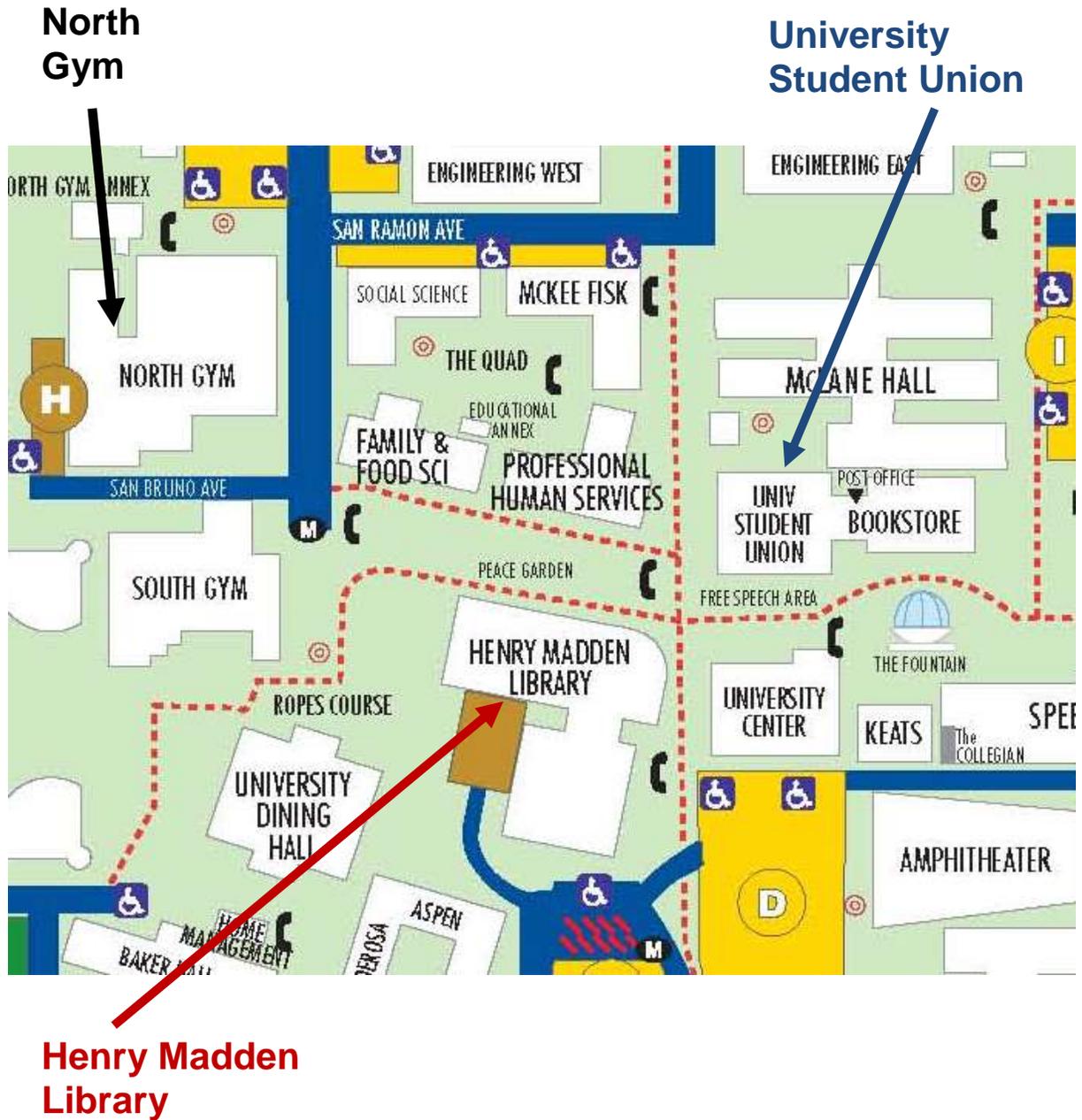
# CLEAR CLEAR

3rd Annual  
**Mentoring Summit**

October 24, 2014  
California State University, Fresno

# CAMPUS MAP

## BREAKOUT SESSION ROOM LOCATIONS



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# Welcome

## A Message from our Executive Director



Welcome to the 3rd Annual CLEAR Mentoring Summit. CLEAR's mission this year is to focus on the continuous development of "Intentional Activism." Intentional Activism is what we expect from the members of Cohort #3 of the CLEAR Mentoring Program. It is not enough to consider the change one wants to see but one must strategically and intentionally "consider, plan, and act" in order to address the inequities present in today's world.

Our children and grandchildren will one day inherit the schools and communities we have built and developed for them. It is our responsibility to mentor today's leaders to become "intentional activists" so that they may train up and mentor the leaders of tomorrow.

A handwritten signature in cursive script that reads "Ken R. Magdaleno". The signature is written in dark ink on a light-colored background.

Ken Magdaleno, Executive Director

# A Call to Action: Transforming Our World through Mentoring

## Education

The education strand of this year's summit will provide an opportunity for students, staff, and faculty in PreK-12 and Higher Education settings to participate in sessions devoted to transforming communities of teachers and learners. Participants will examine experiences of intentional mentoring that promote actions for positive change in the social, political, economic, or environmental roles of the students, staff and/or faculty in PreK-12 and higher educational settings.

Community  
Organizing

Business  
Sector

# SUMMIT AT-A-GLANCE

All activities take place in the North Gym 118, except Breakout Sessions. Please see page 4 for room locations.

7:30 a.m. – 8:30 a.m.	Registration & Continental Breakfast
8:30 a.m. – 9:30 a.m.	Welcome  <i>MC - Dr. Janell Morillo</i> <i>Dr. Ken Magdaleno, Executive Director</i>
9:30 a.m. - 9:45 a.m.	Break / Passing Time
9:45 a.m. - 10:45 a.m.	Breakout Session I
10:45 a.m. - 11:00 a.m.	Break / Passing Time
11:00 a.m. - Noon	Breakout Session II
Noon - 1:00 p.m.	Lunch
1:00 p.m. - 2:30 p.m.	Keynote Speaker  <i>Kay Iwata</i>
2:30 p.m. - 3:30 p.m.	General Session  <i>Young Men's Alliance at</i> <i>Baird Middle School</i>
3:30 p.m. - 4:00 p.m.	Closing

# Breakout Sessions

Breakout sessions are organized into the following strands:

**Education PreK-12, Education Higher Ed, Community Organizing, Business Sector**

## Breakout Session I

9:45 a.m. - 10:45 a.m.

Building Entrepreneurial Skills Through Mentoring <b>Education Higher Ed, Business Sector</b>	Henry Madden Library 2206
College Opportunity Ambassadors Mentoring Project <b>Education Higher Ed</b>	University Student Union 312
Focus Forward <b>Education PreK-12, Education Higher Ed, Community Organizing, Business Sector</b>	University Student Union 313
High School Bigs Mentoring Program <b>Education PreK-12, Community Organizing, Business Sector</b>	Henry Madden Library 3212
Mitigating Undermatching: A Cohort Mentorship Program <b>Education PreK-12, Education Higher Ed, Community Organizing</b>	University Student Union 314

## Breakout Session II

11:00 a.m. - Noon

Moving Beyond Basic Skills in Community Colleges: The Beliefs and Practices of Culturally Responsive Peer Mentors <b>Education Higher Ed</b>	Henry Madden Library 3212
SCORE – Business Mentoring for small business in an underserved community <b>Community Organizing, Business Sector</b>	Henry Madden Library 2206
Student Success and Research Mentoring in STEM: Student and Faculty Collaboration in the Production of Geoscience Scholarship <b>Education Higher Ed</b>	University Student Union 312
To Give the Most and Receive the Most in a Mentor Relationship Education <b>Education PreK-12, Education Higher Ed, Community Organizing, Business Sector</b>	University Student Union 313
A Mentoring Model and Faculty's Changing Role in Higher Education <b>Education PreK-12, Education Higher Ed, Community Organizing, Business Sector</b>	University Student Union 314

# KEYNOTE SPEAKER

## Kay Iwata



Kay Iwata, President of K. Iwata Associates, Inc., is an internationally recognized and respected management consultant, researcher and author. She has over 25 years of experience in Diversity and Inclusion, strategic planning, assessment, action planning, performance coaching, and leadership and management development and training. Her clients include such organizations as Sodexo, Johnson and Johnson, Walmart, Federal Reserve Bank of Boston, CSU Fresno, and the County of Alameda.

Ms. Iwata sponsored and directed a North American research project with eighteen organizations to identify the characteristics of diversity competent leaders and managers. This research has added to the field in terms of knowledge and tools to increase diversity competence

in organizations. The findings of the research are shared in her book, *The POWER of Diversity: Five Essential Competencies for Leading a Diverse Workforce*.

Culture and leadership are the two critical components to creating high performance organizations. Successful cultures have systems and practices that focus on the organizational capability to tap the full potential of its diverse workforce. Ms. Iwata has developed an effective cultural assessment model, one that integrates the qualitative with the quantitative. The analysis directs actions and resources to areas of opportunities that maximize the ability of the organization to fully utilize talent and serve its customer base. The second component is to identify, develop and engage diverse talent throughout the organization. Ms. Iwata has worked extensively with leaders and their teams in a variety of effective developmental processes.

Leadership being a key component of effective organizations, Ms. Iwata has been actively involved in leadership development since 1987. In addition to her consulting practice she has served on the Leadership California (which is dedicated to executive and senior leadership development for women) Board of Directors and chaired the Executive Advisory Council. She remains part of the faculty for their flagship program presenting a session on Diversity and Inclusion Competencies. Ms. Iwata is also on the faculty with the Center for Asian Pacific American Women, (formerly APAWLI) where she was a past president. The Center focuses on leadership development for Asian and Pacific Island women. She is also on the Advisory Board for GEWEL, the first diversity and inclusion consulting firm in Japan.

Ms. Iwata has been named a Pioneer of Diversity by the Diversity Journal and published articles with SHRM and Diversity Central. Ms. Iwata has consulted for companies in the UK, Japan, China, and Latin and South America. She is a charter member of the Diversity Collegium, a national diversity think tank. Ms. Iwata holds a degree in sociology and history as well as a teaching credential from San Francisco State University.

# A Call to Action: Transforming Our World through Mentoring

Education

# Community Organizing

The Community Organization strand of this year's summit will provide an opportunity for community benefit organizations (CBOs) in California to participate in sessions devoted to leaders who are paving the way to transforming their organizations using embedded mentoring strategies in personnel support services that are internal to their organizations.

Business  
Sector

## CLEAR Mentoring Program

The Center for Leadership, Equity, and Research (CLEAR) Mentoring Program is a two-year long leadership development and mentoring program that provides current and future leaders with veteran mentors who will guide and support them as they continue to develop leadership skills. Both protégés and mentors are also provided expert training in the area of “praxis” or “intentional activism.” This activism is meant to change the manner in which “things have always been done” in order to address ongoing equity issues in schools and communities.

The program includes:

- Mentorship Training
- Leadership Training and Seminars
- Guest Speakers from the Education, Legal, and Political Realms

**This year’s 2014-2016 cohort includes:**

### **Mentors**

Joey Adame, High School Principal, Gridley Unified School District

Gustavo Balderas, Superintendent, Ocean View School District

Frank Duran, Principal at Dewolf Continuation School, Fresno Unified School District

Gabe Escalera, Project Lead/Consultant, Pivot Learning Partners

Christina Luna, Assistant Superintendent of Educational Services, Delano Union School District

Cindy Matson, Vice President for Administration CSU Fresno

Janell Morillo, Campus Coordinator of Academic Advising, CSU Fresno

Felicia Olais, Assistant Principal, Reedley High School

Jo Jo Reyes, Vice Principal, Fresno Adult School

### **Protégés**

Rick Badillo, Board of Trustee, Morgan Hill Unified School District

Moaz Gill, General Education Advisor, College of Health and Human Services, CSU Fresno

Laura Gonzalez, K-16 Bridge Program Coordinator, Reedley College

Byron Harwell, Admissions Advisor, National University

Joanna Lomeli, Registered Nurse, PIH Health

Delia Nuño, Vice Principal, Hamilton Elementary School, Fresno Unified School District

Roxanne Ocampo, Founder, Quetzal Mama

Chris Renzullo, Assistant Principal, Gridley High School

Nate Saari, Interim Matriculation and Outreach Coordinator, Reedley College

Johnny Lopez, Teacher, San Joaquin Memorial High School

*If you are interested in participating in the program, or would like to provide a sponsorship, please contact Ken Magdaleno, [kmagdaleno@clearvoz.com](mailto:kmagdaleno@clearvoz.com).*

# A Call to Action: Transforming Our World through Mentoring

The Business Sector strand of this year's summit will provide an opportunity for participants to examine mentoring models and strategies that promote the advancement of personnel and public initiatives that are built upon the dynamic interpretation of mentoring models and strategies. These strategies will benefit Summit participants of all professional backgrounds.

## Business Sector

# Breakout Sessions

## BREAKOUT SESSION I

9:45 a.m. - 10:45 a.m.

### **Building Entrepreneurial Skills Through Mentoring**

Henry Madden Library 2206

*Education Higher Ed, Business Sector*

The nature of work around the globe is undergoing a fundamental change. More employers are seeking skills that are innovative and entrepreneurial. The Entrepreneur Mentor Program at Fresno State is nationally acclaimed for its ability to build innovative and entrepreneurial skills into college students. The Entrepreneur Mentor Program is designed to give aspiring students from all disciplines an opportunity to build relationships with some of the Central Valley's leaders and entrepreneurs. The program provides weekly forums for learning directly from the experiences of successful entrepreneurs including visits to businesses, venues for social gatherings, field trips, and professional skill development. Students are matched one-on-one with a mentor that best suits their area of interest. However, students have access to over 40 mentors in the program, with successful mentoring relationships lasting for years after they have completed the program. The presentation will provide an overview of the program, its evolution since its inception in 2005, lessons learned, best practices, and how the program can be developed in other academic institutions.

**Dr. Timothy Stearns**, Professor/Executive Director at Lyles Center for Innovation and Entrepreneurship, Fresno State

### **College Opportunity Ambassadors Mentoring Project**

University Student Union 312

*Education Higher Ed*

Using Self-Authorship Theory as a premise: Our presentation will showcase a best practices program for creating an early advising program that targets first generation college goers and students of color. Fresno State Counseling Education Student will share their experiences working with the high school students. Firstly, we will focus on the early advising and the Boot Camp format in which students stay a week at Fresno State with college Mentors and receive intensive college readiness presentations, curriculum.

Our objectives are to share how to:

1. Increase the number of youth advocates (Youth Ambassadors for College Opportunity), and encouraging students to Self-Author
2. Deliver a strong curriculum or module, encourage students, especially potentially first generation college students to envision themselves in college while in high school, and
3. To have high school students feel empowered to encourage other young people to go to college.
4. Incorporate graduate interns into outreach and advising Graduate Students will share our aim to empower more youth to attend college and our creative model through media, discussion, and interaction with the audience.

**Cheri Cruz**, Faculty/Assoc Director; **Byron Harwell**, Grad Student; **Aide Navarro**, Grad Student at Fresno State

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## Focus Forward

University Student Union 313

*Education PreK-12, Education Higher Ed, Community Organizing, Business Sector*

Focus Forward is a community benefit organization that is embedded in the Fresno County Juvenile Justice system where we work collaboratively with administration to provide ongoing services to youth. Our clients, staff, and mentors represent many different nationalities, socioeconomic statuses, educational levels and fields. Focus Forward enlists volunteers from across the Central Valley to provide mentoring services to incarcerated youth at the Fresno County Juvenile Justice Campus. Through training in mentoring practices, case management, mandated reporting, developmental assessments including the ASQ and ASQ-SE, and counseling techniques, we equip our mentors to serve the many emotional and socio-economic needs of this population. Focus Forward incorporates multiple curriculums including Baby Elmo and Nurturing Skills for Teen Parents for pregnant and parenting teens, RAGE which is an anger management program, arts and culture programs, and literacy support to provide youth with tools and resources to help them succeed while in custody upon their release. To ensure program excellence we administer anonymous surveys to youth we serve, which we use to evaluate our mentoring services and align them with our core values and mission to create positive change and promote successful outcomes for young people in the Fresno County juvenile justice and foster care systems. Focus Forward regularly updates our library of resources and programs for mentors and

youth from local partners incorporating research from California State University, Fresno, Fresno Pacific University, Georgetown University, and Youth Law Center. Focus Forward strives to achieve our mission through the generous support of community partners and volunteers.

**Coreen Campos**, Chief Executive Officer; **Kirsten Mckelvie**, Program Manager; and **Leanne Cervantes**, Mentor Student at Focus Forward

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## High School Bigs Mentoring Program

Henry Madden Library 3212

*Education PreK-12, Community Organizing, Business Sector*

This presentation is about a very successful program ran by the Boys Brothers Big Sisters Club (BBBS) of Central California. The High School Bigs Mentoring Program (HSBs) provides the opportunity for a high school student to meet with an elementary school student they have been matched with. The pairings meet 90 minutes a week. The staff at BBBS coordinates and supervises the meetings and a representative is always available for support. This mentoring program allows high school students to volunteer to provide one-to-one attention, support and encouragement to elementary students who have difficulty in school academically and/or socially. Schools have the opportunity to choose modules to complete in the 90 minute session and each module is hands on learning, math and science focused, that meets the California State Standards and Common Core Standards. This program benefits both Littles and Bigs in many numerous ways and our High School Bigs are eligible for our High School Bigs Scholarship Program. This program currently operates in 11 elementary schools in 3 Valley Counties and the outcomes have been very positive in

attendance, behavior and academics.of  
community partners and volunteers.

**Diane Phakonekham**, Program Director;  
and **Alex Huerta**, Program Development  
Officer at Big Brothers Big Sisters Central  
California

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## **Mitigating Undermatching: A Cohort Mentorship Program**

University Student Union 314

**Education PreK-12, Community Organizing,  
Business Sector**

This presentation will provide a brief overview of the Quetzal Mama Scholars Program – an intensive (7-month) mentorship program for high-performing, historically underrepresented, low-income, first generation high school students. In addition, the presenter will share unique insight into the complexities and special challenges surrounding the selective college admission process for this particular demographic. Finally, the presenter will share admission statistics from the last two cohorts, and address obstacles as well as best practices. The workshop series are facilitated by Roxanne Ocampo, a doctoral student and Fellow at UC San Diego. Ms. Ocampo is an author and full-time college admissions coach in San Marcos, California. She has been coaching students and utilizing the “Quetzal Mama” model since 2010. She is the author of, “Flight of the Quetzal Mama: How to Raise Latino Superstars and Get Them into the Best Colleges” (Amazon & Kindle 2012), and will release “Nailed it! How to Nail the College Essay” this fall.

**Roxanne Ocampo**, Founder at Quetzal  
Mama

# Breakout Sessions

## BREAKOUT SESSION II

11:00 a.m. - 12:00

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### **Moving Beyond Basic Skills in Community Colleges: The Beliefs and Practices of Culturally Responsive Peer Mentors**

Henry Madden Library 3212

*Education Higher Ed*

This presentation will be on the research and study of Dr. Vivian Mun, focusing on basic skills peer mentoring in the community colleges. In California community colleges, Latino students are over-represented in non-credit, basic skills courses and demonstrate a lower basic skills course success rate than the average statewide pass rate. Studies have shown that effective basic skills tutoring led to higher rates of course retention and completion. Research has also been conducted to identify the most effective basic skills practices. One of these instructional practices found in the literature review is Culturally Responsive Teaching Theory. Although this theory has been researched at the elementary and secondary level, there is a lack of research on culturally responsive teaching strategies in the community colleges. Dr. Mun's study has revealed the culturally responsive philosophies and practices of three peer mentors as they supported Latino, basic skills students in writing at a community college center. These peer mentors were nominated as most effective by Latino basic skills students and other community members of the Writing Center (a community nomination process modeled by Gloria Ladson Billings in "The Dreamkeepers"). During the presentation,

Dr. Mun will share the specific beliefs and practices of these peer mentors.

**Dr. Vivian Mun**, Assistant Professor at Vanguard University and Faculty, CalStateTEACH

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### **SCORE – Business Mentoring for small business in an underserved community**

Henry Madden Library 2206

*Community Organizing, Business Sector*

SCORE is a nonprofit association that has been helping small businesses to get off the ground, grow and achieve their goals through education and mentorship since nearly fifty years. Because SCORE's work is supported by the U.S. Small Business Administration (SBA), and thanks to SCORE's network of 11,000+ volunteers, SCORE is able to deliver services at no charge or at very low cost. Volunteer MENTORS share their expertise across 62 industries, they provide free, confidential business counseling in person or via email and offer free business tools, templates and tips online, and inexpensive or free business workshops locally or online. The Fresno Chapter has pioneered a nationally recognized Spanish workshop series that serves the Latino community in the Central Valley. SCORE is always looking for business mentors and people who can spread the word about the valuable services in the community. SCORE offers free mentoring training, to certify mentors in order to make sure that SCORE clients receive professional mentoring.

**Dr. Christian Wandeler** at CSU Fresno

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## **Student Success and Research Mentoring in STEM: Student and Faculty Collaboration in the Production of Geoscience Scholarship**

University Student Union 312

*Education Higher Ed*

People of color remain underrepresented in the geoscience profession (Gonzales, Keane, & Martinez, 2010). Although Gonzales, Keane, and Martinez (2012) found that there has been a moderate increase in minority undergraduate students that now earn almost 15% of the total bachelor's degrees granted in science and engineering, this trend does not include the geosciences. The geoscience field is far below the national trend and minority groups earned only 4.6% of all B.S. degrees awarded in geosciences (NSF, 2004). A possible strategy to improve student persistence is involving students in research. Geoscience students who produce scholarship are more successful in workforce transition and degree completion (AGI, 2012).

This study employed a mixed methods exploratory sequential design and investigated geoscience student experiences with research (Creswell, 2009). The respondents were a representative sample of a Hispanic serving university in central California awarded a research grant by the National Science Foundation (NSF) Center for Research Excellence in Science and Technology (CREST). Semi-structured Appreciative Inquiry interviews were conducted with 34 geoscience students and faculty. Faculty mentors enlisted students for collaborative geoscience research that relates to the science of the students' communities. Students of color, and first-generation students expressed that their mentoring relationship helped them to

overcome cultural barriers and persist in their degrees and careers.

**Chris Cruz-Boone**, Lecturer at California State University, Bakersfield

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## **To Give the Most and Receive the Most in a Mentor Relationship**

University Student Union 313

*Education PreK-12, Education Higher Ed, Community Organizing, Business Sector*

Oftentimes men-tees see themselves as being on one end of a receiving line of "pearls of wisdom" from their respective mentors. This interactive presentation will ask audience members to view the mentor/men-tee relationship in a more reciprocal manner. As an example, what are contributions a men-tee can make to the mentor as related to helping them gain an understanding of contemporary candidates' culture/values and aspirations. The process of mentoring is about developing a relationship which can benefit both parties. To provide the greatest benefit for both individuals there needs to be: a) clarity expressed as to what each participant would like to achieve in the relationship, b) a sharing of rationale as to why each were selected for this relationship and c) an agreement among participants as to the level of commitment each individual plans to provide as related to time, availability and level of candor and confidentiality.

**Dr. Wayne Padover**, Associate Professor at National University

## A Mentoring Model and Faculty's Changing Role in Higher Education

University Student Union 314

*Education PreK-12, Education Higher Ed, Community Organizing, Business Sector*

This will be an informational presentation that introduces a successful mentoring model that inspires student/faculty connectivity outside the classroom setting and strives to increase student persistence rates. This workshop will utilize audience participation, Poll-Everywhere, and upbeat presentation methods to introduce a growing, successful advising/mentoring model that inspires student/faculty connectivity and persistence in this digital age.

“This is not one more thing we have to do, this is a better way of doing what we already do...” (author unknown)

Key components of the program that benefits students:

- All students are assigned to a full-time faculty member advisor/mentor
- Retain faculty connection throughout their educational journey
- Faculty provides academic guidance, encouragement, and support
- Faculty provides community connections so that students start fostering networking relationships prior to graduation

Presentation Highlights:

- The theoretical foundation that supports faculty to student advising/mentoring
- The design/structure of the model and its relevance to student persistence and faculty sustainability
- Best practices/Critical success factors
- Initial research results on: the change in the faculty role with the enhancement of advising/mentoring

and student's

perceptions/preferences in regards to the program

- The value in connecting students with community in order to take a holistic approach towards student development
- Hurdles to be expected when implementing a program and how to overcome them

**C. Michelle Bradford**, Assistant Professor, College of Business and Management & Chair, Faculty Advising and Persistence and **Sharon Starcher**, Department Chair & Associate Professor, College of Business and Management at DeVry University

# GENERAL SESSION

## Young Men's Alliance – Baird Middle School



The Young Men's Alliance (YMA) program began at Baird Middle School in the Fresno Unified School District in January of 2012. The mission of YMA is to help middle school students develop personal behavior and academic skills that will lead to success in the classroom, career and in their adult lives. The first cohort was comprised of 14 boys and 14 mentors from the local community. Baird will begin its fourth cohort in January 2014.

The program consists of a class that meets daily to focus on leadership development, conflict resolution and study skills. The course builds personal responsibility and leadership skills through role playing, group activities, speeches and projects.

The program facilitator and classroom teacher, Ricardo Guevara, has been with the program since its inception. Mr. Guevara monitors grades and attendance, communicates with parents and collaborates with staff. Boys are selected based on teacher recommendation for poor behavior, low grades, and/or unique family dynamics. The goal for the program is excellent attendance, no suspensions and a 3.0 GPA.

The program is funded in part by CLEAR. Donations may be made to Baird Middle School - YMA. The school is in need of starting a Young Women's Alliance class, as well, and appreciates any and all support for funding.

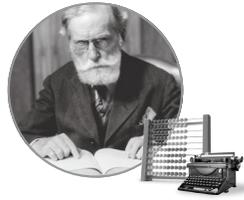
*For more information about the Young Men's Alliance, or how to help, please contact:*

Valerie Martinez, Principal, Baird Middle School - [valerie.martinez@fresnounified.org](mailto:valerie.martinez@fresnounified.org)

Ken Magdaleno, Executive Director, CLEAR - [kmagdaleno@clearvoz.com](mailto:kmagdaleno@clearvoz.com)

“Education  
is no laughing matter.”

They said.



“It's a  
laughing,  
innovative,  
motivating,  
and sustaining  
matter.”

We said.

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# FRESNO STATE

## Kremen School of Education and Human Development

### Doctoral Program in Educational Leadership at Fresno State

- The doctorate in education prepares administrators to:
- Acquire theoretical, practical, methodological and empirical knowledge
  - Conduct field-based research
  - Serve the needs of an increasingly diverse student population
  - Establish sound educational policy and practice
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  - Conduct educational assessments and evaluations

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*“The Fresno State Doctoral Program is a participant in the prestigious national study of Education Doctorates by the Carnegie Foundation.”*

[www.FresnoState.edu/kremen](http://www.FresnoState.edu/kremen)

# ABOUT CLEAR

## **Mission**

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.

## **CLEAR Advisory Board Members**

Andy Garcia, Executive Director, Lozano Smith

Dr. Angelica Reynosa, Vice Principal, Sunnyside High School

Dr. R. Sandie Woods, Director of Liberal Studies, Fresno Pacific University

Jenny Vue, Social Work Practitioner, Fresno County Department of Social Services

## **CLEAR Staff**

Dr. Ken Magdaleno, Executive Director

Jenny Vue, Program Coordinator

Tiffany Jennings, Executive Assistant

## MY CONFERENCE TAKEAWAYS

Five big ideas to take home to my school, district, organization or business:

1) \_\_\_\_\_

2) \_\_\_\_\_

3) \_\_\_\_\_

4) \_\_\_\_\_

5) \_\_\_\_\_

Top three things I'm going to share with one other person:

1) \_\_\_\_\_

2) \_\_\_\_\_

3) \_\_\_\_\_

**Great people I met at the summit (names and e-mail):**

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**Resources towards *A Call to Action: Transforming Our World Through Mentoring***

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Good leaders teach.

Great leaders inspire.

The best leaders mentor.



Lozano Smith  
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