



ACSA Region 6 Leadership Summit
and Awards Dinner 2016

*Thriving on the Vine:
Cultivating Ourselves for
Good Action*



June 15-16, 2016
Casa Real at Ruby Hill Winery
410 Vineyard Avenue, Pleasanton, CA

Program: Wednesday, June 15

- 8:30 Opening Remarks – Ralph Porras, State ACSA President
- 9:00 Peter Senge – *The Dawn of System Leadership*
Keynote & Interactive Workshop
- 12:00 Lunch – *Individual and Team Reflections, Book Signing*
- 1:00 Breakout Sessions:
 I. Lili Powell – *Leadership as Wise Practice*
 II. Tia Martinez – *Addressing Implicit Bias*
- 2:30 Breakout Sessions:
 I. Lili Powell – *Leadership as Wise Practice*
 II. Steve Ventura - *Instructional Leadership & Visible Learning*
- 4:00 Reception Hosted by ACSA Region 6

Program: Thursday, June 16

- 8:30 Opening Remarks – Janet Haun, Region 6 President
- 9:00 Keynote: *Opening Doors – A Framework for Cultural Proficiency*
– Trudy Arriaga
- 10:45 Breakout Sessions:
 I. Trudy Arriaga – *Using the Cultural Proficiency Framework*
 II. Sharon Ellison – *Powerful Non-Defensive Communication*
- 12:15 Lunch – *Individual and Team Reflections, Book Signing*
- 1:15 Breakout Sessions:
 I. Jinho “Piper” Ferreira – *Cops & Robbers (a play)*
 II. Sharon Ellison – *The Purely Curious Question*
- 3:00 Closing Keynote – *Hope & Healing: Policy from the Heart* –
Shawn Ginwright
- 4:45 Pre-Dinner Social – No Host Cocktails
Group Photos Courtesy of Lifetouch
- 6:00 ACSA Region 6 Awards Dinner (Doors open at 5:45)

SESSION DESCRIPTIONS

Wednesday

The Dawn of System Leadership – Peter Senge

The deep changes necessary to accelerate progress against society's most intractable problems require a unique type of leader—the system leader, a person who catalyzes collective leadership. Though they differ widely in personality and style, genuine system leaders have a remarkably similar impact. Over time, their profound commitment to the health of the whole radiates to nurture similar commitment in others. Dr. Senge will begin with a keynote-type presentation to introduce an emerging concept of system leadership, and then segue into an interactive workshop exploring the three core capabilities that system leaders develop in order to foster collective leadership.

Leadership as Wise Practice – Elizabeth (Lili) Powell

Based on academic research in neuroscience, psychology, rhetoric, and performance, Lili will help you understand how personal triggers and habits of attention influence your ability to take action. Mindful communication and leadership presence leads to a higher quality of life, better performing teams, and the ability to sustain oneself over the long run. Learn about attention and social interaction skills that improve your ability to learn and innovate, take personal action, engage in crucial conversations and lead team meetings.

Addressing Implicit Bias – Tia E. Martinez

Everyone is affected by the society in which they exist. This workshop will focus on how these unconscious biases affect individual and school decisions and introduce concrete, effective strategies for addressing implicit bias. Implicit prejudices are social preferences that exist outside of conscious awareness or control and they can factor into perceptions of students and their behavior. Learn how to mindfully assess the existence and causes of disproportionate strategies whenever considering a school climate strategy.

Instructional Leadership and Visible Learning – Steve Ventura

Visible Learning Leaders understand the leadership actions that have the greatest impact on student outcomes. In this thoughtful and interactive session, Steve describes the instructional leadership behaviors necessary to become a Visible Learning school. Providing leadership support for feedback, assessment, and developing assessment capable learners are just a few examples of a specialized skill set designed to enhance leadership impact. Join Steve for an unforgettable, inspirational session, and learn how to pursue higher levels of Visible Learning implementation with greater focus, rigor, and clarity.

SESSION DESCRIPTIONS

Thursday

Opening Doors – Trudy Tuttle Arriaga

True integration and corresponding equality of educational opportunity is still far from reality in American schools. Dr. Arriaga will describe how the Ventura Unified School District's successful implementation of Cultural Proficiency opened long-closed doors for marginalized students and returned gains on every key success metric. Providing an overview of her Cultural Proficiency Template, Trudy will share insightful and thought-provoking information that can help you to better ensure universally equal access for your students.

Implementing the Cultural Proficiency Template– Trudy Tuttle Arriaga

In this workshop, Dr. Arriaga will take participants more deeply into a Cultural Proficiency Framework, and the Cultural Proficiency Template which includes a method for evaluating the impact of educational decisions on students' access to learning and an outline of a three-year implementation plan for making your school culturally proficient.

Powerful Non-Defensive Communication: Cutting Edge Tools for Defusing Defensiveness & Power Struggle – Sharon Ellison

Every dedicated administrator faces the daunting task of working with teachers, students, aides, parents, specialists and other administrators who have many different vested interests and issues. We'll look at how to enhance leadership skills that facilitate the development of strong educational communities, fostering inclusiveness and creative learning. First, We'll look the physiology and psychology of defensiveness in terms of: (1) how we often unconsciously prompt each other to react defensively, even in our professional roles, and (2) how new scientific discoveries can help us eliminate defensiveness. We'll also examine pitfalls in current best communication practices. Second, we'll spend most of the session on four simple changes that can prompt others to respond with genuine openness to our questions, feel respected and more willing to hear our feedback and ideas, and respond to clear boundaries by becoming more competent. Weaving principles, story, role-plays and discussion together, Sharon will provide an overview of the *Powerful Non-Defensive Communication*™ process she has created. Participants will learn practical skills with immediate applicability.

SESSION DESCRIPTIONS

Thursday

The Purely Curious Question: Getting at the Heart of an Issue Quickly – Sharon Ellison

Administrators have defined roles and agendas. Unfortunately, Any question asked that has either an overt or hidden agenda is likely to prompt others to react defensively. Even crucial, compelling agendas can undermine an administrator’s ability to create resolution in adversarial situations. In this skill-building session, we’ll look at how the purely curious question can become an art form, facilitating our ability to turn, even previously ongoing, intense conflicts, into productive conversations. We’ll discuss and practice three of the 14 core formats for asking questions. The questions are not “scripted.” The process involves changing *how* we ask questions. While such questions do not require the cooperation of others, they can be very disarming, thus prompting adults and youth alike to drop their defenses, often instantly, with no residue of adrenaline. These three formats for asking questions can be used by administrators in the gamut of professional and personal interactions. As administrators model these skills, others, including students, often quickly learn to use them as well.

Cops & Robbers – Jinho (Piper) Ferreira

Cops and Robbers is a revolutionary look into the dysfunctional relationship between law enforcement, the media, and the Black community. Centered on an officer involved shooting, writer/performer Jinho “The Piper” Ferreira takes the viewer on an emotionally charged ride with unexpected twists and turns. The Piper seamlessly travels through 18 characters, each with their own convictions, logic, and prejudices. Cops and Robbers takes no prisoners as it challenges the viewer to question all preconceived notions of “right” and “wrong.” The ingenuity of this play led to Ferreira being a scholarship recipient for a performance workshop with Anna Deavere Smith at the Yerba Buena Center for the Arts. The Cops and Robbers Project consists of a one-man-play, an audio play, a 6-song musical soundtrack, and a book written by Piper and his wife Dawn Williams Ferreira, Ph.D. In this session, Jinho will perform the play in its entirety, exclusively for ACSA Region 6 Leadership Summit attendees. *Explicit Language: Viewer Discretion is Advised*

Hope and Healing: The Power of Policies from the Heart – Shawn Ginwright

Dr. Ginwright has a powerful vision of radical healing that empowers youth and promotes community well-being. He emphasizes the need to place healing and hope at the center of our educational and political strategies. You won’t want to miss this inspirational and motivating closing keynote for our summit.

PRESENTER BIOGRAPHIES



Peter Senge

The Dawn of System Leadership

Dr. Peter M. Senge is a senior lecturer at the Massachusetts Institute of Technology. He is also founding chair of the Society for Organizational Learning North America. He is the author of the widely acclaimed book, *The Fifth Discipline: The Art and Practice of The Learning Organization* (1990, revised edition published 2006), co-author of *The Fifth Discipline Fieldbook: Strategies and Tools for Building a Learning Organization* (1994) and the fieldbook *The Dance of Change: The Challenges to Sustaining Momentum in Learning Organizations* (1999). In September 2000, a fieldbook on education was published, the award winning *Schools That Learn: A Fifth Discipline Fieldbook for Educators, Parents, and Everyone Who Cares About Education*, co-authored with Nelda Cambron-McCabe, Timothy Lucas, Bryan Smith, Janis Dutton, and Art Kleiner.

Dr. Senge has lectured extensively throughout the world, translating the abstract ideas of systems theory into tools for better understanding of economic and organizational change. His areas of special interest focus on decentralizing the role of leadership in organizations so as to enhance the capacity of all people to work productively toward common goals. Dr. Senge's work articulates a cornerstone position of human values in the workplace; namely, that vision, purpose, reflectiveness, and systems thinking are essential if organizations are to realize their potentials. He has worked with leaders in business, education, health care and government.

Peter Senge received a B.S. in engineering from Stanford University, an M.S. in social systems modeling and Ph.D. in management from MIT. He lives with his wife and their two children in central Massachusetts.



Trudy Tuttle Arriaga

Opening Doors to Cultural Proficiency

Dr. Trudy Tuttle Arriaga began working in Ventura schools in 1974 as a paraeducator, and went on to serve as a teacher, assistant principal and director. In 2001, she became the district's first female superintendent and remained in that position for 14 years, until retiring in 2015, making her the longest sitting superintendent in Ventura County.

Under Arriaga's leadership, the district's dropout rate decreased and attendance and graduation rates increased. Seventeen of the district's 27 schools exceeded the state's target goal of 800 on the Academic Performance Index (API). When Arriaga started as superintendent, just seven schools met that benchmark.

After retiring from the superintendency, Arriaga was selected by the California Lutheran University's Graduate School of Education to be its Distinguished Educator in Residence, a full-time role that has her teaching graduate classes and leading a master's degree program for educators.

Arriaga co-authored a recently published book on educational leadership and cultural proficiency, *Opening Doors: An Implementation Template for Cultural Proficiency* (2016, Corwin) with Randall Lindsey, a CSU Los Angeles emeritus professor and education expert.

Dr. Arriaga holds a master's degree in educational administration and supervision from CSU Northridge and a doctorate in educational policy, planning and administration from the University of Southern California. She also holds bilingual teaching and special education credentials.





Elizabeth (Lili) Powell

Leadership as Wise Practice

Lili Powell joined the Darden School faculty in 1994, where she teaches MBA, EMBA and Executive Education classes in leadership, management and corporate communication.

Professor Powell has designed and taught courses ranging from the required First Year MBA course in management communication to elective courses and executive classes on communicating across cultural boundaries, managing communication as a critical resource and communicating through leadership presence. Most recently, she co-designed a small seminar asking students to define in their own terms "Business and Success."

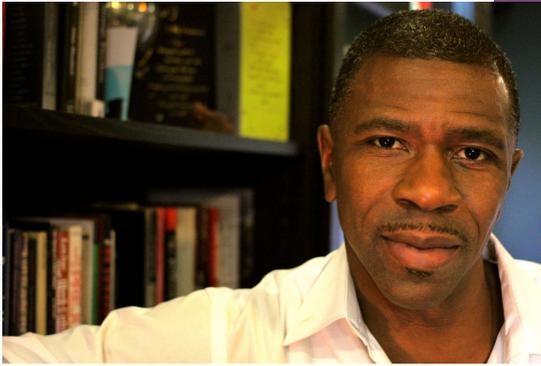
Prior to Darden, Powell taught courses in public speaking, rhetoric, interpersonal communication and leadership at Northwestern University.

Dr. Powell has authored numerous business case studies and technical notes. She has presented her work at the Conference on Corporate Communication, the Association for Business Communication, the Management Communication Association, the National Communication Association, and the Reputation Institute's Conference on Reputation, Image, Identity and Competitiveness. She is co-author of *Women in Business: The Changing Face of Leadership* (Greenwood, 2007). She is currently working on a new book entitled *Present: Leadership as Wise Practice*.

As a consultant, facilitator, instructor and coach, Professor Powell has assisted a variety of organizations and universities, including the American Medical Association, Annenberg Foundation, Council for Public Relations Firms, IAE Business School (Argentina), IBMEC Sao Paul (Brazil), KPMG, Lagos (Nigeria)

Public Schools, National Industries for the Blind, Providian Corporation, Stockholm School of Economics (Sweden), United Technologies, University of Virginia, US Federal Bureau of Investigation (FBI), the Virginia Banker's School of Bank Management and the World Bank.





Shawn Ginwright

Hope & Healing: Policy from the Heart

Dr. Shawn Ginwright is a leading national expert on African American youth, youth activism, and youth development. He is an Associate Professor of Education in the Africana Studies Department and Senior Research Associate for the Cesar Chavez Institute for Public Policy at San Francisco State University. In 1989, Dr. Ginwright co-founded Leadership Excellence Inc., an innovative youth development agency located in Oakland, California that trains African American youth to address pressing social and community problems, which he has since transformed into Flourish Agenda, a social impact company that supports schools and community organizations with building well-being and healthy school climates. In 2002, he also created the Research Collaborative on Youth Activism, a network of scholar activists who study, advocate and support youth organizing efforts around the country. Dr. Ginwright currently serves on the Board of Directors for the California Endowment to improve the health of California's underserved communities. Additionally, he serves on the Board of Directors for the Institute for Sustainable Economic, Educational and Environmental Design (I-SEED) in Oakland, CA. I-SEED is a research, community building, and advocacy organization that addresses the interconnected challenges of environmental sustainability, educational achievement, and workforce development.

In 2011, Shawn was awarded the prestigious Fulbright Senior Specialist award from the State Department for his outstanding research and work with urban youth. He has advised the Ford Foundation, Spencer Foundation, and The Heinz Endowments on philanthropic strategies to support young people in urban communities. He also serves on the Advisory Board for the Center for Information & Research on Civic Learning (CIRCLE) at the Johnathan Tisch College of Citizenship and Public Service at Tufts University.

Dr. Ginwright's newest book is *Hope and Healing in Urban Education: How Urban Activists and Teachers are Reclaiming Matters of the Heart*. He also authored *Black in School: Afrocentric Reform, Urban Youth & the Promise of Hip-Hop Culture* and *Black Youth Rising: Activism and Radical Healing in Urban America*. He is co-editor of *Beyond Resistance! Youth Activism and Community Change: New Possibilities for Practice and Policy for America's Youth*.

Sharon Ellison

Taking the War Out of Our Words



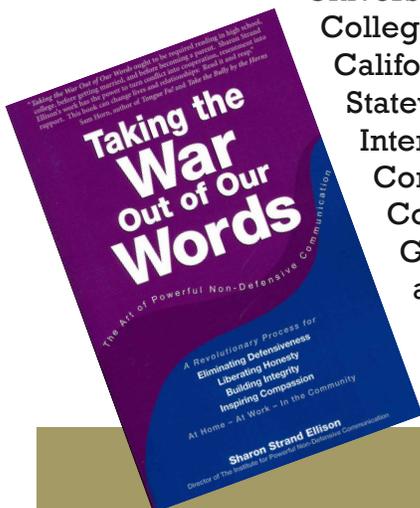
Sharon Strand Ellison, an international consultant and award-winning speaker, is the author of *Taking the War Out of Our Words*. Sharon was a Scholar-in-Residence at St. John's University in Minnesota while writing her book. In it, she details the *Powerful Non-Defensive Communication™* process she has created—a model that gives each person the ability to speak with clarity, power and compassion without being dependent on others for cooperation. The process also can prompt others to drop their defenses instantly.

With daughter, Ami Atkinson Combs, Sharon co-wrote the audiobook, *Taking Power Struggle Out of Parenting*, a Benjamin Franklin Award winner. The speaker for the 11th Annual Lawrence W. Kaplan Dispute Resolution Lecture Series, Sharon received an honorary award as a communication pioneer.

Beginning in 1970's, Sharon began developing pioneering programs, taking her counseling sessions out of the office and into home, school and playground environments. She has provided a unique form of group play therapy and trained therapists in using the process. At one high school, after a gang-related murder, she trained 450 freshmen in how to use non-defensive communication in response to bullying.

Sharon has provided extensive training for professionals in many family-related fields, including teachers, special education professionals, speech therapists, school psychologists, aides, administrative staff, principals, school administrators and boards. Her clients include: Oakland Unified School District; San Mateo School District, CA; Contra Costa Jewish Day School, Montessori Schools; Head Start; Berkeley PTA; San Francisco Parents Coalition; the Association for Multicultural Education; and the California Association of Community Colleges Statewide Student Leadership Conference.

Sharon has provided keynotes for professional organizations in more than a dozen professions, including: The Association of California School Administrators (ACSA), statewide conference; University of California, Academic Business Officers Group; Community College Presidents and Boards Secretaries, OR, Statewide Conference; California Community Colleges, CAL Works Collaborative Summit, Statewide Conference; The Smithsonian Institute; Department of the Navy, International ADR Conference; Kaiser Permanente, Ombuds CA Statewide Conference; Women's Global Health Imperative, International Conference; HR Working Group for the United States Federal Government, Washington DC; Federation of Law Societies of Canada, and the Centre for Dispute Resolution in London, England. An invited guest speaker at the Commonwealth Club in San Francisco, Sharon is committed to building community in every environment.



Steve Ventura

*Instructional Leadership
and Visible Learning*



Steve Ventura is a Professional Development Consultant for Advanced Collaborative Solutions and an Author-Consultant for Corwin Professional Learning. He is a highly motivational and knowledgeable speaker who approaches high stakes professional development armed with practical, research-based strategies. Steve is a former elementary, middle, and high school teacher. His administrative experiences encompass those of assistant principal, principal, director, and superintendent.

With expertise in presenting leadership development, Visible Learning, Common Formative Assessments, Student Voice and Aspirations, Achievement Teams™, and grading policies/practices, Steve takes the mystery out of determining those most urgent needs of schools and districts. His work is embedded in contemporary research focused on disciplined collaboration, goal setting, and organizational improvement, all throughout the lens of clearly identified success criteria.

In addition to his professional development work with teachers and administrators, Steve is also a frequent speaker at state, national, and international conferences, and has contributed to several books focused on teaching, learning, and leadership. Titles include *Standards and Assessment: The Core of Quality Instruction* (2011) and *Engaged Instruction: Thriving Classrooms in the Age of the Common Core* (2014).

Through his own reality-based experiences, Steve has inspired teachers and leaders across the nation to pursue higher levels of implementation with greater focus, rigor, and clarity. He has a strong moral aspect, intelligence, easy way with people, and saving sense of humor that support him in his life and work.

Steve obtained a Bachelor's of Science in Physical Education and Special Education and also earned a Master's in Educational Management.

He resides in the small community of Templeton, California. He enjoys spending time with family, playing racquetball, and reading.



Jinho "Piper" Ferreira

Cops & Robbers

Writer/Performer Jinho "The Piper" Ferreira is a rapper, actor, and screenwriter from Oakland, California. He was one-third of Flipsyde, an alternative hip-hop band that has toured internationally with artists such as Snoop Dogg, The Black Eyed Peas, Akon, The Game, Busta Rhymes, and more. Flipsyde has written anthems for the 2006 Winter Olympics and the 2008 Summer Olympics. The band continues to enjoy several song placements in television, film, and sporting events.

When a transit officer killed Oscar Grant at Oakland's Fruitvale BART station on January 1, 2009, Jinho "The Piper" Ferreira and his wife Dawn Williams Ferreira joined thousands of others in protesting the shooting. Feeling that some kind of drastic change to the system was necessary, Ferreira started thinking about making a drastic change himself – and left his career as a rapper to become a police officer.

"I felt like I had to do something or stop talking," Ferreira said. "If I look at myself and my friends, we didn't know any cops, and we definitely didn't know any cops who thought like us or read the books we did or watched the documentaries we did, so how could I expect them to behave as I would or make decisions I wanted them to make? I was looking around and wondering how I could make the biggest impact."

Ferreira, who graduated from San Francisco State University in 2004 with a degree in Black Studies, talked to people he respected – professors, friends, his mother and his wife – while thinking about what to do. He decided to at least start the academy to see how that went. The positive reception he received surprised him, and he did so well he was the commencement speaker.

Ferreira had been working with the Alameda Sheriff's Office for about two years when all the experiences he was having and all the viewpoints he was exposed got particularly overwhelming. In just four days, he wrote a solo show, "Cops and Robbers," which played at the Marsh Berkeley Arts Center.

Though Piper is not a stranger to the stage, *Cops and Robbers* is his first venture into theater.



Tia E. Martinez

Addressing Implicit Bias



Tia Elena Martinez has over 25 years experience doing social change work in low income communities in the United States. Over the decades her work has spanned a wide range of issues including education reform, the HIV/AIDS epidemic, the war on drugs, homelessness, affordable housing, disconnected youth, and immigration. She is currently an independent consultant doing work on dismantling the school to prison pipeline and transforming life chance for boys and men of color.

Prior to consulting, she was the Chief Equity Officer at the Stupski Foundation where she designed a Research and Development effort focused on applying knowledge from psychology and neuroscience on how to help low income students and students of color own and drive their learning and increase academic achievement.

Tia came to the foundation from the Warren Institute on Race, Ethnicity and Diversity at UC Berkeley Law School, where she was acting director of education, leading a policy unit focused on issues related to education reform, teacher effectiveness, and racial justice. Prior to joining the Warren Institute, she served as strategic consultant to the Office for Civil Rights in the US Department of Education leading their strategic planning process and supporting rollout and implementation of the new strategy across 12 regional offices.

Prior to working with the department, Tia was a senior manager with the Bridgespan Group where she led engagements with large, national foundations and major civil rights groups. She's also been a senior fellow at the Hewlett Foundation, a policy analyst for the Corporation for Supportive Housing and the San Francisco Mayor's HIV Health Services Planning Council, and a street outreach worker.

Tia has an AB in History from Harvard University, a Master in Public Policy from the University of California, Berkeley Goldman School of Public Policy, and a JD from Stanford Law School.

2016 ACSA Region 6 Awards Dinner Honorees

Superintendent

Dana Eaton
Joe Jaconette
Nellie Meyer

Secondary Principal

Ramon Camacho
Kibby Kleiman
Phil Morales
Patrick Walsh

Middle Grades Principal

Margaret Arman

Elementary Principal

Teresa d'Alfonsi
Mimi Curran
PJ Daley
Gail Drake
Debra Harrington
Cindy Hicks-Rodriguez
Christine Huajardo
Pam Hughes
Grey Ko
Carlena Moss
Christina Topf Boman
Keri Van de Star
Shelley Valasco
Linda Wilkinson

Central Office Administrator

Steve Ahonen
Cindy Alba
Carol Butcher
Lisa Davies
Rhonda Haney
Lisa Metzinger
Julianna Sikes

Secondary Co-Administrator

Heidi McFadden
Roxana Mohammed
Kevin Morris
Krista Taylor
Jennifer Whitney
Lindsay Wisely
April Wong

Elementary Co-Admin

Jennifer Molino

Valuing Diversity

Orlando Smith

Ferd J. Kiesel Memorial

Lindsey Osborne

Classified Leader

Charlene Aquino
Mark DeMuri
Brenna Fleck
Kandi Gravenmier
Marcus Walton

Confidential Employee

Rosa Cornejo
Christine Herrera
Barbara Jones
Michelle McKimmie
Sherri Rivenbark
Blanca Snyder
Ann Wehrle

Personnel/Human Resources Administrator

Marci Williams

Adult Ed Administrator

Valerie Lynn Garrett

Special Education Administrator

Wendi Aghily
John Banister
Christine Koehne
Melissa Virrueta

Business Services Administrator

Connie Lu

Pupil Personnel Administrator

Leyla Benson
Linda Freccero
Greg Hetrick

Curriculum & Instruction Administrator

Debbie Ashmore
Amy Robbins

Continuation/Educational Options

Scott Bergerhouse
Brian Clark

Retired Administrator

Maryann Hussey

Technology Administrator

Larry Simon
Joshua Wittman

Partners in Educational Excellence

Behring Family

The Ed Fund, West Contra Costa

Marcus Foster Award

Lisa Murphy Oates

Nels Nelson Award

Susan Burleson

President's Award

Pamela Comfort

Bold = Regional Winner