

Center for Leadership Equity And Research



4th Annual Mentoring Summit

October 23, 2015

California State University, Fresno



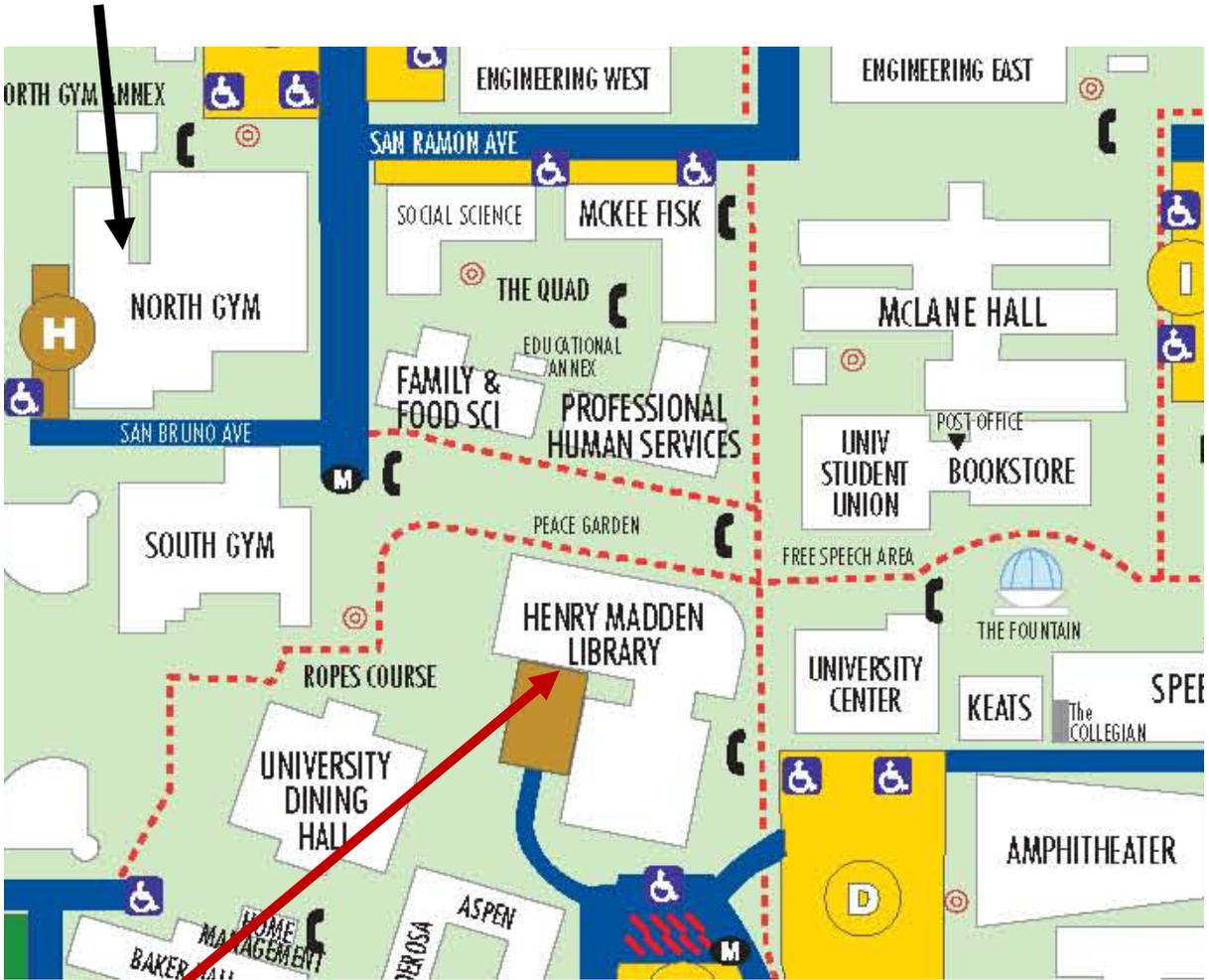
Developing the Leaders of Today
and Tomorrow Through Mentoring

Education....Community Organizing....Business Sector

CLEARvoz.com

CAMPUS MAP

North Gym



Henry Madden Library

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Welcome

A Message from our Executive Director



Welcome to the 4th Annual CLEAR Mentoring Summit.

Mentoring is an ancient approach to leadership development that has been practiced for centuries. Protégés throughout the ages have counted on the support and guidance of a mentor to sharpen their leadership skills. From generation to generation leaders have taken another under their wing and a new group of leaders have arisen. Become a mentor or become a protégé...either way, you will be the better for it.

Have a great day.

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

Ken Magdaleno, Executive Director

SUMMIT AT-A-GLANCE

Developing the Leaders of Today and Tomorrow Through Mentoring

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

MC - Dr. Janell Morillo

7:30 a.m. – 8:30 a.m.	Registration & Continental Breakfast	
8:30 a.m. – 9:30 a.m.	Welcome <i>Dr. Lynnette Zelezny, Provost and Vice President for Academic Affairs</i> <i>Lozano Smith Mentoring Program Award</i> <i>Carlita Romero-Begley</i> <i>Dr. Ken Magdaleno, Executive Director</i>	North Gym 118
9:30 a.m. - 9:45 a.m.	Break / Passing Time	
9:45 a.m. - 10:45 a.m.	Breakout Session I	Henry Madden Library
10:45 a.m. - 11:00 a.m.	Break / Passing Time	
11:00 a.m. - Noon	Breakout Session II	Henry Madden Library
Noon - 1:00 p.m.	Lunch	North Gym 118
1:00 p.m. - 2:30 p.m.	Keynote Speaker <i>Salome Thomas-EL</i>	North Gym 118
2:30 p.m. - 3:00 p.m.	Wrap-Up <i>Dr. Roberto Flores Advocacy Award</i> <i>Presented by Dr. Fernando Elizondo</i>	North Gym 118

Breakout Sessions

Breakout sessions are organized into the following strands:

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

Breakout Session I

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

Connections: Building Relationships and Systematic Supports for At-Risk Students PreK-12 Education	Henry Madden Library 2127
Leadership Development at Community Medical Centers PreK-12 & Higher Education, Business Sector, Community Organizing	Henry Madden Library 2206
The Power of Leading through Mentoring Latina/o Students on College Choice PreK-12 & Higher Education	Henry Madden Library 2134
Mentoring Military-Connected Students in Higher Education PreK-12 & Higher Education, Business Sector, Community Organizing	Henry Madden Library 3212
Breakout Session II	
11:00 a.m. - 12:00 p.m.	
Enhancing Your Scholarship through the Fulbright Experience: A Personal and Professional Account Higher Education	Henry Madden Library 2127
Mentoring: Maximizing the Capacity Building of Staff, Students and Self PreK-12 Education	Henry Madden Library 2206
Lacayo Vista Leadership Academy: The Power of Mentoring as a Vehicle to Close Opportunity and Achievement Gaps PreK-12 & Higher Education, Business Sector, Community Organizing	Henry Madden Library 2134
SCORE - Small Business Mentoring PreK-12 & Higher Education, Business Sector, Community Organizing	Henry Madden Library 3212

Developing the Leaders of Today and Tomorrow 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 leadership development through mentoring.

Participants will examine experiences of mentors and protégés that promote actions for leadership development in the educational, social, economic and environmental roles of the students, staff and/or faculty in Prek-12 and higher educational settings.

Community
Organizing

Business
Sector

Lozano Smith Foundation Mentoring Program Award

This recognition award offered through the Center for Leadership, Equity, and Research (CLEAR) seeks to promote the good work of student-based mentoring programs throughout the State.

The award recognizes school programs that exemplify all aspects of mentoring. This includes helping students enhance personal, academic and leadership skills, while ensuring an inclusive, positive school environment.

The Lozano Smith Foundation and CLEAR are excited to partner with mentoring programs around the State to increase and enhance opportunities for students to benefit from mentoring.



Lozano Smith
F O U N D A T I O N

Developing the Leaders of Today and
Tomorrow 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 that are internal to their organizations.

Business
Sector

Keynote Speaker



Salome Thomas-EL

The Immortality of Influence: Believing Every Child Can Achieve Their Dreams. Salome Thomas-EL, National Education Expert, and Award-Winning Teacher and Principal in Philadelphia, PA.

“Every child needs someone to be crazy about them.” These are the words of Salome Thomas-EL aka Principal EL, award-winning teacher and principal, and nationally recognized educator. They shape his life-long commitment to answering the question, “How do we ensure that every child achieves their greatest potential?” This question lies at the heart of the national dialogue on education policy, the day in and day out work of school personnel, and the hopes of

every parent. Central to this challenge is how we succeed with children who are facing the most serious barriers to success: poverty, violence, neglect, and low expectations.

For over 20 years, Thomas-EL has taken on this challenge with the absolute belief that every child can and will learn as long as adults in their world care enough to not give up. Starting as a teacher and chess coach at Vaux Middle School and through his years as principal at several traditional public and charter schools, Thomas-EL has transformed the attitudes and strategies of school staff, parents, and members of the community to help hundreds of troubled children not only graduate from high school but go on to earn higher degrees from major colleges and universities. He brings to the process a powerful combination of passion, caring, and leadership to craft a refreshing, common-sense roadmap to help kids achieve their dreams, no matter the odds.

Salome Thomas-EL is a national education expert and consultant. He was a teacher and principal with the Philadelphia School District from 1987-2009. He received national acclaim as a teacher and chess coach at Vaux Middle School, where his students have gone on to win world recognition as Eight-Time National Chess Champions. Principal EL is a regular contributor on “The Dr. Oz Show” and the author of the best-selling books, *I Choose to Stay*, about his Vaux Middle School experience, and *The Immortality of Influence*, which stresses the importance of mentoring, parenting and service to others. The Walt Disney Company optioned the movie rights to *I Choose to Stay*. Thomas-EL speaks to groups across the country and frequently appears on C-SPAN, CNN, and NPR Radio. He is a graduate of East Stroudsburg University in Pennsylvania and is currently a doctoral candidate. Principal EL lives in Delaware County, Pennsylvania with his wife and two young daughters. He has received the Marcus A. Foster Award as the outstanding School District Administrator in Philadelphia and the University of Pennsylvania’s distinguished Martin Luther King Award. Principal EL was honored as a Reader’s Digest Magazine, “Inspiring American Icon” and recently appeared on The Oprah Radio Network.

Breakout Sessions

BREAKOUT SESSION I

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

Connections: Building Relationships and Systematic Supports for At-Risk Students

Henry Madden Library 2127
PreK-12 Education

Positive relationships between adults and students in a climate of shared concern are key elements in student success. This session examines a formalized, easy-to-follow feedback and monitoring process that builds structured systems of support for students. The system helps disconnected students become connected – to adults, other students and their families. Utilizing a team approach, Connections promotes communication, goal setting, and constructive change through mentoring relationships at school and through regular communication with home. Students become invested in their own progress and are recognized frequently for their successes. Connections also gives teachers and administrators a data-based way to track students' performance over time, resulting in a clearer picture of patterns and an understanding of behavioral trends. In this highly interactive session, participants will learn: what data should be collected, how to analyze the data, and how to use the information to inform behavioral practices and interventions. Participants will leave with the information they need for implementation in their own school.

Jessica Sprick, Consultant for Safe & Civil Schools

Leadership Development at Community Medical Centers

Henry Madden Library 2206
PreK-12 and Higher Education, Community Organizing, Business Sector

Community Medical Center's focus on leadership development ties directly to business measures that allow Community to continue to care for the valley's population. Join us to learn about Community's commitment to leadership development, formal and informal mentoring and have some fun with an activity that clarifies the value of communication.

Sandra D. Hermans, Organizational Development Consultant for Community Medical Centers and **Lynne Valek, Ph.D.**, Organizational Consultant and Faculty at University of Phoenix

The Power of Leading through Mentoring Latina/o Students on College Choice

Henry Madden Library 2134
PreK-12 and Higher Education

Historically, Latinas/os have experienced the lowest rates of college completion, and are the least formally educated among all major ethnic groups. Yet, Latinas/os are the largest and fastest growing minority group in the nation. Although the absolute numbers of Latinas/os going on to postsecondary institutions have increased significantly, they have not kept pace with the growing Latina/o college age population, and most of the enrollment increase has occurred at the less selective

colleges and universities. College selectivity has been shown to have a direct correlation to degree completion, particularly for students of color. Understanding how forms of capital influence Latina/o students in their college choice decisions and their interactions with mentors such as teachers, counselors, and community members has the potential to shape college going behaviors. Community cultural wealth can be utilized as a guiding framework when mentoring Latina/o students during critical transitions, such as college planning. The presenters will share findings from their qualitative research of 22 high academic achieving Latinas/os who attended either community colleges or selective universities such as; Yale, Brown, MIT, UC Berkeley, and Cornell. If college choice matters in shaping the probability of college graduation for underrepresented students, then the potential of influences on postsecondary outcomes for Latina/o students by first increasing the possibility of applying to and enrolling in selective colleges and universities is critical. The presenters invite you to join a discussion of existing programs and the leadership of mentors through institutional programs in influencing the college choice decisions of Latina/o students, and the potential of this discussion to transcend to other students of color.

Adriana Cervantes-González, Ed.D, Counselor and Scholarship Coordinator for Visalia Unified School District and **Jesús González, Ed.D.,** Assistant Principal of Curriculum and Instruction for Visalia Unified School District

Mentoring Military-Connected Students in Higher Education

Henry Madden Library 3212

PreK-12 and Higher Education, Community Organizing, Business Sector

Since 2001, more than 2 million troops have been called into the service of ongoing wars; this group is often referred to as the “Post-9/11” cohort and comprises the largest group of veterans currently enrolled in higher education. Since 2008, with implementation of the Post-9/11 Veterans Educational Assistance Act, increasing numbers of military-connected students have enrolled in colleges across the nation. California has the highest total number of veterans (2 million); Texas and Florida follow with 1.6 million each. It is therefore, imperative that these states attune themselves to the educational needs of military-connected students. There is perhaps no other group more deserving of mentoring and support; however, due to historically low numbers, many schools do not yet have well-established veteran mentoring programs.

Despite facing significant challenges, military-connected students demonstrate a capacity for success at least equal to that of non-veteran students. However, for many, graduation may not be the final hurdle. Government unemployment data show that, while much improved from the high of 10-12% (in 2012), unemployment rates for the Post-9/11 cohort are still the highest relative to veterans of other eras as well as non-veterans. Therefore, an effective mentoring program not only facilitates success in the classroom, it must also provide an effective platform to assist in launching students into the civilian workforce. For these reasons, and many more, those who have served in the United States Armed Forces are deserving of our commitment to provide nothing less than

outstanding leadership and mentoring opportunities.

Thus, we propose a two-part model for building a mentoring program to facilitate the academic and future professional success of military-connected students. Our model comprises: (a) BUILD: top 5 validated best practices for veteran-serving mentor programs; and (b) TRAIN: an online training module in military cultural competence for faculty and staff. We will also discuss common pitfalls, challenges and success strategies in this emerging area of interest.

K.C. Kalmbach, Ph.D., Associate Professor
at Texas A&M University-San Antonio



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
- Play a leadership role in educational reform
- Conduct educational assessments and evaluations

Evenings and/or weekend courses are held to accommodate full-time working professionals.

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

www.FresnoState.edu/kremen

Developing the Leaders of Today and Tomorrow 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 leadership development 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 II

11:00 a.m. - 12:00 p.m.

Enhancing Your Scholarship through the Fulbright Experience: A Personal and Professional Account

Henry Madden Library 2127

PreK-12 and Higher Education, Community Organizing, Business Sector

This session focuses on Dr. Mahmoud Suleiman's experience during his Fulbright residency overseas working with students, teachers, administrators and others at the Bahrain Teachers College (BTC), University of Bahrain, Kingdom of Bahrain. The session highlights the personal and professional gains gleaned from the Fulbright program. It also builds on the key role educators play in enhancing cross-cultural understanding in the globally connected world. This session is particularly significant for anyone interested in becoming a cultural broker. Participants will be provided with invaluable information and resources about getting connected with this prestigious flagship program.

Mahmoud Suleiman, Ph.D., Professor and Chair at California State University, Bakersfield

Mentoring: Maximizing the Capacity Building of Staff, Students and Self

Henry Madden Library 2206

PreK-12 Education

Mahatma Gandhi has stated, "the best way to find yourself is to lose yourself in the service of others." As educators, many begin their career with a desire to help students academically, socially and

emotionally grow and succeed. Mentor programs can be utilized to help both students and adults achieve their respective goals. The development of on-site or district mentor systems is one way to give back to communities and build the capacity of teachers and future administrators. Mentoring structures have the capability to help adults but also strengthen student behavior and academic performance which can lead to higher achievement.

Mentoring: Maximizing the Capacity Building of Staff, Students and Self is meant to provide research and application to consider when looking for ways to improve human potential and productivity. This presentation will provide research supporting the use of mentoring systems and give real life examples of how to implement various structures for staff and students. Practical systems such as: Link Crew, Peer Mediators or classroom partnerships can be implemented at schools and will be outlined to assist with improving student behavior and achievement through mentoring. An overview of supportive options for staff and other potential leaders such as Instructional Rounds, or district and site storytelling will be provided to build the capacity of staff, improve morale and develop a collaborative environment. Lastly, suggestions for personal mentoring that can help individuals obtain professional goals when formal mentoring is not an option will be discussed.

Jennifer Watson, Ed.D., Assistant Professor at California State University, Fresno

Lacayo Vista Leadership Academy: The Power of Mentoring as a Vehicle to Close Opportunity and Achievement Gaps

Henry Madden Library 2134

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

The Lacayo Vista Leadership Academy (LVLA) exists for the following reasons:

- Long-term, to increase numbers of Latina/o students in credential and graduate programs, develop a leadership pipeline for Latinas/os in Ventura County and combat what Latina/o scholars term “The Latino Education Crisis”;
- Short-term, to create a networking support system for LVLA participants.

Presenters will introduce the goals of the LVLA, which are:

(1) to develop a leadership pipeline, professional development, and mentoring opportunities for LVLA members; (2) to help LVLA members to advance their own careers in education and leadership; and (3) to broaden access to college and graduate school for members of historically underserved, underrepresented populations in our region.

This workshop will provide participants with current statistical information to increase awareness of the need of mentorship opportunities for historically underserved and underrepresented minority youth, students and educators throughout their careers in education. Participants will learn what the LVLA is about. Participants will be invited to share current ideas on what districts are doing to increase awareness of college and graduate school amongst students, teachers and parents. Participants will leave with greater awareness of:

(1) current educational statistics and issues affecting the Latino population, (2) what

the LVLA is doing to aid in closing the opportunity and achievement gaps; and (3) what previous LVLA members have accomplished toward these efforts through their community action plans.

Stephanie Cruz, Graduate Studies Center Liaison at CSU Channel Islands, **Erica Jimenez**, Credential Office Administrative Support Coordinator at CSU Channel Islands and **Cynthia Salas**, Substitute Teacher, Hueneme School District for CSU Channel Islands

SCORE – Small Business Mentoring

Henry Madden Library 3212

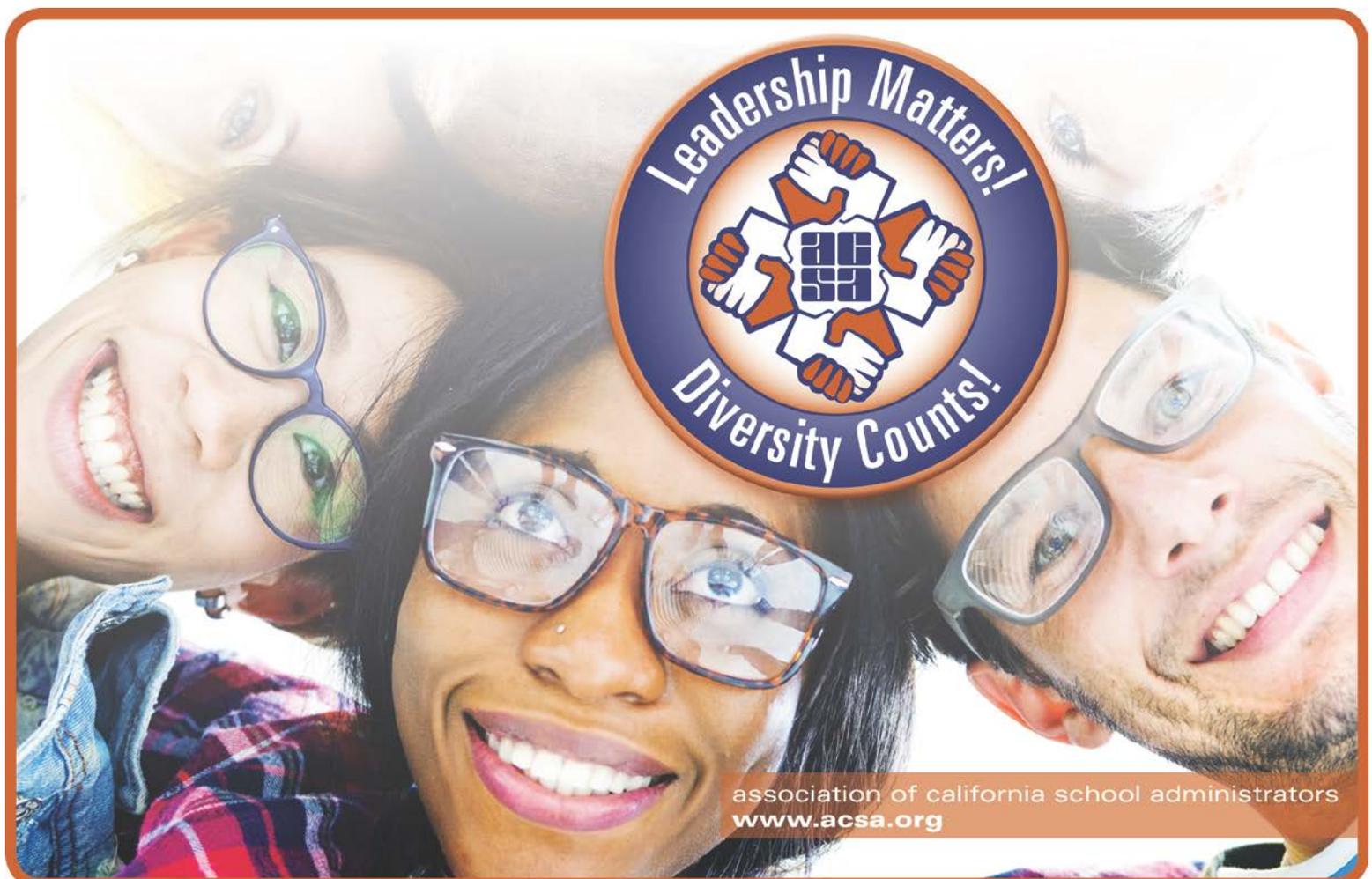
*PreK-12 and Higher Education, Community
Organizing, Business Sector*

SCORE is a nonprofit association dedicated to educating entrepreneurs and helping small businesses start, grow, and succeed nationwide. SCORE is a resource partner with the U.S. Small Business Administration (SBA), and has been mentoring small business owners for more than 40 years.

SCORE is a valuable network of 13,000+ volunteers who offer small business entrepreneurs confidential business counseling services at no charge. SCORE volunteers have the knowledge and experience to help any small business owner get the help they need. Our dedicated volunteers represent over 3,000 years of experience across 62 industries. SCORE also provides local workshops and events throughout the country to connect small business owners with the people and information they need to start, grow, and maintain their businesses, as well as online workshops available 24/7. SCORE provides resources, templates and tools to assist entrepreneurs in developing tools and plans they need to navigate their way to small business success.

This presentation will focus particularly on how SCORE trains volunteers to be effective, and empowering mentors.

Christian Wandeler, Ph.D., Assistant Professor at California State University, Fresno



California Association of Latino Superintendents and Administrators (CALSA)

Dr. Roberto Flores Advocacy Award

Presented by Dr. Fernando Elizondo

Former Executive Director of California Association of Latino Superintendents and Administrators (CALSA) and Retired Superintendent of Schools

Dr. Roberto Flores Advocacy Award is presented to a person who exemplifies a demonstrated commitment to mentoring and advocacy in promoting the education of Latino children and educators. Dr. Flores was the driving force in the creation of the California Association of Latino Superintendents and Administrators (CALSA), an organization supporting educators whose mission is to advocate for the education of Latino children.

Dr. Ken Magdaleno, this year's recipient, is a recognized statewide leader in the formation of two very important initiatives which are making a difference in the lives of both educators and the quality of education for children of color. First, his doctoral research formulated the creation and establishment of the first statewide and national Latino focused mentoring program and secondly, he was the inspiration and founder of CLEAR.

In addition, a scholarship is established and presented to a high school senior in recognition of this award.



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Dr. Kate Kinsella
Program Author
San Francisco
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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



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Jenny Vue
Program Coordinator, CLEAR

CLEAR Staff



Ken Magdaleno, Ed.D.
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):

Resources toward *Developing the Leaders of Today and Tomorrow Through Mentoring*

We all live with the objective of being happy;
our lives are all different and yet the same.
-Anne Frank



Rainbow Hands
Jomari Buenavista, Student Artist
A Winner of the 2015 Elk Grove Unified
School District Superintendent's Art Contest

Lozano Smith is proud to partner with Elk Grove Unified School District in celebrating student achievement.

At Lozano Smith, diversity is more than just celebrated – it's at the core of our firm.
In both our hiring practices and through our involvement in organizations that
promote inclusion, Lozano Smith values diversity and people of all backgrounds.



The Success of Any Partnership - A Shared Vision