

# Lifting As We Climb

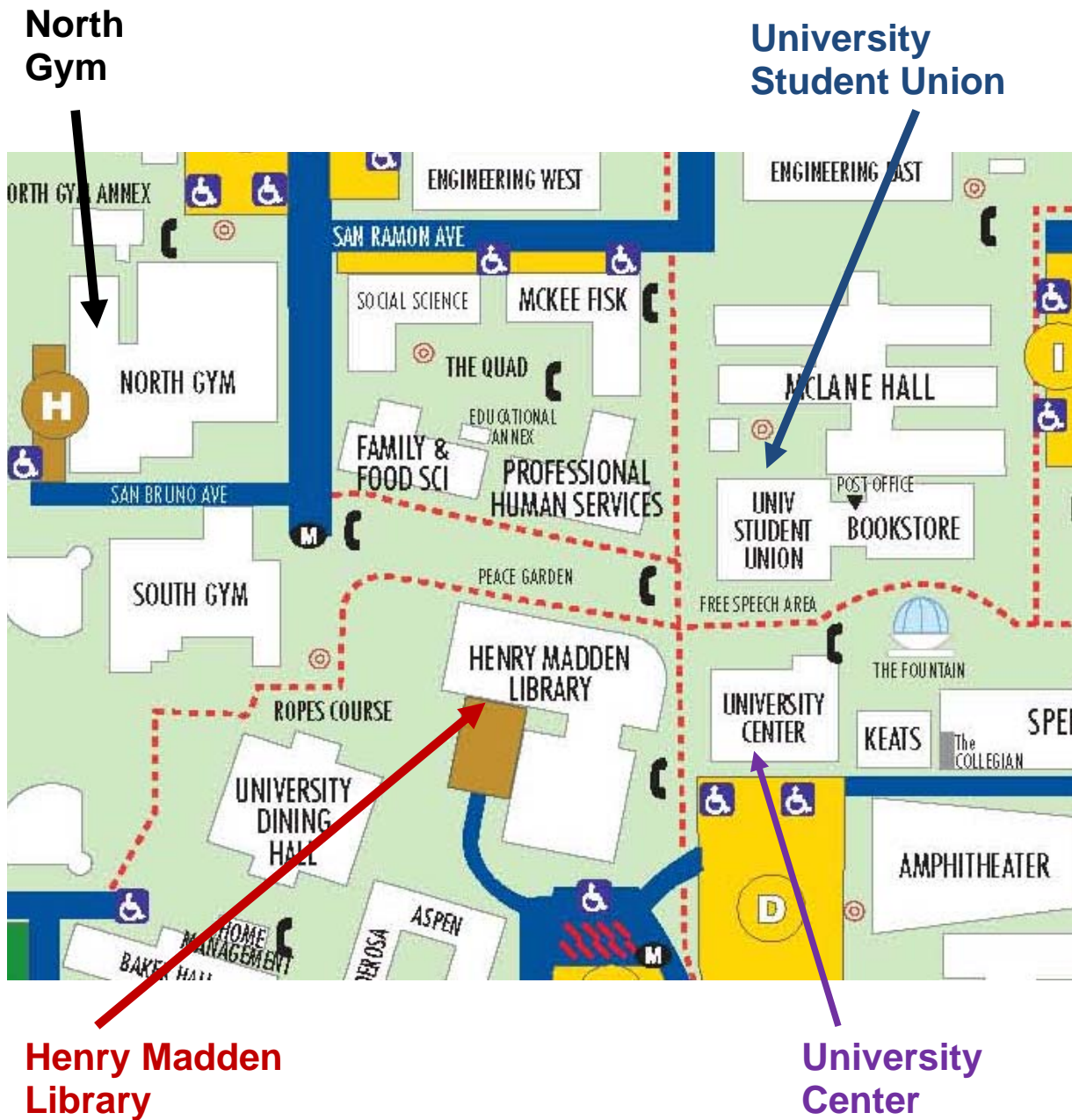
Second Annual  
Mentoring Summit  
California State  
University, Fresno  
October 25, 2013

Center for Leadership Equity And Research

**CLEAR**  
**CEARB**

Equity  
Leadership  
Research

## CAMPUS MAP – BREAKOUT SESSION ROOM LOCATIONS



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# WELCOME

Good morning,

I would like to personally thank each of you for attending our Second Annual Mentoring Summit. The Center for Leadership, Equity and Research (CLEAR) is excited about the many opportunities we have had over the last year which positively affected lives through the development of mentoring programs and the sharing of mentoring knowledge. Here are examples of our continuing work in mentoring and leadership development:

- Established the EL SOL (Enhancing Latino Service Oriented Leadership) Academy, which carefully selects and mentors school and community leaders
- Sponsored and financially supported mentoring programs at Baird Middle School and the Young Men's Alliance, Scandinavian Middle School Mentoring Support Program and Caruthers Middle School Peer Mentoring Program
- Established a Memorandum of Understanding with CSU Channel Islands in the development of the Lacayo Vista Leadership Academy
- Established a Memorandum of Understanding with CSU Fresno in the development of a Staff Mentoring Program

As an organization, we continue to focus on the development of leadership through mentoring and look forward to continuing this work. This Summit is an opportunity to continue our work in the area of leadership development through mentoring and we will continue to bring inspired people together to ensure that CLEAR remains at the cutting edge of leadership development through mentoring.

Today we will hear from keynote, panel, and workshop speakers who understand the value of mentoring and leadership. Throughout the day you will have the chance to listen to leaders who focus on changing lives through mentoring. You will hear presenters from the education and business communities who are currently involved in the effort of changing lives through mentoring.

In closing, I would like to thank each of you for attending this Summit and bringing your expertise to our gathering. You, as organization leaders, have the vision, the knowledge, the wherewithal and the experience to help us pave our way into the future. You are truly our greatest asset today and tomorrow, and we could not accomplish what we do without your support and leadership. Throughout this Summit, I ask you to stay engaged, keep us proactive and help us shape the future of CLEAR.

My personal respect and thanks goes out to all of you.



Ken Magdaleno, Executive Director

*The Center for Leadership, Equity and Research was founded in 2011 with the purpose of eliminating educational and social disparities that impede equitable opportunities and outcomes for all students and the communities from which they arrive. This includes advocacy by its leadership that is called upon to intentionally amplify a collective voice of educational leaders and allies through a forum of professional learning.*

## SUMMIT AT-A-GLANCE

All activities take place in the North Gym, except Breakout Sessions. Please see page 3 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. Tony Monreal</i> <i>Dr. Ken Magdaleno, Executive Director</i> <i>Dr. Joseph I. Castro, University President</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. - 2:00 p.m.	Keynote Speaker  <i>Carlos A. Garcia</i>
2:00 p.m. - 3:00 p.m.	Panel  <i>Dr. Darline P. Robles</i> <i>Dr. Carmella S. Franco</i> <i>Dr. Maria G. Ott</i>
3:00 p.m. - 4:00 p.m.	Author Signing

# BREAKOUT SESSIONS

Breakout sessions are organized into the following strands:

**Education**, **Business Sector**, **Community Organizing**

## Breakout Session I

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

Battling “The Latino Education Crisis”: The Lacayo Vista Leadership Academy <b>Education</b> , <b>Community Organizing</b>	Henry Madden Library 2206
High Risk, High Return – Utilizing Caring Adults to Change Student Lives <b>Education</b>	Henry Madden Library 2108
Mediator Mentors: Lifting as we Climb: Cross-Age Mentoring Relationships and Learning in Diverse Cultures and School Settings <b>Education</b>	Henry Madden Library 3212
Sowing the Seeds of Success: Inspiring a College Going Culture <b>Education</b>	University Center 123
The Mentoring Connection: The Professional Relationship between an Administrator, Faculty Member and a Graduate Student <b>Education</b>	University Student Union 311

## Breakout Session II

11:00 a.m. - Noon

Changing Lives and Changing Futures through Mentoring within Communities <b>Education</b> , <b>Business Sector</b> , <b>Community Organizing</b>	Henry Madden Library 2206
Equipping New Administrators to Lead for Equity and Excellence through On-Site Reflective Induction Coaching: The PLNU Experience from 2008-2013 <b>Education</b>	Henry Madden Library 2108
Mentoring and Developing Leaders for the Future: Fresno Unified School District, Men’s Alliance Program <b>Education</b> , <b>Business Sector</b> , <b>Community Organizing</b>	Henry Madden Library 3212
What Does the Literature Tell Us About Mentoring Across Race and Gender in Higher Education?: An Examination of Successful Pathways and Challenges in Mentoring for Faculty of Color and Women <b>Education</b>	University Center 123

# KEYNOTE SPEAKER

## Carlos A. Garcia



With a career in education that spans over thirty-seven years, Carlos A. Garcia has built a strong track record for boosting student achievement and narrowing the achievement gap through his work as a teacher, principal, central office administrator and leader in classroom instruction.

Mr. Garcia served as a Superintendent of Schools for sixteen years in four distinctive school districts. He first served in Sanger Unified School District (CA), which was a rural district with one high school. He then served as Superintendent in three major urban school districts; Fresno Unified School

District, CA (with one of the highest poverty rates in the country), Clark County School District, Las Vegas, Nevada (which at the time was the fifth largest and fastest growing school district in the nation and where he averaged opening a new school every month), and San Francisco Unified School District where he ended his professional educational career in July of 2012.

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. Mr. Garcia views the Achievement Gap as America's Apartheid and a total violation of children's civil rights.

Mr. Garcia is a proud K-12 graduate of the Los Angeles Unified School District and received his B.A. from Claremont Men's College with a major in political science in 1974 and a M.A. in education from Claremont Graduate School in 1976. In 1979 he completed requirements for his administrative credentials at California State University at Fullerton and in 2011 he was awarded an Honorary Doctorate Degree from Claremont Graduate University for his lifelong contribution to education. In addition, he is the recipient of the 2005 Nevada Superintendent of the Year Award and the 2010 Fred Kiesel Memorial Distinguished Service Award. Mr. Garcia is proud to be a founding member of CALSA (California Association of Latino Superintendents and Administrators) and ALAS (Association of Latino Administrators and Superintendents). He is truly a student advocate and a highly sought after motivational speaker.

Mr. Garcia and his wife, Gail have two children and have been married for 34 years.



# PANELIST

## Dr. Darline P. Robles



Dr. Darline P. Robles is currently a Professor of Clinical Education at the Rossier School of Education, University of Southern California. Her primary responsibility is the development of a new national hybrid Master's degree program in school leadership.

Dr. Robles recently retired after serving eight years as the first Latina County superintendent of the Los Angeles County Office of Education (LACOE), the nation's largest regional service agency. LACOE serves more than two million preschool and school-age children, of whom 60% are Latino. As chief of the Salt Lake City School District from 1995-2002, she was recognized for raising student achievement. She was district coordinator for bilingual education at the Montebello Unified School District, and then as superintendent, she saved the district from a state take-over. Her career has focused on serving the underserved students and inspiring and mentoring young Latino educators. In 2009, and again in 2011, Dr. Robles was named a Top 100 Influential Hispanic American, and 2010 the L.A. County Commission for Women named her a "Woman of the Year". Dr. Robles is committed to public service and serves on many local and national boards. She was recently named to the President's Advisory Commission on Educational Excellence for Hispanics.

Dr. Robles holds a B.A. from California State University at Los Angeles, a M.A. from Claremont Graduate School and a Ph.D. from the University of Southern California.

## PANELIST

### Dr. Carmella S. Franco



Dr. Carmella S. Franco most recently completed her tenure as Interim Superintendent for the Compton Unified School District while the search for a permanent Superintendent was completed. The Compton Board of Trustees selected Dr. Franco to provide stability of leadership and fiscal advisement. Prior to that assignment, she was appointed by the State Board of Education to serve as the State Trustee for the Alisal Union School District. Her mantra has been, “I will do anything I can to see that students receive the quality education they deserve.” At the same time, she has supported employees to join her in seeing that that indeed occurs.

Dr. Franco taught and began her administrative career in the Rowland Unified School District; served as a Principal in Grades K through 8 in Bassett Unified School District; and headed the Personnel Department in the Lennox School District. Dr. Franco was selected as Superintendent of the Whittier School District in 1996, serving 12 years at the helm of that district before retiring in 2008. Retirement was short-lived, however, as she began an Interim Superintendent position in the Woodland Joint Unified School District located outside of Sacramento, the very next day. That assignment lasted nearly one year, through June 2009.

Dr. Franco sits on the Board of Directors of the YMCA of Greater Whittier and the Whittier Rotary Club. Her prior Rotary experience included serving as President of the LAX International Airport Rotary Club. At the state level, Dr. Franco currently serves as one of the Directors of the Association of California School Administrators (ACSA) Superintendents’ Academy. She has served as President of a number of organizations, including California City School Superintendents and the California Association of Latino Superintendents and Administrators.

Dr. Franco is an alumna of California State University at Los Angeles, where she graduated Cum Laude with a degree in Music, and a Master’s Degree in Elementary Education; and also earned two credentials. Her Doctorate in non-traditional negotiation methods was received from the University of La Verne where she has lectured for the doctoral program and for the educational administration department.

## PANELIST

### **Maria G. Ott, Ph.D.**



Maria G. Ott, Ph.D. started a new phase in her distinguished educational career when she joined the USC Rossier School of Education in October 2012. Dr. Ott served more than seven years as Superintendent of the Rowland Unified School District, leading the district through major instructional improvement initiatives and modernization of facilities. Prior to joining Rowland Unified, Dr. Ott served five years as the Senior Deputy Superintendent in the Los Angeles Unified School District (LAUSD), second in authority to Superintendent Roy Romer, former Governor of Colorado.

At USC, Maria G. Ott, Ph.D. serves as Executive in Residence, teaching graduate level courses and participating in Rossier School of Education initiatives. In her role at USC, Dr. Ott will draw upon her extensive experience as an educator in urban and suburban districts, including her work on cultural proficiency as detailed in her recently released book, *A Culturally Proficient Society Begins in School: Leadership for Equity*, with co-authors Carmella S. Franco and Darline P. Robles. Dr. Ott has presented to national audiences on the topic of her book and continues to contribute to the educational literature about the importance of cultural proficiency in closing achievement gaps.

Dr. Ott represents the Rossier School of Education as a member of the Greater Crenshaw Education Partnership Board (GCEP), serving as Vice-Chairperson. The GCEP partnership brings together USC, the Los Angeles Urban League, and the Bradley Foundation to address reform efforts designed to improve student academic achievement. As an experienced Superintendent, Dr. Ott brings extensive experience to her Board responsibilities.

She earned her Bachelor's and Master's degrees at Mount St. Mary's College and completed her doctoral studies at the University of Southern California, majoring in Educational Policy, Planning and Administration. Prior to her appointment as Superintendent of Little Lake, Maria Ott worked in the Los Angeles Unified School District as a teacher, principal, and central office administrator in the Office of Instruction. Her accomplishments included improving student achievement as a principal, and national recognition for her leadership in improving educational outcomes and programs for English language learners.

# BREAKOUT SESSION I

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

### **Battling “The Latino Education Crisis”: The Lacayo Vista Leadership Academy** Henry Madden Library 2206 *Education, Community Organizing*

Patricia Gándara and Frances Contreras (2009) describe “the Latino Education Crisis” as a logical consequence of social policies that have failed to ensure equitable access to higher education in the United States. In this session, research on the nature, scope and consequences of this crisis in education will be briefly reviewed, and details about a mentoring program designed to confront its dimensions in Ventura County will be shared. Based on the Magdaleno model, this mentoring program is the Lacayo Vista Leadership Academy (LVLA) at CSU Channel Islands. It is a joint effort of the Hank Lacayo Institute for Workforce and Community Studies, a nonpartisan workforce institute housed at CSUCI, and Project Vista, a U.S. Department of Education Title V grant aimed at promoting post baccalaureate opportunities for Hispanic and other historically underserved, under-represented minorities.

Members of the first cohort of LVLA protégés, all educators being mentored by experienced school leaders, will share their experiences in the program, discuss the impact of mentoring in their lives, and explain the connection between this leadership academy and the community-based actions they will be taking during their second year as protégés in the program.

Our hope is that participants will leave this session feeling empowered as allies in the work of disseminating research findings about the Latino education crisis, inspiring individual and community-based interest in combatting it, and finding practical ways to support all youth in achieving their highest educational ambitions.

**Anna Izaguirre**, Site Leader, Ventura Unified School District; **Brenda Bravo**, Teacher, Oceanview School

District; **Pavel Escobedo**, Teacher, Ventura Unified School District; **Cynthia Fulgencio**, Teacher, Briggs School District; **Norma Garcia**, Site Leader, Ventura Unified School District; **Eunice Richey**, Early Childhood Care Provider; **Ruth Valencia**, Early Childhood, Ventura Unified School District; **Dr. Beth Hartung**, Professor of Sociology, CSU Channel Islands; and **Dr. Kaia Tollefson**, Associate Professor of Education and Project Vista Title V-HSI Director, CSU Channel Islands

### **High Risk, High Return – Utilizing Caring Adults to Change Student Lives** Henry Madden Library 2108 *Education*

Estancia High School has created a mentorship program for our highest risk students. We partner with local nonprofit organizations to acquire and train mentors for our students. We work with our partners to provide training and create resources for our mentors. Our staff preselects a group of students that they feel would benefit most from mentorship. The students are divided in groups of 2-4 students per mentor and meet once a week on our campus. The students are put into gender pure groups. The mission of the mentorship program is simple and straight forward. We want our mentors to make sure each of the mentees knows that their mentor notices and cares about what is going on in their lives. The “I notice, I care” model has proven very effective.

Some Highlights:

- Our school did away with detentions and Friday schools
- We no longer suspend students for cuts and tardies
- Mentorship is the center of our “discipline” plan and is designed to change student behavior rather than just push students from bad choices

**Dr. Kirk Bauermeister**, Principal and **Michael Sciacca**, Assistant Principal at Estancia High School

**MEDIATOR MENTORS: Lifting as we Climb:  
Cross-Age Mentoring Relationships and  
Learning in Diverse Cultures and School  
Settings**

Henry Madden Library 3212

**Education**

Mediator Mentors at Fresno State has partnered with Clovis East Health and Peer Counseling Program educator, Derrick Davis. We have created a unique mentoring experience grounded in conflict resolution education across the continuum of learning settings found in public education. Students at Clovis East High School in Derrick Davis's peer counseling class partner with elementary students who attend feeder schools of Clovis East High School. Peer counselors serve as mentors to elementary students. A Mediator Mentor from Fresno State is also part of the team that includes trained peer mediator elementary students, high school student mentors, teacher leaders, and university faculty. This cross-aged team attends two days of peer mediation training at Fresno State where they are given instruction and practice in the process of mediation. Peer counselors and Fresno State students go to their elementary campus during lunch hours throughout the week to provide ongoing support to their mentees working as mediators. The goal of this mentoring program are to connect elementary students with positive role models. Additional outcomes include engaging Clovis East and Fresno State students in a positive service-learning experience, connecting them to younger peers. This "across life" structure helps all to develop in depth insight into diverse experiences for youth as a mentor or mentee. Presenters will describe the specific steps of developing and supporting this partnership of elementary, high school and Fresno State students. Those who attend will learn from students participating as peer mediators, peer counselors, and mediator mentors to share their experiences.

**Karen DeVoogd**, MA, Director and **Christina Cassinerio-Wilson**, MA, Coordinator for the Mediator Mentors Project at Fresno State

**Sowing the Seeds of Success: Inspiring a  
College Going Culture**

University Center 123

**Education**

Roosevelt High School's Inspire Tomorrow program brings together Roosevelt High alumni, currently attending California State University, Fresno who serve as mentors to our high school students. The goal of Inspire Tomorrow is to increase our four-year college acceptance and retention rates for our student population comprised of many first generation students, who come from a historically low income background. Our presentation will highlight how we identify and support our high school students through admin/teacher/counselor collaboration, alumni mentoring, field trips to local 4-year universities in California, and college admissions workshops.

**Lori Gambero**, Fresno Unified School District Campus Culture Manager; **Alejandro Juarez**, Roosevelt High School Head Counselor; and **Yadira Gonzalez**, Roosevelt High School English Teacher

**The Mentoring Connection: The Professional  
Relationship between an Administrator,  
Faculty Member and a Graduate Student**

University Student Union 311

**Education**

"If you want 1 year of prosperity, grow grain. If you want 10 years of prosperity, grow trees. If you want 100 years of prosperity, grow people."

This Chinese proverb eloquently expresses the importance of investing in our greatest capital of society ... people. At California State University, Fresno, our mission, based on that philosophy, addresses the goal of making "student success our first priority" embracing "a culture of diversity, internationalization, and inclusion" and developing "institutional, community, and intellectual leaders." One way to accomplish these goals is to understand the value in mentoring.

Fresno State's richly diverse student population greatly enhances the benefits of mentoring for both mentors and mentees. The diverse perspectives of ethnicities, gender, religion and socio-economic background provide the opportunity to broaden our viewpoints and expand our knowledge of inclusion, respect and equity.

This presentation will share the experience of three individuals ... an administrator, a faculty member, and a student ... and their intertwined relationship as mentors and mentees.

Examining Wheeler's Five Phase Mentoring Relationship Model, which focuses on exploring the mentoring relationship and the transition of students to their professional career, the presenters will reflect on the objectives of Purpose, Engagement, Planning, Emergence and Completion.

In the end, the power of the mentoring relationship is exponential and participants will witness firsthand this professional connection.

In the words of Dr. Ken Magdaleno ...

"Students may not remember what you taught them...but they will always remember how you treated them...be a good and caring 'mentor teacher'."

**Dr. Lynnette Zelezny**, Associate Provost, California State University, Fresno; **Dr. Janell Morillo**, Liberal Studies Coordinator, California State University, Fresno; and **Moaaz Gill**, Academic Counselor, Fresno High School



## **BREAKOUT SESSION II**

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

#### **Changing Lives and Changing Futures through Mentoring within Communities**

Henry Madden Library 2206

**Education, Business Sector, Community Organizing**

Since 1998, the Pro-Youth/HEART comprehensive after-school programs and community outreach programs have responded to the needs of communities throughout Tulare County by providing life-changing opportunities for over 30,000 children and their families. Through generous local contributions of approximately \$4.5 million, Pro-Youth has been able to leverage a ten-fold return on these investments by bringing more than \$47 million in outside funding into our low-income neighborhoods, thus saving countless dollars for our school districts, cities and counties.

Through mentoring with school districts, public service organizations and businesses, Pro-Youth HEART has mentored and involved over 1,500 young adults from diverse cultures in training and mentoring of our youth in our schools and communities. Our model is designed to affect the lives of individuals and families as we honor heritage and tradition with the goal of future success through mentoring and support.

**Daryn Davis**, Director, Pro-Youth-HEART and  
**Dr. Laurie Goodman**, Deputy Superintendent, Exeter Unified School District

#### **Equipping New Administrators to Lead for Equity and Excellence through On-Site Reflective Induction Coaching: The PLNU Experience from 2008-2013**

Henry Madden Library 2108

**Education**

In 2008-09 Point Loma Nazarene University's School of Education Educational Leadership program implemented a major revision to its Professional Clear Administrative Credential

program. The program changed from a fieldwork based portfolio program to an on-site reflective coaching/induction program based on the California Professional Standards for Educational Leaders (CPSEL). These changes were made after an extensive review of current literature surrounding research on best practices in supporting beginning administrators. The changes were also made to ensure that PLNU Professional Clear candidates were being provided the support and training necessary to lead with equity and excellence in their roles as new administrators. Candidate data and exit surveys indicate that this change of program delivery has had a significant positive impact on equipping, transforming, and empowering beginning administrators to effectively meet the demands of their new roles. This presentation provides an overview of the coaching/mentoring model for the Professional Clear Administrative Services Credential.

**Dr. Ruth Holton**, Interim Associate Dean, School of Education - Educational Leadership, Point Loma Nazarene University

#### **Mentoring and Developing Leaders for the Future: Fresno Unified School District, Men's Alliance Program**

Henry Madden Library 3212

**Education, Business Sector, Community Organizing**

There continues to be a disproportionate number of male students (particularly students of color) in Fresno and throughout our nation that are suspended/expelled each year. These students also tend to struggle academically as well. The focus of the Men's Alliance mentoring program, which began in the 2010-2011 school year, is to help these students develop personal behavior, leadership, and academic skills that will lead to success in the classroom, career, and in their adult lives. The end-of-year outcome evaluation of the Men's Alliance program showed positive results in the areas of suspensions, attendance and Grade Point Averages (GPA's) at all the Men's Alliance sites.

**Darrin Person**, Mentor and Men's Alliance Coordinator; **Blanca Flores**, Teacher on Special Assignment; **Judy Reynoso**, Mentor Facilitator, at Fresno Unified School District

**What Does the Literature Tell Us About Mentoring Across Race and Gender in Higher Education?: An Examination of Successful Pathways and Challenges in Mentoring for Faculty of Color and Women**

University Center 123

**Education**

This presentation will discuss the literature on cross-race and cross-gender mentorship, defined as receiving mentorship from people of different races and different gender than oneself. Research shows that U.S. colleges and universities continue to diversify, but the tenured faculty continue to be predominately White males. If faculty of color and women are to receive successful mentorship, they will have to receive it from faculty of a different race and/or gender. Research shows cross-race and cross-gender mentorships are not common in academe, but do occur, and are becoming more frequent. Sometimes these mentorships are successful, other times they are not. In this presentation on the literature on cross-mentorships, a model documenting the pathways of success and failure will be presented, followed by a discussion and policy recommendations.

**Dr. Juan Carlos González**, Assistant Professor, California State University, Fresno and **Dr. Caroline Sotello Viernes Turner**, Professor and Graduate Coordinator, California State University, Sacramento

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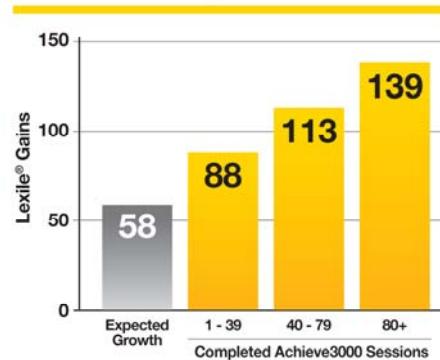
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# ABOUT CLEAR

## **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**

Andy Garcia, Executive Director, Lozano Smith  
Sabrina Hernandez, Regional Sales Director, Achieve3000  
Darrin Person, Mentor Coordinator, Fresno Unified School District  
Dr. Angelica Reynosa, Vice Principal, Sunnyside High School  
Dr. R. Sandie Woods, Director of Liberal Studies, Fresno Pacific University

## **CLEAR Staff**

Dr. Ken Magdaleno, Executive Director  
Dr. Nancy Akhavan, Program Director  
Jenny Vue, Executive Assistant





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for our students,  
neither do you.



**LS** Lozano Smith  
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