

Center for Leadership Equity And Research



# Newsletter

## Summer 2017

Leadership development thru mentoring is at the core of the CLEAR strategic plan. Successful leadership development includes a belief in ones team, passion to make a positive difference, and a continuous commitment to improvement. As a lifelong learner, I am regularly researching the subject of leadership and specifically, leadership development for leaders of color. At the Center for Leadership, Equity, and Research (CLEAR), we focus on developing leaders for social justice who understand the importance of developing three (3) critical mentor and protege leadership characteristics of becoming and being competent, confident, and credible.



Recently, the Center for Creative Leadership published a White Paper titled, "*How to Lead Successful Change*," which I suggest you download and read <https://www.ccl.org/articles/white-papers/change-capable-leadership-propel-success/> This particular paper provides three (3) additional primary insights regarding change-capable leadership of particular importance to anyone involved in leadership development:

- Change yourself. Leading change successfully means spending time outside of your comfort zone. As the individual leading an initiative, you must change your mindset, actions, and behaviors.
- Don't go it alone. Leading change is a team activity. People come together driven by a compelling - and frequently communicated - message about why things are changing.
- Know the signs. Recognize the early warning signs that indicate an initiative is starting to derail.

Acknowledging that the three bulleted reminders above are all important, leadership mentoring reminds us how important it is to "not go it alone." As members of CLEAR and the CLEAR Leadership Mentoring Program, our participants know and understand that someone "has their back" and we will always be there to support each other. Thus, the importance of recognizing that mentoring includes developing and maintaining lifelong relationships.

Sincerely,  
Ken Magdaleno

# CLEAR Sixth Annual Mentoring Summit Mentoring at the Intersection of Education, Business, and Community Leadership

Friday, October 27, 2017  
California State University, Fresno  
7:30am-4:00pm

This year, we are bringing Dr. Pedro Noguera to Fresno! He is one of America's most important voices for healthy public education, focusing on the ways in which schools are influenced by social and economic conditions in urban settings. He's an expert on school reform, diversity, and the achievement gap-and he translates social theory into concise, direct language with emotional impact and intellectual rigor.



## Registration

Early bird registration - \$125 through September 1st.

Beginning September 2nd, registration will be \$150.

[Register](#)

## Call for Proposals

CLEAR is currently accepting presentation proposals for the Sixth Annual Leadership Mentoring Summit. This is an opportunity to share your expertise with other mentoring professionals actively engaged in Prek-12 and Higher Education, Business and Community-based organizations.

Presentations will be sixty minutes (60) per session. Presentations of interest will focus on "Leadership Mentoring" from a best practices and strength-based perspective. All proposals are due by 5:00 p.m., August 25, 2017.

[Learn more.](#)

## Sponsorship Opportunities

Your support to our annual Mentoring Summit enables us to reach our mission in striving to eliminate educational and social disparities which impede equitable opportunities and outcomes for all students and the communities from which they arrive.

[Sponsor](#)

## CLEAR Leadership Mentoring Cohort 6

The CLEAR Leadership Mentoring Program has started its 6 Cohort!

Mentors and protégés are educators, community leaders and activists that are united to learn and participate in "Intentional Activism".

This one year program provides participants with an opportunity to participate in a formal and structured mentoring program. Mentors and protégés work together to develop goals and objectives that guide each towards a more meaningful leadership experience whereby participants combine professional learning and mentoring to succeed as a leader. The CLEAR Leadership Mentoring Program develops a "mentoring culture" whereby mentors and protégés, together with other like-minded leaders, seize upon the opportunity to implement and participate in "Praxis" or "Intentional Activism," meant to change the manner in which "things have always been done."

Our first Meet and Greet meeting is on August 26, 2017 in Fresno, California. To learn more about this program, or join one of our meetings, please visit [the Cohort 6 page on our website.](#)



## **CLEAR PROFESSIONAL DEVELOPMENT WORKSHOP: Don't Suspend Me! An Alternative Discipline Toolkit**

This CLEAR workshop is designed to shine a light on the disproportionality in school discipline with students of color. The purpose of this workshop is to help educators understand the positive impact of creating effective behavior systems in schools that are equitable for ALL students. An alternative discipline overview will be provided using the book *Don't Suspend Me!* as a framework for designing effective discipline using restorative, reflective, and instructional methods of supports.

When: Friday, September 22, 2017, 7:30am - Noon  
Where: Smittcamp Alumni House at Fresno State University  
Presenters: Jessica Djabrayan Hannigan, Ed.D. and John E. Hannigan, Ed.D

*This is a cost free workshop with breakfast provided.*

*Participants will receive a copy of the *Don't Suspend Me! An Alternative Discipline Toolkit* as part of the workshop.*

[Learn more or register here.](#)

### **Member Update**

By Jesús González Jr. , Ed.D. and Adriana Cervantes-González, Ed.D.  
CLEAR Advisory Board Members

As an extension of important work on behalf of CLEAR, we attended the California Association for Bilingual Education (CABE) Annual Conference in Anaheim earlier this year. With over 5,000 attendees focused on the needs of English Learners and multilingual/biliterate communities, one of the highlighted celebrations was the overwhelming support by California voters of Proposition 58 during the November 2016 elections. This support allows California public school districts and school sites more opportunities to implement multilingual/biliteracy programs. As a result, this will also provide a choice for parents and the opportunity for students to access language programs to be better prepared and be more globally competitive for the 21<sup>st</sup> Century workforce.



Having been raised as native Spanish speakers, and acquiring the English language as we began our schooling experiences, being amongst thousands of equity warriors of culture and language was a validating and enriching experience.

The California State Board of Education will approve guidelines and regulations concerning Proposition 58 July, 2017. More information and resources on this topic can be found at: [www.gocabe.org](http://www.gocabe.org)

[Read the entire article.](#)

### **Member Spotlight**

#Self-care by Leena Mendoza

This is my first year with the CLEAR Mentoring Program. I have observed the best mentors and protégés in the field of education. One thing I noticed is that we are involved in many organizations and have many commitments. We are board members, committee members, serve as consultants and the list goes on and on. I thought to myself, "How do we handle stressors or handle all our workload?" I observed that we put ourselves last in some cases. As I took my new job with the City of Fresno in Project Management, I wondered if I could do all the things that I had been doing. I enjoyed volunteering in the community, sitting on committees and being a board member as well. However, I quickly realized that with the new job there were new levels of responsibility and new requirements for leadership, I had to take things off of my plate. I had to go to bed early and prepare for the next day. I really focused on learning my new job. I realized that self-care was very critical.



[Read more for self care tips.](#)

## Our Past Events

Thank you for all those who have supported CLEAR this year. Click on the images below to see some of our past events.



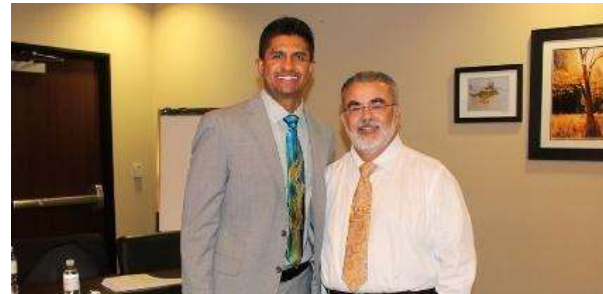
[4th Annual Golf Tournament](#)  
Thank you for golfing with us!  
Friday, June 2, 2017



[Central Valley Equity Symposium](#)  
Equity: It Starts with Us  
April 21, 2017



[Professional Development Seminar Series](#)  
Teacher Candidates  
Spring 2017



[Professional Development Workshop](#)  
Effective Transformational Leadership Implementing Action  
Now  
September 22, 2016