

ASSOCIATION OF CALIFORNIA SCHOOL ADMINISTRATORS

2025-2026 LEADERSHIP MANUAL



#ACSALeaders



May 2025

Dear ACSA Leader:

This Leadership Manual is designed to assist you as a leader in the Association of California School Administrators. As you know, effective association leadership requires purposeful planning as well as the resources to transform that planning into programs and services.

State ACSA is available to assist you in your leadership efforts. In fact, we believe it is our responsibility to help train region leaders so that they may, in turn, train their committee, council and charter leaders. We also believe communication among state ACSA, committees, councils, regions and charters is a top priority.

As you know, ACSA is unique among professional associations. Its mission, goals and structure are member-driven. For that reason, ACSA should be the association of choice among school leaders at the region and charter levels. ACSA's strength depends on our combined ability to inform education leaders about:

- The services ACSA offers and how to access them
- How to become active in ACSA
- The state, region and charter structure of ACSA

We hope, as an ACSA leader, you will assist in our efforts to communicate ACSA's strengths at the region, committee and charter levels. We expect that you will also share your committee, council, region and charter concerns and needs with state ACSA.

Thank you for your participation as an ACSA leader. Your contributions of time and talent are unmatched.

Sincerely,

Edgar Zazueta, Ed.D.
Executive Director

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**2025-2026 LEADERSHIP MANUAL
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Sacramento, CA 95814
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I. Organization



DESCRIPTION OF ACSA STRUCTURE

Leadership Assembly

The Leadership Assembly elects officers, approves bylaw changes, approves the association goals and objectives, receives and reviews information from task forces, ratifies ACSA's legislative platform, makes recommendations to state Board members relating to issues brought before the Leadership Assembly, advises state board members concerning major policy issues, statewide ballot measures, and on statewide candidate endorsements, and serve as liaisons to regions.

Each region's delegates are the president, president-elect, and vice president for legislative action. An additional delegate will be added to the base number of three for each additional 200 regular/consolidated members in the region. The selection of additional delegates is determined by the region. In addition, votes are derived from committee chairs, council presidents and the Board of Directors.

Board of Directors

The Board of Directors consists of five officers and 19 directors. Annually, up to four directors-at-large may be appointed by the President, with the approval of the Board, to achieve a more balanced representation in the best interests of the Association.

The Board of Directors is the governing body of the Association. The Board establishes and monitors policies, develops, approves and monitors the budget, approves committee and council appointments, employs and evaluates the Executive Director, gives final approval to political candidate endorsements, approves recommendations from issue-based task forces, monitors the strategic plan, provides general organizational direction, approves Leadership Summit conference fee, recommends bylaw changes to Leadership Assembly and approves annual dues.

Regions

ACSA is currently divided into nineteen regions within California. New regions may be created and changes in region boundaries may be recommended by the Board and approved by the Leadership Assembly.

Each region shall have a governing board composed of elected region officers and other members as may be provided in the region's bylaws.

The functions of each region shall be to promote within the region the purposes of ACSA with programs and activities similar to and consistent with those of ACSA. Additional responsibilities may be adopted by the Board.

DESCRIPTION OF ACSA STRUCTURE

Charters

A charter is a smaller unit of ACSA within a region of ACSA and shall be under the jurisdiction of the region. Charters vary in size and complexity. Charters are created for the purpose of implementing the state program at the local level, for the involvement of members, for the utilization of leadership potential and for effective communications between all levels of governance of ACSA.

Committees

There shall be such standing and special committees as the Board may authorize. The purpose and suggested activities of any committee shall be determined by the Board and the Leadership Development Committee shall review annually the achievements of all committees. The ACSA President appoints committee chairs and regions select members for committees.

Committees have the responsibility to develop a close working relationship with their regional counterparts.

Councils

Nineteen councils have been created to obtain the best of two worlds – a united administrator association and unique representation for job-alikes.

Councils create their own bylaws, mission statements, operating rules, procedures, subcommittees, meeting practices, and related rules that will be consistent with ACSA bylaws, rules, and policies. These are subject to ratification by the ACSA Board of Directors. Councils elect their president and regions may elect or select members for councils.

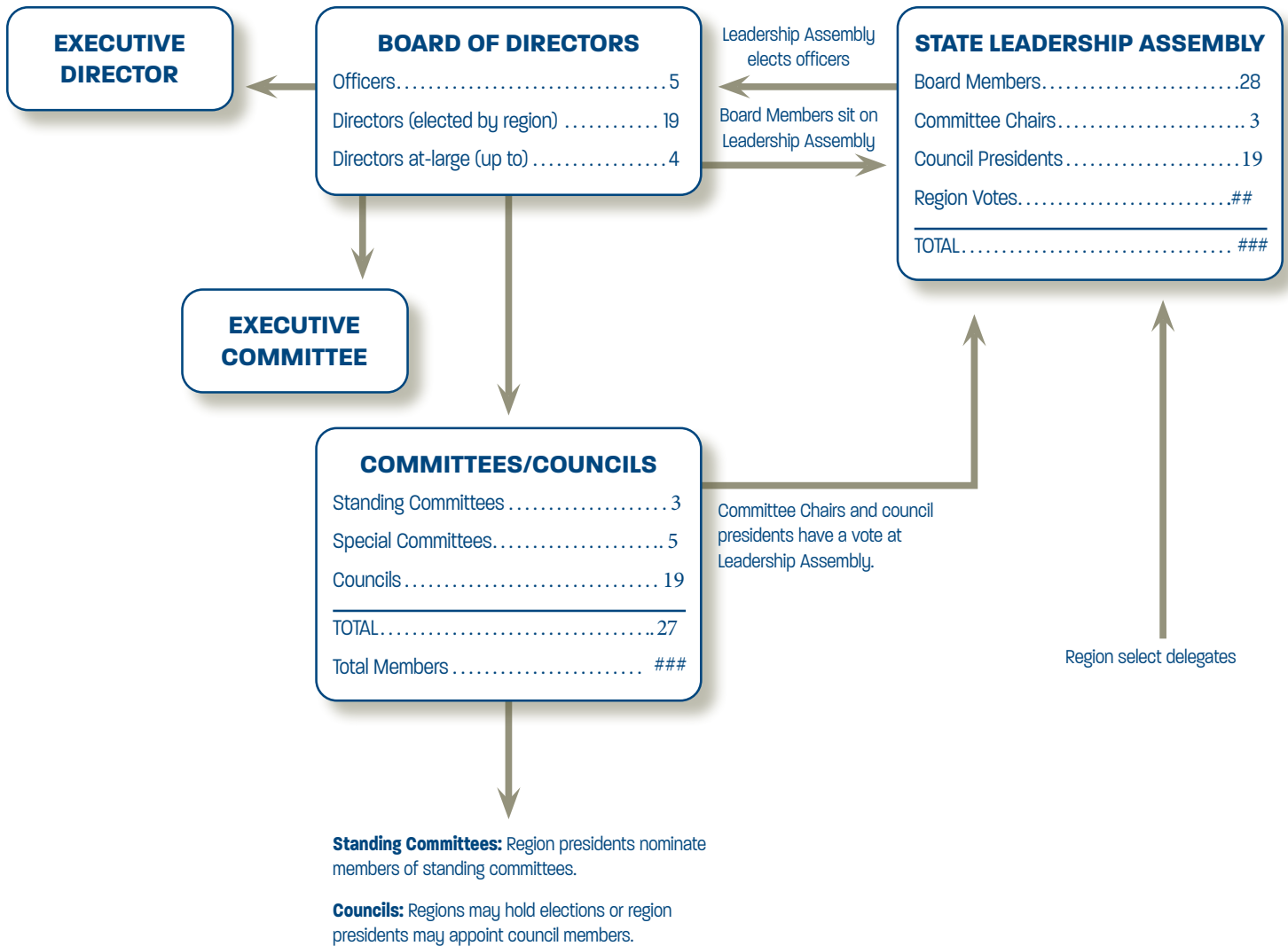
Councils have the responsibility to develop a close working relationship with their regional counterparts.

acsa regions

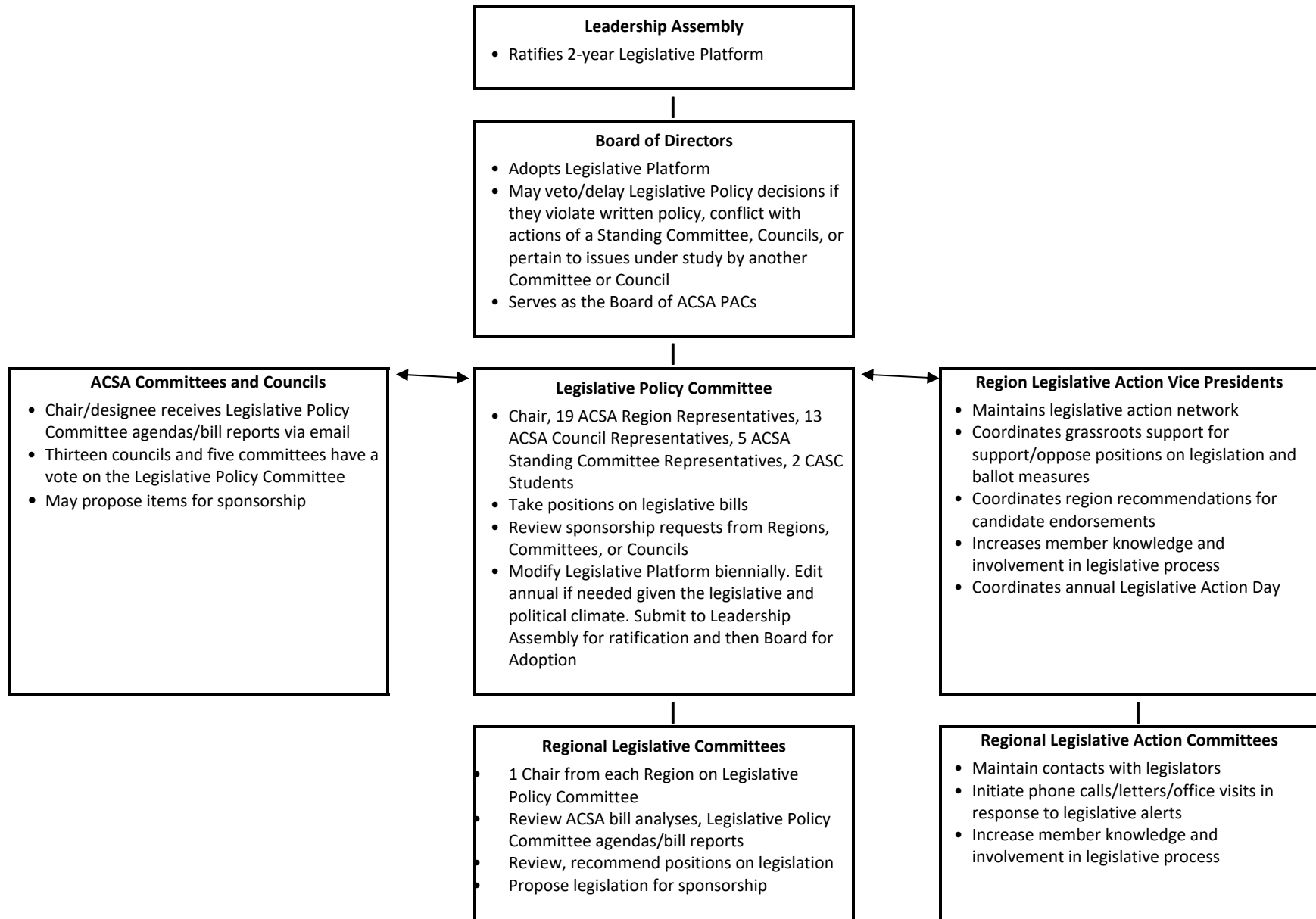




how state acsa works



ACSA LEGISLATIVE PROCESS





strategic plan framework

2023-2028 | Adopted by the ACSA Board of Directors February 17, 2023

mission | who we are

The mission of the Association of California School Administrators is to advocate in the best interests of students and to develop, empower and inspire equity-minded educational leaders.

vision | where we are going

The Association of California School Administrators is the driving force for an equitable, world-class education system that can meet the diverse needs of all California students.

values | what we stand for

The Association of California School Administrators is committed to the social, emotional and physical well-being of students, educators and administrators in our schools. With it, students can effectively learn and educators and administrators can provide an environment in which students can flourish.

In addition, ACSA is guided by the following beliefs as educational leaders.

- **Right to a Quality Education.** Every student has the right to a quality education, and it is the responsibility of every educator to advocate for that right.
- **Impact of a Quality Education.** A quality education for all leverages the value of diversity in our community, strengthens society, and is essential for democracy to thrive.
- **Student Potential.** Each student has unique potential to contribute to the betterment of society.
- **Equity and Opportunity.** All ACSA members must have the ability to confront both internal and external bias, behaviors, and policies that create barriers and limit the success and achievement of all students, families, and the professionals who serve them. As such, we take action to promote and advocate for policies, practices and systems that result in equitable educational outcomes.
- **Learning.** Learning is a lifelong endeavor, and the act of learning in an engaging environment is transformative.
- **College and Career Readiness.** What and how we teach will provide the foundation for students to explore a variety of options available for a meaningful, productive career and to sustain the lifestyle they desire.
- **Educational Leadership.** Leadership is essential to every effective educational institution, and every educational leader has a responsibility to seek, inspire and effect positive change for all students and the community.
- **Vision for Education.** Through leadership, we can achieve a shared vision for a world class, fully funded education system in California that can support all students in achieving their full potential.





strategic plan framework

long-term goals and objectives | where we will produce results

goal: member development and support

OBJECTIVE 1: To provide accessible, relevant opportunities for professional learning and leadership development through which members can acquire, apply and demonstrate new knowledge, as well as expand career pathways.

OBJECTIVE 2: To drive professional excellence as the members' first source for timely, comprehensive information on professional trends, issues, practices and resources.

OBJECTIVE 3: To be a dynamic professional community of educational leaders who collaborate and contribute their experience and expertise to support each other's professional growth.

goal: advocacy and influence

OBJECTIVE 4: To shape policy for a world-class, fully funded education system and improved outcomes for all students by aligning the collective influence of members at the local, state and federal levels.

OBJECTIVE 5: To be a leader, credible voice, and trusted partner in addressing the issues impacting the diverse needs of students and the administrators that support them.

goal: organizational development and sustainability

OBJECTIVE 6: To optimize ACSA structure, human and financial resources, and impact through shared vision, leadership, stewardship and accountability at all levels of the Association.

for more information, visit **acsa.org/strategicplan**



strategic plan

mission | who we are

The mission of the Association of California School Administrators is to advocate in the best interests of students and to develop, empower and inspire equity-minded educational leaders.

vision | where we are going

The Association of California School Administrators is the driving force for an equitable, world-class education system that can meet the diverse needs of all California students.

values | what we stand for

■ *Social, Emotional, and Physical Well-being*
■ *Right to Quality Education*

■ *Impact of a Quality Education*
■ *Student Potential*
■ *Equity and Opportunity*

■ *Learning*
■ *College and Career Readiness*

■ *Educational Leadership*
■ *Vision for Education*

goals | where we will produce results

■ Member Development and Support

■ Advocacy and Influence

■ Organizational Development and Sustainability

objectives | what we strive to achieve

■ To provide accessible, relevant opportunities for professional learning and leadership development through which members can acquire, apply and demonstrate new knowledge, as well as expand career pathways.

■ To drive professional excellence as the members' first source for timely, comprehensive information on professional trends, issues, practices and resources.

■ To be a dynamic professional community of educational leaders who collaborate and contribute their experience and expertise to support each other's professional growth.

■ To shape policy for a world-class education system and improve outcomes for all students by aligning the collective influence of members at the local, state and federal levels.

■ To be a leader, credible voice, and trusted partner in addressing the issues impacting the diverse needs of students and the administrators that support them.

■ To optimize ACSA structure, human and financial resources, and impact through shared vision, leadership, stewardship and accountability at all levels of the Association.

BYLAWS
ASSOCIATION OF CALIFORNIA SCHOOL ADMINISTRATORS

ARTICLE I

Name, Principal Office, Purposes and Restrictions

- 1.01 **Name.** The name of the association is Association of California School Administrators, a California nonprofit mutual benefit corporation (ACSA).
- 1.02 **Principal Office.** The Board of Directors (board) shall determine the location of the principal office of the association.
- 1.03 **Purposes.** The purposes of ACSA are to promote the advancement of education by:
- (a) Improving the educational process by helping members become more effective in their various roles as educational leaders.
 - (b) Creating the resources that will enable California school administrators to develop and apply creative leadership and management.
 - (c) Providing programs specifically designed to relate the association's activities to students, their needs and problems at all levels, preschool through adult education.
 - (d) Advancing education by sponsoring research and investigation.
 - (e) Meeting the needs of members by providing a single organization to represent those needs to the other publics with whom school administrators interact.
 - (f) Disseminating information about the school administrator's profession through a communications system of publications, conferences and various field services, local, state and federal public relations.
 - (g) Cooperating and working with teachers, students and the public so that the needs of learners and the community may be best served.
- 1.04 **Restrictions.** All policies and activities of the association shall be consistent with:
- (a) Applicable federal, state and local antitrust and trade regulation laws;
 - (b) Applicable tax-exemption requirements including the requirements that the association not be organized for profit and that no part of its net earnings inure to the benefit of any private individual; and
 - (c) All other legal requirements including the California Nonprofit Corporation Law under which law this association is incorporated and to which its operations are subject.

BYLAWS
ASSOCIATION OF CALIFORNIA SCHOOL ADMINISTRATORS

ARTICLE II

Organization

2.01 Regions.

2.011 Definition. ACSA shall be divided into regions within the State of California, the geographical boundaries and numerical designations of which shall be recorded in the procedures. New regions may be created and changes in region boundaries may be recommended by the board and approved by the leadership assembly.

2.012 Bylaws. The region bylaws shall be consistent with the State ACSA bylaws, reviewed every two years, and submitted to State ACSA by May of even numbered years. (Revised, Leadership Assm. 05/17)

2.013 Governance. Each region shall have a governing board composed of Region President, Region President-Elect, Region Vice President for Legislative Action, State Board Director, and other members as may be provided in the region's bylaws. Each region must have a treasurer (non-profit corporation law). (Revised, Leadership Assm. 05/17)

2.014 Region Presidents shall serve a minimum of a one-year or a maximum of a two-year term. Region President-Elect shall serve a minimum of a one-year or a maximum of a two-year term. The term of this position should tie directly to the term of the Region President. Region VPLA shall serve a minimum of two years and a maximum of four years.

Region President, region President-Elect, and region VPLA may serve two non-consecutive terms. Each region shall develop bylaws that indicate how vacancies in the region President, region President-Elect, region VPLA, and State Board Director positions will be filled and aligned with the terms.

(New, Leadership Assm. 05/17)

2.015 Each region is expected to submit to the Leadership Development Committee a programmatic plan and budget by October 1st as well as a report of progress on the objectives of that plan each year by August 31st. (New, Leadership Assm. 10/16)

2.016 Functions. The functions of each region shall be to promote within the region the purposes of ACSA as stated in these bylaws, with programs and activities similar to and consistent with those of ACSA. Additional

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responsibilities may be adopted by the board and recorded in the policies and procedures.

Regions are specifically expected to develop and oversee Charters and Charter leadership with the region. They are to support and encourage networking, professional development and information dissemination within the region. They should also focus on identification and cultivation of future leaders, working with the Leadership Development Committee; provide professional recognition, support member recruitment and participation of Region officers in the ACSA Leadership Assembly.

(Revised, Leadership Assm 05/17)

2.02 **Election of State Director.** Each region shall have the responsibility for conducting an appropriate election by the spring leadership assembly for one member of the Board of Directors at times and in a manner consistent with these bylaws and the policies and procedures of ACSA.

2.03 **Charter Groups.** Charter groups are smaller units of ACSA within each region. Charters shall be issued by the board in accordance with standards in the policies and procedures of ACSA. Each charter is expected to submit to the leadership of their region programmatic plan and budget by October 1st, as well as a report of progress on objectives of that plan each year by August 31st.

(Updated, Leadership Assm. 10/16)

Charters generally consist of single school districts, union high school districts which include feeder elementary districts, and some County Offices of Education. For some rural counties, a charter may consist of multiple school districts. Colleges and Universities and/or regions are eligible to establish student/associate charters.

(New, Leadership Assm. 10/16)

ARTICLE III

Members

3.01 **Membership Qualifications.** Membership in ACSA is extended to persons who have professional involvement in leadership responsibility in education including persons in training, supporting and consulting services as provided in this article.

3.02 **Membership Privileges.** Regular members shall have voting privileges and be eligible to serve as officers, directors, committee members, or council members at state, region and charter levels; other privileges of regular membership shall be set forth in

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the policies and procedures. The privileges of membership of all other classes of members other than regular members shall be set forth in the policies and procedures.

3.03 **Regular Membership.** Regular membership shall be extended to persons employed in California as follows:

- (a) Those employees in a school district or other educational agency designated or functioning as management employees, members of the management team, administrators with regular part-time teaching responsibilities, confidential employees or certificated supervisory employees.

No person shall be eligible for regular membership who is represented by an exclusive bargaining representative, except for certificated supervisory and classified supervisory employees whose positions have previously been designated by the public school employer as management or who are functioning as management.

- (b) Professors of Education. Those full-time professors of educational administration who elect regular membership pursuant to bylaw 3.09.
- (c) Regular members on leave/sabbatical who are committed to return to active employment as set forth in (a) and (b) above.

3.04 **Retired Membership.** Retired membership shall be extended to: ACSA members not currently employed in the field of education, but receiving compensation from the state retirement system and ACSA members who have been diagnosed by a physician as being totally and indefinitely disabled from working in the field of educational administration. Active region consultants shall receive complimentary retired membership under the “Full Regular Retired” subcategory of retired membership.

3.05 **Honorary Life Membership.** The board may award Honorary Life membership to persons making an outstanding contribution to education. (*Note: ACSA staff and former staff are not eligible).

(Revised, Board 02/22)

3.06 **Associate Membership.** Those not qualified for other membership categories, but who have an interest in educational leadership, can become Associate members. Associate membership shall only be extended to individuals not eligible for Regular, Consolidated, Student or Retired membership. Associate membership may be especially appropriate for:

- (a) Regular members reassigned to the classroom or other duties outside administration/supervision.

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- (b) Individuals meeting credential requirements for membership but who are not currently employed in a position qualifying them for regular membership.
- (c) Educational consultants.
- (d) Individuals employed under an early retirement program who would otherwise qualify under Section 3.02. (Regular Membership)
- (e) ACSA staff upon appointment (complimentary).
- (f) Former ACSA members not qualifying under other membership categories.
- (g) Others working in schools, districts, or other educational agencies and organizations who are not currently seeking a credential or holding a management position.
- (h) Other individuals as approved by the board.

(Revised: Delegate Assm. 02/12)

- 3.07 **Student Membership.** Student Membership is extended to individuals who are graduate students verified to be enrolled in programs of education administration leading to an administrative credential in an accredited institution of higher learning or to individuals (who do not hold an administrative credential nor are working as an administrator) who are enrolled in an accredited higher education institution related to educational leadership leading to a Masters or Doctoral Degree or other certification.
- 3.08 **Corporate Affiliate Program.** Corporate affiliation is limited to those organizations and businesses which provide education services or programs (and whose employees are not otherwise eligible for regular membership).
- 3.09 **Professors of Educational Administration Membership.** Notwithstanding any other provision of these bylaws to the contrary, full time professors of educational administration shall be entitled to elect membership status as either regular members or associate members.
- 3.10 **Department of Education.** Notwithstanding any other provision of these bylaws to the contrary, employees of the California Department of Education (CDE) shall be entitled to elect membership status as either regular members or associate members.
- 3.11 **Commission on Teacher Credentialing.** Notwithstanding any other provision of these bylaws to the contrary, employees of the Commission on Teacher Credentialing shall be entitled to elect membership status as either regular members or associate members.

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- 3.12 **Consolidated Membership.** Consolidated Membership is extended to those persons who meet regular ACSA membership requirements under Section 3.02 and are active members of a local administrator association that meets the requirements established by the board.
- 3.13 **Discipline.** A member may be disciplined (which discipline may include private or public reprimand, suspension or expulsion) based on the good faith determination by the board, or a committee or person authorized by the board to make such a determination, that the member has failed in a material and serious degree to observe the association's rules of conduct, or is engaged in conduct materially and seriously prejudicial to the purposes and interests of the association, provided that the board adopts appropriate procedures that meet or exceed the standards set forth in California Corporations Code Section 7341.

ARTICLE IV

Leadership Assembly

- 4.01 **Purpose.** The leadership assembly shall have the authority of the members to do the following: Elect officers, approve bylaw changes, approve the association's goals and objectives, receive and review information from task forces, ratify the ACSA legislative platform, make recommendations to state board members relating to issues brought before the leadership assembly, advise state board members concerning major policy issues, statewide ballot measures and on statewide candidate endorsements, and serve as liaison to regions.
- Enhanced Definition of Responsibilities.** The Leadership Assembly, in addition to electing officers, also votes on those to serve on the Leadership Development Committee. Other expanded responsibilities of the Leadership Assembly include identifying critical issues, needs and challenges at the region/local levels; set ACSA's legislative policy and priorities; play a proactive environmental scanning role, helping to identify emerging issues and needs; and as needed, conduct forums to collect input on specific issues. The Leadership Assembly should regularly discuss and understand the ACSA Strategic Plan, goals and priorities, and discuss aligned region priorities and be accountable for reporting back to regions. (New: DA February 2016)
- 4.02 **Composition and Terms.** The leadership assembly shall be composed of the following:

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- 1) president, president-elect, and vice president for legislative action from each region or a designee.
- 2) Additional members from each region will be based on the following formula: the base number shall be 250 regular/consolidated members and shall equal three delegates (region president, president-elect, and vice president for legislative action). An additional delegate will be added (to the base number of three) for each additional 200 regular/consolidated members in the region.

Selection of additional delegates will be determined by the region.

The number of delegates shall be computed as of April 30 each year. The determination shall be effective July 1 until the following June 30.

- 3) members of the ACSA board
- 4) state committee chairs
- 5) state council presidents
- 6) No member may serve simultaneously in more than one of the following region positions: President, President-Elect, Vice President for Legislative Action (VPLA) and State Board Director.
(New, Leadership Assm. 05/17)

4.03 Meetings.

- 4.031 Regular Meetings. The leadership assembly shall hold not less than two meetings per year to be presided over by the ACSA president. The last regular meeting shall be designated as the annual meeting.
- 4.032 Special Meetings. Special meetings may be called by the board, by the president, or by a majority of the region presidents.
- 4.033 Quorum. A quorum shall consist of a representative two-thirds of the regions and a majority of the total membership of the leadership assembly. A majority of the quorum shall be authorized to take action, unless otherwise specified in these bylaws.

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4.04 **Nominations.**

4.041 President/President Elect

The vice president shall automatically become the president-elect and the president-elect shall automatically become the president the following term.
(Revised, Delegate Assm. 10/15)

4.042 Nominating Committee. Nominations for vice-president and vice president for legislative action shall be made by the Nominating Committee. The Nominating Committee shall be composed of (1) two members to be appointed for a term of one year by the president from the leadership assembly at the annual meeting, (2) alternate regional members appointed by the president as follows: regional members shall consist of regional representatives of odd numbered regions in odd numbered years, and even numbered regions in even numbered years, and (3) the immediate past president, who shall serve as chairperson.

(Revised, Delegate Assm. 10/15)

4.043 Report of the Nominating Committee. The Nominating Committee shall publish its report in the preliminary agenda of the first leadership assembly meeting of the fiscal year. The Nominating Committee shall not nominate any of its members for any office.

4.044 Additional Nominations. Additional nominations may be made from the floor only at the first leadership assembly of the fiscal year provided prior consent has been obtained from the nominee and provided further that seven voting delegates, each from a different region, concur. A written list of the seven concurring delegates shall be presented to the ACSA President prior to the nomination from the floor. Assuming continuing eligibility to serve, no nominations for President or President-Elect will be accepted from the floor.

(Revised, Delegate Assm. 05/16)

4.05 **Elections.** Elections shall be held at the annual meeting of the leadership assembly.

4.06 **Voting.** Each region delegate, member of the board, director-at-large, state officer, committee chair, and council president shall be entitled to one vote. Voting by mail ballot is permissible for the purpose of special mail votes by the entire assembly.

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ARTICLE V

Board of Directors

- 5.01 **Responsibilities.** The Board of Directors is the governing body of the association whose authority includes the following functions: employ and evaluate the executive director, establish a clear strategic direction for the association, and monitor the strategic plan; establish and monitor policies; govern the operation of the association; develop, approve and monitor the budget; approve committee appointments; ratify council appointments/elections; give final approval to political candidate endorsements; approve recommendations from issue-based task forces; evaluate, review and approve reports and recommendations from the Leadership Development Committee; approve position papers, recommend bylaw changes to the leadership assembly, and approve annual dues. (Revised, Leadership Assm. 01/17)

- 5.02 **Composition and Qualifications.** The board shall consist of five officers and 19 directors of the association. Annually, up to four directors-at-large may be appointed by the president, with the approval of the board, to achieve a more balanced representation in the best interests of the association.

Qualifications of board members should include the following considerations: job-alike disciplines, ethnicity, age, gender, size of districts, urban/rural geographic areas of the state, demonstrated leadership abilities, and governance experience.

(New: Delegate Assm. 05/16)

- 5.03 **State Officers.** Each region shall elect a State board director for a three-year term, who shall be a member of their region board during their term. A State Board Director elected by a Region may serve two (2) non-consecutive terms. A state Board member who fills an open region State Board position and does not serve a complete three-year term, may serve consecutive terms and may not exceed a total of 6 years on the Board.

At-large directors shall serve for a one-year term, can be re-appointed twice for one-year terms, and may subsequently serve a full three-year term as an elected State board director from their region, not to exceed a total of 6 years on the Board.

(Revised, Leadership Assm. 02/18)

- 5.04 **Meetings and Quorum.** The board shall hold not less than six meetings per year. Other meetings of the board, including meetings by conference call, shall be held upon the call of the president or by a majority of the board. A majority of the board shall constitute a quorum and a majority of the quorum shall have power to act.

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- 5.05 **Vacancies.** In the event the state board director becomes employed outside the region and/or a vacancy occurs, the region which elected the director shall fill the vacant position. (Revised, Leadership Assm. 05/17)

ARTICLE VI

Officers

- 6.01 **Officers.** The officers of the association are a president, president-elect, vice president, vice president/legislative action and past president.
- 6.02 **Election and Term of Office.** Officers shall be elected for a one-year term by the leadership assembly at the times and manner set forth in these bylaws. All officers shall serve one-year terms, provided the vice president/legislative action shall serve a two-year term.
- 6.03 **Duties.** The officers shall perform those duties that are usual to their position and that are assigned to them by the board, including those duties that are set forth in the policies and procedures from time to time. In addition, the president acts as chairman of the board, the president-elect acts in place of the president when the president is not available. The vice-president is the secretary-treasurer (chief financial officer) of the association. An Executive Committee of the board of directors, consisting of the president, president-elect, vice president, vice president for legislative action, past president and two directors selected annually by the full board of directors, will develop performance criteria and an instrument for evaluation of board performance. (Revised, Leadership Assm. Jan. 2017)
- 6.04 **Vacancies.**
- 6.041 Office of President. In case a vacancy occurs in the office of president, at the discretion of the leadership assembly, the president-elect may succeed to the office of president and serve the remainder of the term. The past president may be asked to serve the remainder of the unexpired term, or a special election may be conducted. (Revised, Delegate Assm. 05/16)
- 6.042 Office of President-Elect. In case a vacancy occurs in the office of president-elect, at the discretion of the leadership assembly, the vice president may succeed to the office of president-elect and serve the remainder of the term. The current president may be asked to serve a second year, or a special election may be conducted. (Revised, Delegate Assm. 05/16)

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- 6.043 Offices of Vice President and Vice President for Legislative Action. In the event a vacancy occurs in the office of vice president or vice president for legislative action, the vacancy may be filled temporarily by the president with the approval of the board until the next regular or special meeting of the leadership assembly, at which time the vacancy will be filled through the normal election process. (Revised, Delegate Assm. 02/16)

ARTICLE VII

Committees/Councils

7.01 Formation and Purpose of Committees.

- 7.011 Formation. There shall be such standing and taskforce/special committees as the board may authorize. A list of standing committees shall be included in the policies and procedures. (New, Leadership Assm. 01/17)
- 7.012 Purpose. The purpose and suggested activities of any taskforce/committee shall be determined by the board and the board shall review annually the achievements of all committees. Committees are expected to provide annual plans and budgets to the Leadership Development Committee by October 1st, as well as a report of progress on objectives of that plan each year by August 31st. Such plans are to be approved by the Board of Directors. (Revised, Leadership Assm. 01/17)

7.02 Membership (Committee).

- 7.021 Composition. The composition and number of members on a committee shall be determined by the board.
- 7.022 Appointment. Committee members shall be appointed and the chairperson designated by the president with the approval of the board unless otherwise provided for in these bylaws.
- 7.023 Terms, Standing Committees. Members of standing committees shall serve three-year terms unless otherwise designated by the board.
- 7.024 Terms, Special Committees/Task Forces. Members of special committees/task forces shall serve terms to be designated at the time of their appointments. (Revised LA January 2017)

BYLAWS
ASSOCIATION OF CALIFORNIA SCHOOL ADMINISTRATORS

7.03 **Responsibility to Regions.** Committees shall have the responsibility to develop a close working relationship with their regional counterparts.

7.04 **Formation and Purpose of Councils.**

7.041 Formation. There shall be such councils as the board may authorize. A list of councils shall be included in the policies and procedures.

7.042 Purpose. The purpose of councils is to be ongoing and viable in terms of representing the job-alike group it serves. Councils shall be responsible for association activities and policy relating to its job-alike function. Such activities and policy would be required to be consistent with ACSA policy, and subject to ACSA's "Conflict Resolution Process." Councils would be responsible for the gathering of input and expertise, and for dissemination of council information as needed.

Councils are expected to provide annual plans and budgets to the Leadership Development Committee by October 1st, as well as a report of progress on objectives of that plan each year by August 31st. Such plans are to be approved by the Board of Directors.

(Revised, Leadership Assm. 01/17)

7.05 **Membership (Council).**

7.051 Composition/Appointment. Councils shall consist of region representatives elected by their job-alike peers or appointed by their region president.

7.052 Rules. Councils will create their own bylaws, mission statements, operating rules, procedures, subcommittees, meeting practices and related rules. Such bylaws, rules and policies will be consistent with ACSA bylaws, rules and policies, and will be subject to ratification by the ACSA Board of Directors.

7.053 Terms. Terms for councils shall be determined by the councils' rules.

7.06 **Responsibility to Regions.** Councils shall have the responsibility to develop a close working relationship with their regional counterparts.

BYLAWS
ASSOCIATION OF CALIFORNIA SCHOOL ADMINISTRATORS

ARTICLE VIII

Fiscal

8.01 Budget.

- 8.011 Responsibility. The board shall be responsible for the preparation, adoption and maintenance of an annual operating budget employing proper accounting procedures. The board shall cause a financial report to be made at each regular meeting of the leadership assembly.
- 8.012 General Reserve. The annual budget of the association shall include a general reserve.

8.02 Income Sources.

- 8.021 Annual Dues. The board shall develop the annual dues structure and the method for collecting all classes of dues.
- 8.022 Other Sources. Other sources of funds may be solicited and/or accepted by the board.

8.03 Expenditures. Expenditures of funds within the annual budget shall be the prerogative of the board.

8.04 Fiscal Year. The fiscal year for the association shall be July 1 through June 30 of the following year.

ARTICLE IX

Affiliation

9.01 Requirements. ACSA may accept affiliations with other state or national professional organizations which share mutual interests and/or concerns in accordance with procedures established by the board. The procedures shall be included in the policies and procedures.

BYLAWS
ASSOCIATION OF CALIFORNIA SCHOOL ADMINISTRATORS

ARTICLE X

Policies and Procedures and Rules of Order

- 10.01 **Policies and Procedures.** All rules and policies adopted by the board in accordance with these bylaws, but not specifically covered therein, shall be recorded in the policies and procedures of ACSA.
- 10.02 **Parliamentary Procedures.** Sturgis Standard Code of Parliamentary Procedure shall control parliamentary procedures.

ARTICLE XI

Indemnification and Insurance

- 11.01 **Indemnification.** To the fullest extent permitted by the law, the association shall indemnify and hold harmless any and all agents against all claims to which they may be subjected by reason of any alleged or actual action or inaction in the performance of their duties performed in good faith on behalf of the association. "Agent" for this purpose shall include directors, officers, and employees.
- 11.02 **Insurance.** The association shall have the right to purchase and maintain insurance to the full extent permitted by the law on behalf of its agents against any liability asserted against or incurred by the agent in such capacity arising out of the agent's status as such.

ARTICLE XII

Amendment

- 12.01 **Amendment of Bylaws.** These bylaws may be amended by the leadership assembly at any meeting at which a quorum is present by a majority vote.

BYLAWS
ASSOCIATION OF CALIFORNIA SCHOOL ADMINISTRATORS

ARTICLE XIII

Interpretation

- 13.01 **Interpretation.** These bylaws are subject to the California Nonprofit Corporation Law and must be interpreted so as to conform with that law, as it is interpreted, and amended from time to time.

May 2022 -KT Revised



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Professional Learning Services

ACSA leads the state with numerous professional development opportunities to strengthen and broaden the knowledge, skills, and abilities of education leaders. The Professional Learning Services department scans the education and research environment, as well as gathers feedback from members to develop, refine, and/or partner on high quality professional development opportunities. ACSA's Professional Learning Services sets the standard for excellence in equipping and developing those who serve California students.

Contact: Tracie Noriega, Ed.D., Sr. Director, Diversity, Equity, Inclusion and Professional Learning

Academy Program

The Academy Program offers high-quality job-embedded professional learning and networking in eight leadership specializations: Curriculum and Instructional Leaders, Equity Administrators, Personnel Administrators, Principals, Pupil Services, School Business, Special Education, and Superintendents. Academy cohorts are offered statewide, in virtual and hybrid formats, from seven to ten weekends during the school year. Academies are reviewed and refined annually and new leadership specializations are developed to address emerging statewide needs.

Contact: Mary Gomes, Educational Services Executive

New Superintendents Seminar Series

ACSA's New Superintendents Seminar Series (NSSS) is designed exclusively for the first- and second-year superintendent. The program provides participants with a cohort of "new superintendent" colleagues in a year-long program of five two-day workshops. NSSS brings new superintendents together to tackle current issues in a confidential and supportive setting. Through a seminar format, practical topics specific to the role of superintendent are explored, examined and discussed. Experienced superintendents provide wisdom, expertise, experience and guidance to new superintendents.

Contact: Mary Gomes, Educational Services Executive

Conferences

Each year, we host nine major conferences across California, offering a dynamic blend of leadership development and specialized job-alike sessions. Our in-person events provide invaluable opportunities for networking, professional growth, and the inspiration that leaders need to advance their careers and enhance their leadership skills.

Contact: Elaine Cervantez, Event and Operations Director

Call for speakers and session proposal information can be found on ACSA's Professional Learning [webpage](#) for each conference. Proposal submission timelines are also published in EdCal throughout the year.

Contact: Joanne Flowers, Meeting and Event Planner

Refer to: <https://acsa.org/Professional-Learning/Conferences> for a list of conferences throughout the year

Credential & Coaching Services

ACSA believes in high quality educator preparation, from development to on-the-job support. ACSA works with districts, regions, and COE's to bring local programs to all areas throughout

California. Interested partners are encouraged to contact the program director to learn more about our credential and coaching services.

Clear Administrative Services Credential

ACSA is the leader in California with the Clear Administrative Credential Program, serving approximately 600 new administrators a year as they enter their first two years in an administrative position. Applications are accepted twice a year for a fall cohort and a winter cohort.

Refer to: <https://acsa.org/Professional-Learning/Credentialing> for more information.

Contact: Tamerin Tooker Ed.D., Credential & Coaching Services Director

Preliminary Administrative Services Credential

ACSA partners with the Sacramento County Office of Education to bring the *Leadership Institute*, a Preliminary Administrative Services Credential Program to aspiring leaders. This is a dynamic, interactive, online program taught by current and retired practitioners. Interested aspiring leaders are encouraged to visit our website or contact the credentialing department to learn how to apply. Cohorts start every August.

Refer to: <https://acsa.org/Professional-Learning/Credentialing> for more information.

Contact: Tamerin Tooker Ed.D., Credential & Coaching Services Director

Precision Coaching

Precision Coaching provides free, personalized coaching to help leaders address specific needs in their school or district, such as creating positive school culture, conflict resolution or improving student outcomes. Members are matched with a trained ACSA Leadership Coach who will provide guidance on their leadership practice (up to 25 hours). This service is available to any ACSA member, but it is intended to support school principals in growing their leadership capacity. Capacity is limited.

Refer to: <https://acsa.org/Member-Services/precision-coaching> for more information.

Contact: Tamerin Tooker Ed.D., Credential & Coaching Services Director

Online Learning Center and Workshops

ACSA offers multi-day workshops designed to target specific areas such as: HR Boot Camp, Building the Student Schedule Training, Home and Hospital Instruction, and Title IX Team Compliance Training. Professional Learning Services will continue to offer multiple training courses and workshops online and in-person to reach all members statewide. We are consistently evaluating the state of education, best practices, current trends and research, and work to bring current best practices throughout California. Currently, on-demand and live webinars are available through the ACSA Online Learning Center for members to access for virtual professional development.

Refer to: [ACSA Online Learning Center](#) webpage

Contact: Janaye Field, Learning and Development Director

Registration

Most of our programs can be registered for [online](#). ACSA Professional Learning Services staff manage and troubleshoot the registration pages. Contact the registration personnel below for assistance.

Contact: Kirsten Montgomery, Registration and Customer Support Coordinator

Sponsorship

ACSA oversees a comprehensive sponsorship program for its conferences, with the Sponsorship Coordinator serving as the primary liaison between sponsors and the association. Sponsorship opportunities are available across ACSA's conferences throughout the year, each offering different ways for sponsors to engage and support the events.

Refer to: <https://acsa.org/Professional-Learning/Conferences> for a list of conferences throughout the year

Contact: Kory Adams, Event Marketing and Sponsorship Coordinator

Equity-Centered Leadership Strategy

Under the guidance of ACSA's Director of Diversity, Equity, and Inclusion (DEI), the DEI Department leads the development and implementation of ACSA's proactive plan to advance equity for school leaders and the students they serve. This work includes actively engaging in thought-partnership and strategy development with internal and external stakeholders; co-creating processes that foster safe, brave, and inclusive spaces for educators and leaders; and delivering training focused on building anti-bias, anti-racist, and anti-hate school environments; and the development of the Critically Conscious Classroom, a bi-weekly, thought-provoking web series that unpacks power, privilege, and resistance through deep reflection, critical analysis, and bold storytelling. The department also develops practical tools and resources to support equity-minded leadership at all levels, and designs processes that embed equity, inclusion, and justice into the fabric of organizational programs, systems, and policies. Through this work, the DEI Department expands opportunities for school leaders to address racial inequity, improve instruction through equity-centered strategies, and support historically marginalized communities, including LGBTQ+ students and educators.

Contact: Anthony Robinson, Director, Equity, Diversity and Inclusion

EXECUTIVE DEPARTMENT

The Executive Department supports the overall governance and executive operations of the Association. The key projects of the executive team are comprised of the following:

Board Meetings/Agenda Development

The Board of Directors meets a minimum of four times per year. The Executive Director, in conjunction with the Board President, is responsible for receiving, preparing, and distributing agendas for each meeting.

Contact: Kristy Tinsley, Chief of Staff

Leadership Assembly/Agenda Development

The Leadership Assembly meets three times per year. Each region has delegates who serve on the Assembly. In addition, chairs of each regular committee, four special committees, and council presidents also hold seats on the Assembly. The Executive Director, in conjunction with the Board President, is responsible for receiving, preparing, and distributing agendas for each meeting.

Contact: Suzanne Caffrey, Facilities and Operations Coordinator

ACSA Strategic Plan

ACSA adopted a new iteration of its Strategic Plan in February 2023 that establishes objectives driven by stakeholder feedback and refinement through the work of the Leadership Development Committee. The resulting goals lay the roadmap for ACSA's priorities as we strive to meet our mission.

Contact: Margarita Cuizon-Armelino, Deputy Executive Director

General Governance

Maintenance and interpretation of the association's governance documents, such as Bylaws, Policies & Procedures, Leadership Manual, and Leadership Directory are managed by the Executive team.

Contact: Kristy Tinsley, Chief of Staff

Leadership Training

Each year ACSA brings together Region leaders and State Committee and Council leaders to provide training/orientation programs.

Contact: Kristy Tinsley, Chief of Staff

Committees/Councils

All information and processes relating to ACSA's Committees and Councils are handled by the executive team.

Contact: Courtney Adams, Executive Coordinator

Conference Room Reservations

ACSA has several conference rooms available for its leaders to use for association business based on availability. The conference room schedule is managed by the Executive team.

Contact: Suzanne Caffrey, Facilities and Operations Coordinator

Volunteer Leader Recognition

As a Region or State Committee/Council leader, the Executive team can provide you with certificates of appreciation to honor leaders in your Region, Charters, or Committees/Councils for presentation.

Contact: Courtney Adams, Executive Coordinator

Human Resources

The Human Resource team is responsible for recruitment, onboarding, employee relations, benefit plan administration, compliance and reporting, performance management, staff training and development, workforce planning, compensation plan design and administration, 401(k) plan administration, participant education and ERISA compliance, employment policy development, leave of absence management, HRIS administration, wage and hour compliance, payroll processing and year-end tax forms.

Myra Glenn, Senior Director, Human Resources

Retirement Plan Trustee and Reporting

Employee Relations

Employee Handbook Administration

Benefit and Insurance Plan Renewal

Workplace Policy

Training and Performance Development

Bonnie Smith, Senior Human Resource Generalist

Recruiting

Leave of Absence Administration

Benefit Invoice Review

Workplace Safety

Claudette Harter, Human Resources Coordinator

Onboarding/Employee Data Updates

Records Retention

Employment Verification

Karalee Allred, Payroll Administrator

Payroll Processing

Time Reporting

Benefit Plan Reconciliation

FINANCIAL SERVICES DEPARTMENT

ACSA's Financial Services Department manages a full spectrum of financial and administrative functions such as budgeting, forecasting, accounting, auditing, cash flow management and investments, financial reporting and analysis, taxation and governmental filings, and capital asset management. In addition, the team provides key accounting functions for ACSA [501c(6)], Foundation [501c(3)], and PAC Candidates [527].

Accounts Receivable (AR)

The AR team is responsible for the collection and posting of all revenue for ACSA and its affiliates primarily generated from monthly member payments to ACSA (including those passed through to organizations such as AASA, NAESP, and NASSP), FEA, sale of ACSA publications and ACSA store items, and contributions to the ACSA PACs.

Contact: Tracy St. Dennis (Sr. Controller)

Accounts Payable

The disbursements team is responsible for processing expenses for ACSA entities expense reimbursements for staff and members. Board members and delegates and region membership rebates. The payables team is responsible for tax reporting and issuing 1099 tax forms for ACSA's entities as well as those reported to ACSA from its regions.

Contact: Tracy St. Dennis (Sr. Controller)

Budget and financial planning/analysis

This function includes preparation, monitoring, and adjusting the annual budget including a capital budget, monitoring of key indicators such as the number of ACSA members, membership revenue, and major professional development programs, analyzing potential equipment purchase versus lease options, developing cash flow and expense projections for major projects, managing debt and developing and implementing policies to ensure the continued financial strength of ACSA, such as implementing balanced budgets and increasing reserves.

Contact: Tracy St. Dennis (Sr. Controller)

Investments, Audit and Liaison to Financial Committees

The Senior Director of Financial Services plans and monitors association investments and cash management activities and reserve funds. This role also serves as the liaison to the ACSA Board Finance and Audit Committees.

Contact: Tracy St. Dennis (Sr. Controller)

POLICY & GOVERNMENTAL RELATIONS

Developing and Influencing Legislation

Each year, the Governmental Relations (GR) staff works to develop legislative proposals as recommended by the state Legislative Policy Committee (LPC) and based on ACSA's Legislative Platform which is adopted by the Leadership Assembly. Staff communicates with standing Councils/Committees that have advised the LPC that a specific change in the law is needed, writes the proposals for review by the LPC, prepares language for bill introduction, and secures authors to introduce the resulting items of sponsorship. GR staff also monitors and testifies at weekly hearings of legislative committees and subcommittees. GR staff meets regularly with members of the State Assembly and Senate. Day-to-day contact is made throughout the year with the authors of bills that ACSA has active positions on and with legislators who are members of committees scheduled to hear those bills. Letters indicating support and opposition are sent to legislators prior to the committee hearings and floor actions and to the governor once the bill is sent to him for action. ACSA's GR department tracks more than 600 legislative measures, each year totaling more than 1,200 pieces of legislation per two-year legislative session. GR staff also monitors and communicates with legislators at the Federal level. Staff leads a delegation of ACSA members to Washington, D.C. every year to meet with legislators and regulatory agencies regarding ACSA's positions.

Legislative Policy Committee

ACSA's LPC meets five times each year, studies and discusses pending bills impacting pre-kindergarten to adult education, and takes positions on pertinent legislation. The committee reviews ACSA's legislative platform, surveys the general membership, and makes recommendations to the ACSA Leadership Assembly for needed changes every two years. The LPC is made up of one representative from each of ACSA's 19 regions, 19 Council representatives, and 1 Vice President for Legislative Action representative who conduct region legislative committee meetings prior to LPC meetings in order to obtain region input on pending legislation. As needed, the committee/council requests proposals for sponsored legislation from each standing committee, reviews proposals, and votes on which proposals to sponsor based on information provided by staff. The committee may also review congressional activities and takes position on major federal issues.

Vice Presidents for Legislative Action

Governmental Relations staff and the Political Affairs Coordinator meet with the Vice Presidents for Legislative Action at least four times each year to design and implement a plan of action guaranteeing timely contact with legislators by individual ACSA members. The VPLAs, working with GR and the Political Affairs Coordinator, secure letter-writing campaigns as needed, organize ACSA's Legislative Action Day, as well as local and regional activities, and exchange information among regions. During the legislative session, alerts are issued by the GR office, which coordinates the necessary responses. In election years, the 19 elected regional vice-presidents coordinate interviews with candidates for legislative offices and assist in developing recommendations for endorsing legislative candidates. They serve as part of ACSA's grassroots effort on initiative campaigns.

Diana Vu, Legislative Advocate

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- Accountability
- After School Programs
- Assessment | Testing
- California School Dashboard
- CALPADS | Data
- Curriculum & Instruction
- Dual Enrollment
- Early Education | Preschool
- English Language Learners
- Federal Policy
- Graduation Requirements
- Instructional Materials
- Nutrition
- Physical Education
- State Board of Education

Dorothy Johnson, Legislative Advocate

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- California Interscholastic Federation
- Cal/OSHA
- Elections | District Formation
- Employee-Employer Relations | Evaluations | Dismissal | Workers Compensation
- Facilities (General Obligation Bonds | Prop 39/Green Technology)
- FPPC | Political Reform Act
- Governance (Brown Act | Conflict of Interest | Public Records Act | Transparency)
- Pensions | CalSTRS | CalPERS
- Privacy | Cyber Security
- State Allocation Board
- Technology | Broadband Access
- Utilities

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- Adult Education
- CA Department of Public Health
- Charter Schools
- Commission on Teacher Credentialing | Credentialing | Induction
- CTE | ROC/P's | Workforce Prep
- Dropout Prevention
- Educator Recruitment and Retention
- Health | Behavioral Health | Vaccinations
- Juvenile Justice | Alternative Education
- Professional Development

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- Alternatives to Discipline
- Community Schools
- Enrollment | Attendance | Truancy
- Homeless & Foster Youth
- Immigration
- Independent Study
- Migrant Ed
- Revenue Bonds | Parcel Tax
- School Finance | LCFF | Tax Credit | Tax Policy
- School Safety
- Special Education
- State Budget
- Transportation

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 - Business Services Council
 - Vice Presidents for Legislative Action
 - Superintendency Council
- ACSA PAC Support & FPPC Reporting
- Contracts
- Endorsements | Elections | Initiatives
- Grassroots Advocacy & Training
- Legislative Action Day

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 - Human Resources Council
- External Communications Support
- Legislative Advocate Support
- Legislative Tracking
- News Clips
- Policy Research & Analysis

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- Coast2Coast Support
- Council Support
 - Early Education Council
- Manage Office Supplies
- Primary Support for Sr. Director
- Team Digital Drives and Website
- Travel and Conference Support



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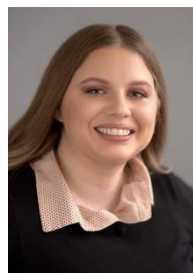


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INFORMATION TECHNOLOGY DEPARTMENT

ACSA's Information Technology (IT) Department supports all of ACSA and membership statewide. ACSA IT, with the support of the Enterprise Data Department, guides and supports multiple systems and tools to sustain business strategy development, company-wide communication, collaboration, data management, data and system information security, as well as training and support.

Information Technology infrastructure, governance and leadership

IT works with each department to develop strategies to provide solutions for efficient technology usage and data management while ensuring data integrity and integration companywide. Whether it is a single-use software, computer workstations, or an ACSA data management or communication system, ACSA's IT department streamlines how it all works together.

Contact: Justin Brown, Head of IT

ACSA Content Management System & Cloud-based technologies

IT provides support for all ACSA web-based systems by establishing project scope, designing and delivering final solutions, as well as leading team members through the steps of each project. IT works with all departments on a wide array of projects with a broad range of needs to deliver quality, efficient, forward-thinking solutions, including our company website at acsa.org/.

Primary Support: Helpdesk@acsa.org

Secondary Contact: Josh Peterson; Web Manager

ACSA Association Management Systems

ACSA uses Microsoft Dynamics 365 applications as its core Association Management Systems: Dynamics 365 CE as the customer relationship management (CRM) system and Dynamics 365 FO as the enterprise resource planning (ERP) system. IT is responsible for ensuring the smooth operation and optimal performance of the Dynamics 365 environment. Their duties include configuring and customizing the system to meet business requirements, managing user permissions and security roles, performing regular system updates and backups, and monitoring system performance. They also troubleshoot issues, ensure data integrity, and provide technical support to users. Additionally, they oversee integration with other systems and maintain compliance with organizational policies and industry regulations. Enterprise Data department is responsible for managing and optimizing the organization's data assets within these systems. Their duties include collecting, storing, and ensuring the quality and security of data. They build and maintain data processing pipelines, establish key performance indicators (KPI) to identify trends, and generate actionable insights to support business decisions.

Primary Support: Helpdesk@acsa.org or EnterpriseData@acsa.org

Secondary Contact: Justin Brown, Head of IT or Arnaldo Rivera, Enterprise Data Director

ACSA Network Administration

IT manages, operates and maintains local and wide area networks and servers, including design, installation, configuration, monitoring, upgrades, and troubleshooting. IT is responsible for network infrastructure, including routers, switches, and wireless LANs. We support all web-based systems, email, databases, firewall security, and other applications. Network administration includes support for ACSA's digital office phone system and data backup responsibilities.

Primary Support: Helpdesk@acsa.org

Secondary Contact: David Vera, System Administrator

ACSA Systems Administrator

Monitors, operates, and maintains Cloud environment, including design, configuration, upgrades, and troubleshooting. IT is responsible for Microsoft Entra ID, Azure Virtual Machines, and AWS. We support all web-based systems, email, databases, firewall security, and other applications. Systems administration includes support for ACSA's digital office phone system and data backup responsibilities.

Primary Support: Helpdesk@acsa.org

Secondary Contact: David Vera, System Administrator

ACSA Technology Support

IT provides first-level technical consultation, direct support, and training for all company systems. IT provides these services, sometimes remotely, to all ACSA offices via our automated Help Desk system. This includes technical support of hardware, applications, operating systems telephony systems and networking, and often participates in systems development and system integration. IT also provides support at our external events.

Primary Support: Helpdesk@acsa.org

Secondary Contact: David Vera, System Administrator or Josh Peterson, Web Manager

MARKETING AND COMMUNICATIONS DEPARTMENT

ACSA's Marketing and Communications Department works to promote leadership by communicating the role of California public school administrators, informing members on education news and trends, identifying and promoting opportunities for ACSA professional development products and services, performing market research, developing partnerships and strategies, as well as overseeing the ACSA brand.

EdCal

ACSA's award-winning newspaper, read by more than 50,000 educators throughout California, is an important resource for sharing administrator success stories, news and the ACSA message with members and the entire education community.

Contact: Michelle Carl; Publications Manager

Career Center

School districts, Local Education Agencies and companies can advertise open positions in EdCal and our online Career Center platform. ACSA members can also post their résumés, apply for jobs and sign up for Job Alerts when new positions are posted.

Contact: Tracy Olmedo; ACSA Job Board Coordinator

Leadership magazine

This award-winning magazine is sent to more than 18,000 ACSA members, as well as other decision-makers who subscribe. Written by educators for educators, articles highlight success stories about what's working in education today.

Contact: Michelle Carl; Publications Manager

ACSA Video Strategies

ACSA provides original video programming for the education community, including live broadcasts, the Emmy-nominated Every Student Succeeding video series, one-on-one interviews, podcasts and more.

Contact: Michael Kelly; New Media Manager

Social media platforms

Our Facebook, Twitter, Instagram, LinkedIn and Pinterest profiles enable ACSA to share information, news, and member activity.

Contact: Gianna Miller; Communications Content Specialist

Marketing strategy

The Marketing and Communications department develops a cohesive strategy to ensure that marketing efforts align with overall business objectives. We do so by identifying appropriate audiences, messaging, tactics, channels and mediums to engage and attract members/potential members to ACSA's product and service offerings.

Contact: Jennifer Sacoolas; Marketing Specialist

Crisis communications and media outreach

ACSA provides staff to assist members in crisis response and media outreach. This includes strategic planning, research, talking points, news event management and media relations.

Contact: Naj Alikhan; Senior Director of Marketing and Communications

Our brand and logo

Formed in 1971, ACSA and the ACSA brand have become synonymous with strengthening educational leadership in California's public schools. Our design team works each day to maintain our brand identity and logo on documents, publications and online.

Contact: Stephen Long; Design and Organizational Brand Coordinator

ACSA.org

The ACSA website communicates ACSA's brand and operations to the public and is updated regularly to reflect new association efforts.

Contact: Emily Agpoon; Communications Coordinator

Email communications

Members rely on regular emails from ACSA to learn about professional learning and networking opportunities, new and pending changes in legislation, and membership benefits from ACSA.

Contact: Tracy Olmedo; ACSA Job Board Coordinator

Media/Communications training

One of ACSA's ongoing goals is to help school leaders tell their stories with confidence. Most of ACSA's major professional learning opportunities include training in communications. These trainings offer school leaders tips for working with the media, as well as tools for developing communications plans.

Contact: Naj Alikhan; Senior Director of Marketing and Communications

MEMBER SERVICES DEPARTMENT

The Member Services Department provides leadership and coordination of membership recruitment and retention strategies and support services to members. The department is comprised of six units, with five arms having a specialized function, but maintaining a focus on marketing the value of and growing membership and the sixth focused in increasing support services and revenue through partnerships.

Membership Recruitment Team

This group of dedicated part-time staffers is comprised of both practicing and retired educational leaders who focus solely on growing the organization. The team identifies and reaches out to non-members statewide and are encouraged to communicate and collaborate regularly with region leaders for the purpose of recruitment.

Contact: Margarita Cuizon-Armelino, Deputy Executive Director, mcuizon@acsa.org

Member Assistance and Legal Support Team

Our legal support staff are seasoned part-time professionals who assist members with concerns on professional, ethical and legal matters related to employment status and due process rights, contract language and strike preparation. Advocates are retired school administrators and a great resource for information.

Contact: Joanne Godfrey, Member Support Programs Director, jgodfrey@acsa.org

Member Services Processing Unit

This area of staff is responsible for the management and maintenance of the membership database, which contains sensitive member information. This unit is also charged with the billing and collection of dues and PAC contributions for all ACSA members and provides membership lists, labels and demographics.

Contact: Carlota Cabrera, Director of Membership Operations, ccabrera@acsa.org

ACSA Ambassadors

ACSA Ambassadors are a cadre of retired members whose purpose is to welcome new members, educate them on the ACSA structure, connect them to member benefits and services, as well as peers at the local level.

Contact: Joanne Godfrey, Member Support Programs Director, jgodfrey@acsa.org

Members who wish to inquire about their membership profile or make changes to their information should contact the following Member Relations Specialist

Last Name from A-E, Simon Wong, swong@acsa.org

Last Name from F-L, Jovan Lopez, jlopez@acsa.org

Last Name from M-R, Stephanie Bernardo, sbernardo@acsa.org

Last Name from S-Z, Pearl Iulio, piulio@acsa.org

Partners4Purpose

ACSA connects members to vetted, trustworthy school solution providers who offer thoughtful, contemporary and time-saving products and services. We're making it easy to find real-world answers to real school problems.

Contact: Alexis Rennacker, Partnership Liaison; arennacker@acsa.org



III. Calendars & Travel











association of california school administrators

2025-2026 Governance Calendar

Approved by the ACSA Board of Directors - February 14, 2025

Board Meetings 	ACSA Holidays 	Leadership Assembly 
July 16, 2025 October 10, 2025 February 20, 2026 May 8, 2026	July 4, 2025 September 1, 2025 November 11, 2025 November 27, 2025 November 28, 2025 December 24, 2025 - January 2, 2026 January 1, 2026 January 19, 2026 February 9, 2026 February 16, 2026 March 31, 2026 April 3, 2026 May 25, 2026 June 19, 2026	October 9, 2025 February 19, 2026 May 7, 2026
TBD TBD Virtual TBD	Independence Day Labor Day Veteran's Day Thanksgiving Day Day after Thanksgiving Winter Break New Year's Day Martin Luther King Jr. Day Lincoln's Birthday Washington's Birthday Cesar Chavez Day Good Friday (1/2 Day) Memorial Day Juneteenth	TBD Virtual TBD
Executive Committee 	Legislative Action Day 	Leadership Training 
July 16, 2025 October 9, 2025 November 7, 2025 December 12, 2025 February 19, 2026 April 20, 2026 May 8, 2026	April 20-21, 2026	May 6, 2026
TBD TBD Leadership Summit, San Francisco Conference Call (if needed) Virtual Legislative Action Days, Sacramento TBD	Sacramento	TBD
Awards Deadline 		Leadership Summit 
January 22, 2026 Nomination Submission Deadline		November 6-8, 2025 San Francisco
		Board Retreat 
		July 14-16, 2025 TBD
		ACSA All-Staff Retreats 
		December 11, 2025 June 11, 2026 TBD TBD

JULY 2025						
S	M	T	W	T	F	S
		1	2	3	4	5
6	7	8	9	10	11	12
13	14	15	16	17	18	19
20	21	22	23	24	25	26
27	28	29	30	31		

AUGUST 2025						
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31						

SEPTEMBER 2025						
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14	15	16	17	18	19	20
21	22	23	24	25	26	27
28	29	30				

OCTOBER 2025						
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12	13	14	15	16	17	18
19	20	21	22	23	24	25
26	27	28	29	30	31	

NOVEMBER 2025						
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23	24	25	26	27	28	29
30						

DECEMBER 2025						
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28	29	30	31			

JANUARY 2026						
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18	19	20	21	22	23	24
25	26	27	28	29	30	31

FEBRUARY 2026						
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22	23	24	25	26	27	28

MARCH 2026						
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22	23	24	25	26	27	28
29	30	31				

APRIL 2026						
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19	20	21	22	23	24	25
26	27	28	29	30		

MAY 2026						
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10	11	12	13	14	15	16
17	18	19	20	21	22	23
24	25	26	27	28	29	30
31						

JUNE 2026						
S	M	T	W	T	F	S
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7	8	9	10	11	12	13
14	15	16	17	18	19	20
21	22	23	24	25	26	27
28	29	30				



2025-2026

Agenda Schedule for Board and Leadership Assembly Meetings

The following is the schedule for submitting agenda items for the Board of Directors and Leadership Assembly meetings in 2025-2026.

BOARD OF DIRECTORS:

<u>Meeting Date</u>	<u>Agenda Items Due</u>	<u>Agenda Posted</u>
July 16, 2025	June 25, 2025	July 2, 2025
October 10, 2025	September 19, 2025	September 26, 2025
February 20, 2026	January 30, 2025	February 6, 2026
May 8, 2026	April 17, 2025	April 24, 2026

Send items for board agendas to Kristy Tinsley (ktinsley@acsa.org)

LEADERSHIP ASSEMBLY:

<u>Meeting Date</u>	<u>Preliminary Information Posted</u>	<u>Agenda Items Due</u>	<u>Final Agenda Posted</u>
October 9, 2025	August 28, 2025	September 19, 2025	September 26, 2025
February 19, 2026	January 8, 2026	January 30, 2026	February 6, 2026
May 7, 2026	March 26, 2026	April 17, 2026	April 24, 2026

Send items for leadership assembly agendas to Suzanne Caffrey (scaffrey@acsa.org)

ACSA TRAVEL INSTRUCTIONS

Driving

For the year 2025, automobile mileage is reimbursed at the rate of 67¢ per mile, but this amount should not exceed the air travel rate. Driving, rather than flying, is considerably less expensive if you're traveling 150 miles or less one way.

Travel by air

For members flying to attend meetings, ACSA will reimburse the cost of the following travel expenses (with receipts as appropriate):

- Mileage to/from the airport
- Airport parking
- Economy airfare
- Shuttle (preferred), Uber or Lyft to/from the airport (recommended for two or more members needing transportation to/from the airport.)

ACSA will reimburse flights at the rate for Southwest Airlines fares purchased 21 or more days in advance of scheduled meetings. ACSA will not reimburse Business Select fares.

Flight arrangements

ACSA asks that members fly only if it is the least expensive way to travel. ACSA also requests that members make flight arrangements so that they are able to attend the entire meeting. That is, flights should arrive no later than approximately 8:30 a.m. and depart no earlier than approximately 4:30 p.m.

In order to make flight reservations in as cost-saving and cost-effective a manner as possible, members are asked to make their reservations as far in advance as possible. It is more cost-effective to book reservations early and cancel in the case of an emergency than to book reservations at the last minute and pay a premium price. Therefore, members are asked to book their flights one month or more in advance of each meeting and no later than 21 days in advance of the meeting.

Members are asked to book discounted fares that are available online. Reservations may be made directly with ACSA's preferred carrier, **Southwest Airlines**. We encourage you to use ACSA's corporate business travelers account through Southwest at www.swabiz.com. The account code is **99349902**.

Shuttle or Uber/Lyft

While Super Shuttle is encouraged as the preferred method of transportation, members may take an Uber or Lyft from the airport as these methods are the most cost-effective.

Travel expense forms

Committees/Councils:

Travel expense forms will be distributed at each committee/council meeting. Please be sure to have the chair/council president and staff liaison sign your form before submitting it to the ACSA Financial Services Department.

Leadership Assembly: Travel expense forms will be distributed and collected at the leadership assembly meetings.

Association of California School Administrators

1029 J Street, Ste 500, Sacramento CA 95814

Phone (800) 608-2272, Email: accountspayable@acsa.org



TRAVEL EXPENSE CLAIM

☐ Check Here If New Address

Payable to (Print) _____
First Middle Last

Street Address _____

City _____ State _____ Zip _____

Name of Committee or Activity _____

Location of Meeting _____ Date of Meeting _____

☐ Regular Committee

☐ Special Funding

Program Number: _____

DATE	HONORARIUM (Professional Fee)	MILEAGE (70¢ per mile)	AIR*	MEALS *	HOTEL*	SURFACE TRAVEL* (Parking, Taxi, etc...)	OTHER*
		Miles x 70¢ = \$					
		Miles x 70¢ = \$					
		Miles x 70¢ = \$					
		Miles x 70¢ = \$					
		Miles x 70¢ = \$					
		Miles x 70¢ = \$					
		Miles x 70¢ = \$					
Sub-Totals							

TOTAL OF REIMBURSEMENT REQUEST \$ _____

(*NO REIMBURSEMENT FOR THESE CATEGORIES WITHOUT ITEMIZED RECEIPTS)

I hereby certify that the above is a true statement of travel expenses incurred by me in accordance with the current expense policy of ACSA and that all items shown were for official business of the association and that no expenses herein claimed were received or paid from other sources.

Signature _____ Date _____
(Claim must be signed before it can be processed)

Approval of Chairperson (or Coordinator) _____ Date _____

Approval of Committee Staff Liaison _____ Date _____

SEE REVERSE FOR FILING INSTRUCTIONS

TRAVEL EXPENSE CLAIM FORM INSTRUCTIONS

GENERAL This form is to be used by individuals traveling on ACSA business. In order to expedite your claim, please follow the steps below:

- 1) **Sign** the expense claim **after completing form** and **attaching itemized receipts**.
- 2) **Submit for approval** to your ACSA staff contact immediately after each trip.
- 3) **Your ACSA staff contact will then forward** the claim to ACSA's Financial Services Department.
- 4) Out-of-state travel must be **approved in writing** in advance by the **Executive Director** **before** any out-of-pocket expenses will be reimbursed.
- 5) Prior to submitting, retain a copy for your records.

All expense claims must be submitted within **fifteen (15) days** from the time incurred in order to be reimbursed on a timely basis.

ITEMIZED RECEIPTS FOR ALL EXPENSES MUST BE ATTACHED TO THE EXPENSE VOUCHER

AIR TRAVEL Air Travel should be used only if it's the least expensive way to travel. It is most cost effective to book flight reservations early. Therefore, ACSA asks that you book your flight at least **one month in advance** in order to obtain the lowest fare. First class or business class seat selections on flights will not be reimbursed.

RENTAL Rental Cars should be utilized in cases where it's more economical than air travel or mileage reimbursement. Select the most economical vehicle available. Gasoline costs for rental cars only (vs. personal vehicle) will also be reimbursed.

MILEAGE Mileage will be reimbursed at the federal rate and should not exceed the comparable air travel rate and/or cost of a rental car. Mileage will also be reimbursed to and from the airport if you do fly.

LODGING Lodging should be chosen at properties where special ACSA room rates have been established. **Reimbursement for overnight hotel accommodations is authorized only if the meeting is more than one day or if travel arrangements necessitate staying overnight and need to be approved in advance by the Council President and/or Staff Liaison.**

MEALS While traveling on ACSA business, **reasonable** expenses for meals will be reimbursed with a copy of itemized receipts for each meal. Per IRS requirements, please note on the receipt the attendee names in your party and the business purpose of the meal.

OTHER For incidentals such as postage; bridge tolls and gratuities other than for meals, **itemized receipts for \$25 or more are required**. An explanation must be provided on the expense report as to the nature of the expense.

THE FOLLOWING EXPENSES WILL NOT BE REIMBURSED:

- * Early Check-In for Flights and/or Hotel Rooms *First or Business Class Seat Selection on Flights
 - *Limousine Service *Hotel Mini-Bar Items
 - *Hotel Movie Rentals *Hotel Spa Services *Hotel Laundry Services
 - *Any Personal Expenses
-



IV. Regions & Charters



ACSA REGIONS AND CHARTERS

Region relationship to state ACSA

ACSA is divided into 19 regions within the state with geographic boundaries and numerical designations outlined in policy. The function of regions is to promote within the region the purposes of ACSA as stated in the bylaws, with programs and activities similar to and consistent with those of ACSA.

Our nineteen regions elect governing boards and have their own bylaws, which must be consistent with State ACSA bylaws, must be reviewed every two years, and must be submitted to State ACSA by May of even-numbered years. Each region elects a state director to serve on the State ACSA Board of Directors.

In addition, each region must submit a programmatic plan and budget by October 1st as well as a report of progress on the objectives of that plan each year by August 31st.

Regions are expected to develop and oversee Charters and Charter leadership within the region. They are to support and encourage networking, professional development and information dissemination within the region. They should also focus on identification and cultivation of future leaders; provide professional recognition, support member recruitment and participation of Region officers in the ACSA Leadership Assembly.

Regions are significantly funded through state membership dues rebates at a level set by the ACSA Board of Directors. Regions are an extension of State ACSA and share the same tax ID number, so their financial operations are subject to ACSA's annual audit.

Charter relationship to regions and state ACSA

Charter groups are smaller units of ACSA within each region. The Charters operate under the jurisdiction of the region, with the size and focus, varying as determined by the region. Since Charters operate under the direction of the region, Charters have their own tax ID numbers. Each charter must submit to the leadership of their region their programmatic plan and budget by October 1st, as well as a report of progress on objectives of that plan each year by August 31st.

Timeline and Key Dates for ACSA Regions

2025-2026 Governance Year

Due Date:	Item Due:	Submit/Reply to:
7/1/2025	Beginning of the fiscal year. *Region budgets should be approved by the Region Board by this day.	N/A
7/15/2025	All expense claims due for the FY25 (ending 6/30/25). <i>Claims received after July 15th may not be reimbursable.</i>	Financial Services Dept.
8/31/2025	Region Fiscal YEAR-END Financial Report and supplemental documents outlined in policy are due.	Financial Services Dept.
8/31/2025	Region Strategic Focus/Annual REPORTING Template due. <i>Recommend completing during summer planning retreat.</i>	Executive Department
9/1/2025	Quarterly Reporting due for In and Out-of-State Consultant/ Professional Fees paid by the region.	Financial Services Dept.
9/26/2025	Leadership Assembly Preliminary Info email (October 2025): <i>Reply to requests for lodging needs, alternates, other details.</i>	Executive Department
10/1/2025	Region Strategic Focus/Annual PLANNING forms due. *(includes a copy of Region Budget) <i>Recommend completing during summer planning retreat.</i>	Executive Department
11/2025	Letter Rec'd from State President-Elect requesting nominations for committee/council appointments beginning July 2025.	Executive Department
1/8/2025	Leadership Assembly Preliminary Info email (February 2024): <i>Reply to requests for lodging needs, alternates, other details.</i>	Executive Department
1/5/2026	Quarterly Reporting due for In and Out-of-State Consultant/ Professional Fees paid by the region.	Financial Services Dept.
1/22/2026	Award nominations submission deadline. <i>(See detailed information about awards process).</i>	MarComm Department
2/2026	Memo to Region Presidents requesting names/addresses for region officers and charter presidents for 2026-27.	Executive Department
3/2026	Region Committee/Council appointments due. Region Board of Director Appointments due.	Executive Department
3/26/2026	Leadership Assembly Preliminary Info email (May 2026): <i>Reply to requests for lodging needs, alternates, other details.</i>	Executive Department
4/1/2026	Quarterly Reporting due for In and Out-of-State Consultant/ Professional Fees paid by the region.	Financial Services Dept.
5/1/2026	Region Bylaws must be reviewed for compliance with State bylaws and submitted to State ACSA (only in even # years)	Executive Department
5/8/2026	Region State Board Director appointments due (by date of spring Leadership Assembly).	Executive Department
6/1/2026	Quarterly Reporting due for In and Out-of-State Consultant/ Professional Fees paid by the region	Financial Services Dept.
6/30/2025	End of the fiscal year. All spending on 7/1-6/30 or for services rendered is reportable in the Financial Report.	N/A



association of california
school administrators

ACSA REGION Beginning of the Year Planning Form

ACSA Bylaws and Board-approved Policies & Procedures call for every Region to formulate a plan outlining goals, events/activities, and evaluation methods at the beginning of the year for the Leadership Development Committee's consideration. Region leaders are asked to assure that the Region's work aligns with the goals articulated in the Strategic Plan to maximize our collective efforts.

Please complete and submit this required Annual Planning Form to Kristy Tinsley at ktinsley@acsa.org by October 1, 2025.

* Required

1. Today's Date * 

Please input date (M/d/yyyy)



2. Region * 

Select your answer



3. Person submitting plan: * 



ACSA REGION Beginning of the Year Planning Form

* Required

Please refer to ACSA's 2023-2028 Strategic Framework when answering the questions below.



<https://acsaorg.sharepoint.com/sites/Executive/Shared%20Documents/Forms/AllItems.aspx?id=%2Fsites%2FExecutive%2FShared%20Documents%2FLeadership%20Development%20Committee%2FACSA%5FSP%5FFRAMEWORK%5F2023%2D2028%2Epdf&viewid=bb2c5b39%2D87bd%2D4997%2D9f6a%2D4171e76bcc13&parent=%2Fsites%2FExecutive%2FShared%20Documents%2FLeadership%20Development%20Committee>

4. The Region's goals and objectives for 2025-2026 are as follows (select an option from the appropriate section(s) listed below): *



MEMBER DEVELOPMENT AND SUPPORT: To provide accessible, relevant opportunities

- ☐ for professional learning and leadership development through which members can acquire, apply and demonstrate new knowledge, as well as expand career pathways.

MEMBER DEVELOPMENT AND SUPPORT: To drive professional excellence as the mem-

- ☐ bers' first source for timely, comprehensive information on professional trends, issues, practices and resources.

MEMBER DEVELOPMENT AND SUPPORT: To be a dynamic professional community of

- ☐ educational leaders who collaborate and contribute their experience and expertise to support each other's professional growth.

ADVOCACY AND INFLUENCE: To shape policy for a world-class, fully funded education


- ☐ system and improved outcomes for all students by aligning the collective influence of members at the local, state and federal levels.

ADVOCACY AND INFLUENCE: To be a leader, credible voice, and trusted partner in ad-


- ☐ dressing the issues impacting the diverse needs of students and the administrators that support them.

ORGANIZATIONAL DEVELOPMENT AND SUSTAINABILITY: To optimize ACSA structure,



- ☐ human and financial resources, and impact through shared vision, leadership, stewardship and accountability at all levels of the Association.

5. What specific strategies or initiatives will your region implement to achieve these goals and objectives? * 

Enter your answer

6. The Region is planning the following events, activities, and meetings for 2025 2026. 

Enter your answer

7. Please attach the Region's approved budget for the 2025-2026 governance year. (Non-anonymous question ) * 

 Upload file

File number limit: 1 Single file size limit: 10MB Allowed file types: Word, Excel, PPT, PDF, Image, Video, Audio

You can print a copy of your answer after you submit

CERTIFICATES OF APPRECIATION FOR SERVICE FOR REGIONS AND CHARTERS

If you are interested in providing certificates of appreciation to leaders in your regions or charters, ACSA can assist you. A description of the types of certificates that are available is below.

REGION CERTIFICATES

Service Awards (Gold): Awarded to outgoing region officers.

Certificates of Appreciation (Blue/White): Awarded to other region representatives.

Certificates for regions should be requested only by the region president or the region consultant. Requests should be sent/mailed to Courtney Adams at ACSA's Sacramento address at least two weeks before the certificates are needed. The certificates will be prepared and returned to the person and address indicated on the request form.

In order to prevent duplicate certificates from being made and/or certificates being presented to the wrong person, these forms must be completed and returned by state council/committee presidents/chairs, region presidents, or region consultants only. Additionally, region presidents and consultants should coordinate with each other to determine who will send in the request for certificates for recipients in their region.

Recognition Certificates

Service award certificates (gold) and certificates of appreciation (blue/white) will be available from ACSA's Sacramento office. The following explanations designate for whom each certificate is available and who should order the certificates. The request forms are fillable.

CHARTER CERTIFICATES

Blank certificates of appreciation for charters are available for completion by the region.

Please contact Courtney Adams for any questions you may have. She can be reached at (916) 329-3801 or cbadams@acsa.org. Please return request form(s) to Courtney Adams, c/o ACSA, 1029 J Street, Suite 500, Sacramento CA 95814 or via email cbadams@acsa.org.

2026 awards program

Role of region leaders

As a region leader or staff member, you will be expected to:

- **As you plan your 2025-26 region calendar, be aware of these critical dates:**
Award Nomination Window Opens: Aug. 1, 2025
Award Nomination Deadline: Jan. 22, 2026 (deadline for members to submit nominations online)
State Finalists Deadline: Feb. 13, 2026 (deadline for regions to submit state finalists)
Every Student Succeeding Honoree Submission Deadline: March 2, 2026
- **Accurately communicate information about the program** to region and charter leaders and members.
- **Encourage all leaders and members to participate** and to share information about the program with their colleagues. A promotional toolkit is available in the ACSA Toolkits folder on Google Drive.
- **Ensure that your region follows all standard ACSA awards procedures**, including using the Nomination Deadline listed above and the official nomination forms. Questions can be directed to the state awards coordinator.
- **Help to determine leadership roles for your regional awards program**, including the region managers for the online platform. Potentially also serve as an awards manager to access your region's online nominations. Regions can assign as few or as many managers as they require.
- **Act as liaison with state ACSA on the awards program**, receiving updates on the program and sharing those updates with your region members and leaders.
- **Provide assistance and resources for members within your regions**, answering questions and/or directing to the state website and coordinator.
- **Ensure that your region's state finalists are selected in the online platform by the state deadline.** This includes checking that each nominee meets the eligibility requirements for the award.
- **Submit your region's ESS student honoree information by the due date or soon after.**
- **Act as liaison to your region's ESS student honoree.** Communicate with the student/their support team when and how they will be honored, and provide support to the student in arranging travel to/from the event. You'll receive complete information about the ESS recognition event from state ACSA as the event approaches.

All nominations except for ESS must be completed online at
<http://acsa.awardsplatform.com>.

faq | region leaders & managers

Frequently asked questions from award managers

Why are there two deadlines, one in January and one in February?

The nomination submission deadline, in January, is for all nominations to be submitted online for all ACSA award categories (does not apply to Every Student Succeeding). Members need to submit their completed nomination forms through the online platform no later than Jan. 22, 2026. Regions will have access to review and download the nominations in order to select state finalists.

The state finalist submission deadline, in early February, is for region leaders to submit their chosen state finalists to the Awards Committee for consideration. You do this by flagging your finalists in the online nomination platform by the deadline of Feb.13, 2026.

How do I get access to the online nomination portal to review my region's nominations?

Region leaders provide a list of their current award managers each year to the statewide awards coordinator. Just let the awards coordinator know that you need access.

Why can't I see any nominations when I log in? All I see are my own entries.

Until the first nominations have been submitted in your region (in progress nominations are considered drafts), your account will revert to a basic "Entrant" account. As soon as the first nomination has been submitted, you'll see the Judge tab appear at the top of your account.

Why do I see Marcus Foster and/or Ferd. Kiesel nominations under Region Nomination Management, but not under Region Review & Selection?

Nominations for the two statewide-level awards go directly to the Awards Committee, with no region review or submission. You can view any submissions from your regions in these categories for informational purposes, but you won't be asked to flag those nominees to send them forward. There are no limits to the number of nominees in either statewide-level category from each region.

What if our region wants to accept late nominations, submitted after the January deadline?

Every region has the option to accept late submissions, working with the awards coordinator. [Learn more about the process for late nominations.](#) (Only applies to January deadline.)

How do I submit our state finalists on the platform? What do I need to do?

It's a very simple step to flag your finalists. Under Review Review & Selection, select an award category, and then simply click the heart-shaped "Vote" button on the nominee you are sending to the state level as your finalist. You can only select one nominee in each category.

What if we have changes to our state finalist nominations? Can we have access to edit them?

The statewide awards coordinator can make any edits or additions for you. Just email the changes before the February state finalist deadline. (Adding letters of recommendation, correcting errors, etc.)

Can I download my region's nomination forms?

Yes, you can bulk download nomination forms by category or as a whole under Region Nomination Management. There's a bulk download link at the bottom of the screen. [Read complete instructions.](#)

Is there a way to get training on the online platform?

Yes, a brief training video is available for region award managers, walking you through the process, at www.acsa.org/awards under Help & Resources. We highly recommend taking a few moments to watch it each year. If you have any questions, you can reach out to the awards coordinator.

ACSA Awards: The Vetting Process

ACSA statewide administrator awards were designed as a peer-to-peer recognition program, with nominations submitted by individual ACSA members as well as charters and other subgroups within the organization.

Each level of the nomination process relies on the integrity of those submitting, selecting and approving candidates for consideration and recognition.

Nominators

ACSA depends on nominators to submit only those peers and colleagues who are eligible for recognition in their category, in terms of their verifiable accomplishments in the field of educational leadership, their involvement with/membership in the association and their current standing within their school, district and community. All information and recommendations presented should be an accurate and verifiable representation of the nominee.

Regions

As members of the local ACSA body, region committees have a unique perspective on every candidate they consider for selection as a regional winner/state finalist, and play a critical role in the vetting process. Region leadership must ensure that each finalist meets the eligibility requirements for their award category and is a suitable representative for their region. Finalists are put forward for their excellence and upstanding reputation as well as their commitment to education and, if applicable, to service in ACSA. Authentic letters of recommendation from supervisors, district leaders and colleagues are an important element in ensuring that only qualified finalists are submitted to the state.

Awards Committee

The state committee is tasked with reviewing all finalists impartially and basing their decision on how each nominee meets the criteria for their category, as compared to their competitors. To do this, they rely on the accurate and verifiable information presented in the criteria explanations and letters of recommendation. The awards committee begins with the assumption that every finalist put forward is a qualified candidate, vetted by their peers and region leaders. Should a committee member learn or know of any reason a nominee should not be selected, they can confidentially share this with the rest of the committee.

Board Executive Committee

The state Executive Committee of the Board of Directors, comprised of current officers, is the final step in the vetting and approval process. The members are presented with the list of committee recommendations and are charged with voting to approve each selection. Should any Executive Committee member believe for any reason that a recommended recipient is not an appropriate candidate for recognition at the state level, they have the opportunity to withhold their vote of approval for that category.

faq

Frequently Asked Questions

What is the timeline for ACSA's Statewide Awards Program?

The awards program takes place over a calendar year, beginning in summer:

- **August:** The nomination period opens.
- **January:** Nominations are due for all award categories through the online platform. Regions select their winners/ state finalists.
- **February:** State finalist submissions are due to state ACSA. Most region winners are announced.
- **March:** Every Student Succeeding honorees are submitted to state ACSA.
- **April:** The Awards Committee meets to select statewide recipients, who are submitted to the ACSA Board for approval. State recipients for that year are announced.
- **June to November:** State recipients are featured in *EdCal* stories and student videos are released.
- **Early November:** State recipients are honored at the Leadership Summit Awards Ceremony and Every Student Succeeding recognition event.

What is the deadline for submitting a nomination?

The deadline is in January for all award categories. Check for this year's deadline.

Where can I access the nomination portal?

The nomination forms for all ACSA awards can be accessed through <http://acsa.awardsplatform.com> or via the Awards Program website at www.acsa.org/awards.

The portal can be used on a desktop or any mobile device.

Who is on the state Awards Committee, and what is the process for recipient selection?

ACSA's immediate past board president chairs the Awards Committee; the chair and four committee members (made up of past or current board members) select the recipients, who are then approved by the ACSA Board.

Do all the nominations go to the regions first?

The Marcus Foster Memorial Award and the Ferd. Kiesel Distinguished Service Award nominations will go directly to the state Awards Committee.

The nominations for the Administrators of the Year (in 21 job-alike categories), Robert E. Kelly Award, Partners in Educational Excellence Award and Valuing Diversity Award are first submitted to the regions. Only one state finalist in each

of these categories can be submitted by each region to state ACSA for consideration.

Each student honored as part of the Every Student Succeeding Program is chosen by the student's region (one student per region).

Do you have to be a current ACSA member to be eligible for a statewide award?

It depends on the award. For the Administrator of the Year Awards, the Marcus Foster Memorial Award and the Valuing Diversity Award a nominee must be an active state ACSA member to be considered eligible. The exceptions are:

- The Ferd. Kiesel Distinguished Service Award (awarded to an individual; ACSA membership not required), and
- The Partners in Educational Excellence Award (recognizing a school-community partnership program).

Eligible nominees for the Robert E. Kelly Award must be state ACSA retired members, and must have been state ACSA retired members for three or more years.

What is required for a nomination?

For all award categories, you will be required to fill out fields describing how the nominee meets each of the award criteria. The fields have a minimum of 400 and a maximum of 1,200 characters including spaces, unless otherwise noted.

A minimum of one letter of recommendation is also required for all categories. Highly recommended are letters of support from superintendents, district leaders and supervisors, as well as testimonials from colleagues, parents, students, and ACSA leaders. You are limited to uploading two supporting document files only in PDF format.

How many pages of supporting materials can or should I include?

The page number is no longer limited, as everything will be submitted digitally. However, there is a size limit to each supporting document file of 500 KB, and we recommend keeping the page count to a minimum and focusing on providing excellent content, rather than excessive pages. There is no limit to the number of documents each file can include.

Where can I find archives of past recipients?

On the Awards Program website, under the tab Help & Resources, is an archive of all past recipients by year.

Who do I contact if I have more questions?

Contact Emily Agpoon, the awards coordinator, at eagpoon@acsa.org or (916) 329-3833.

faq | supporting documents

Frequently asked questions about supporting documents

Are supporting documents required?

Yes; a minimum of one letter of recommendation is required.

Letters of recommendation from superintendents, supervisors and colleagues are highly recommended, especially those most relevant to the nominee's current position.

Other pertinent supporting documents might include statements of support from coworkers, parents, students and community members and press clippings or articles featuring the nominee's work.

What kinds of documents are a bad idea?

We strongly advise against including résumés or CVs, presentations, dissertations, copies of certificates or awards or any lengthy documents about or by the nominee.

How many documents can I upload?

You are limited to uploading two files; however, each file could potentially contain multiple letters or documents. We suggest you upload two to three documents total and focus on quality over quantity.

What kind of files do you accept?

You may only upload files as PDFs.

Is there a page limit for the supporting documents?

There is no longer a page limit for the documents; instead, there is a size limit of 500KB for each file uploaded. However, **bigger isn't necessarily better**. We suggest you keep the page count to a minimum and focus on providing excellent content, rather than excessive pages.

Who should write the letters of recommendation?

We recommend that you include letters from the district superintendent and/or direct supervisors, if at all possible. Letters from colleagues and community leaders are also effective.

In every case, the letters should directly speak to the record of the nominee, both in their career as a whole and in their current position, and explain why the nominee is the best candidate for the award.

To whom should the letter be addressed?

Letters of recommendation can be addressed to "To Whom It May Concern" or "ACSA Awards Committee."

Does formatting matter?

There are no formatting requirements for supporting documents, but for letters, we do recommend using letterhead and ensuring that you include the position and workplace of the letter writer.

Written signatures (vs. typed) are not important, but a clean, legible format is essential.

Who do I contact if I have more questions?

Contact Emily Agpoon, the awards coordinator, at eagpoon@acsa.org or (916) 329-3833.

faq | eligibility & membership

Frequently asked questions about nominee eligibility

Can I nominate a state board member?

Current state ACSA Board members and officers are **not eligible** for any award categories.

What about a region president or consultant?

Region board members, delegates and other member leaders are eligible. The restriction on board members and officers only applies to the state ACSA Board.

However, ACSA employees, including region consultants and other part-time or contract employees, are not eligible. This doesn't apply to volunteer positions, such as mentors or ambassadors, only paid staff.

Is ACSA membership required for all award categories?

Active state ACSA membership **is required** to be considered a state finalist for the following award categories:

- Administrator of the Year (all 21 sub-categories)
- the Marcus Foster Memorial Award, and
- the Valuing Diversity Award.

The Robert E. Kelly Award requires having been a retired state ACSA member for 3+ years.

Membership is not required for the Ferd Kiesel Memorial Award, which can be awarded to any individual who has served public education. The Partners in Educational Excellence Award is given to organizations or community partnership programs.

Are nominees judged on involvement with ACSA?

Yes. A nominee's involvement with the organization is considered by the Awards Committee when making their selections. New members, or those who haven't been involved outside of local events, will not be as competitive as members who have a proven record of serving the organization in leadership roles/offices, on committees/councils and through mentorship and coaching.

How can I find out if my nominee is a current member and what year a member joined?

Contact ACSA Member Services at memberservices@acsa.org with the nominee's full name and district.

Members can also log into the ACSA website to check their record at www.acsa.org/member-login, or the Login button at the top of the ACSA website.

I know a great nominee who's planning to retire this year. Will they be eligible?

Yes. Nominees who plan to retire this coming year (2026) are eligible for the 2026 awards.

Am I allowed to nominate someone who has been nominated or won before?

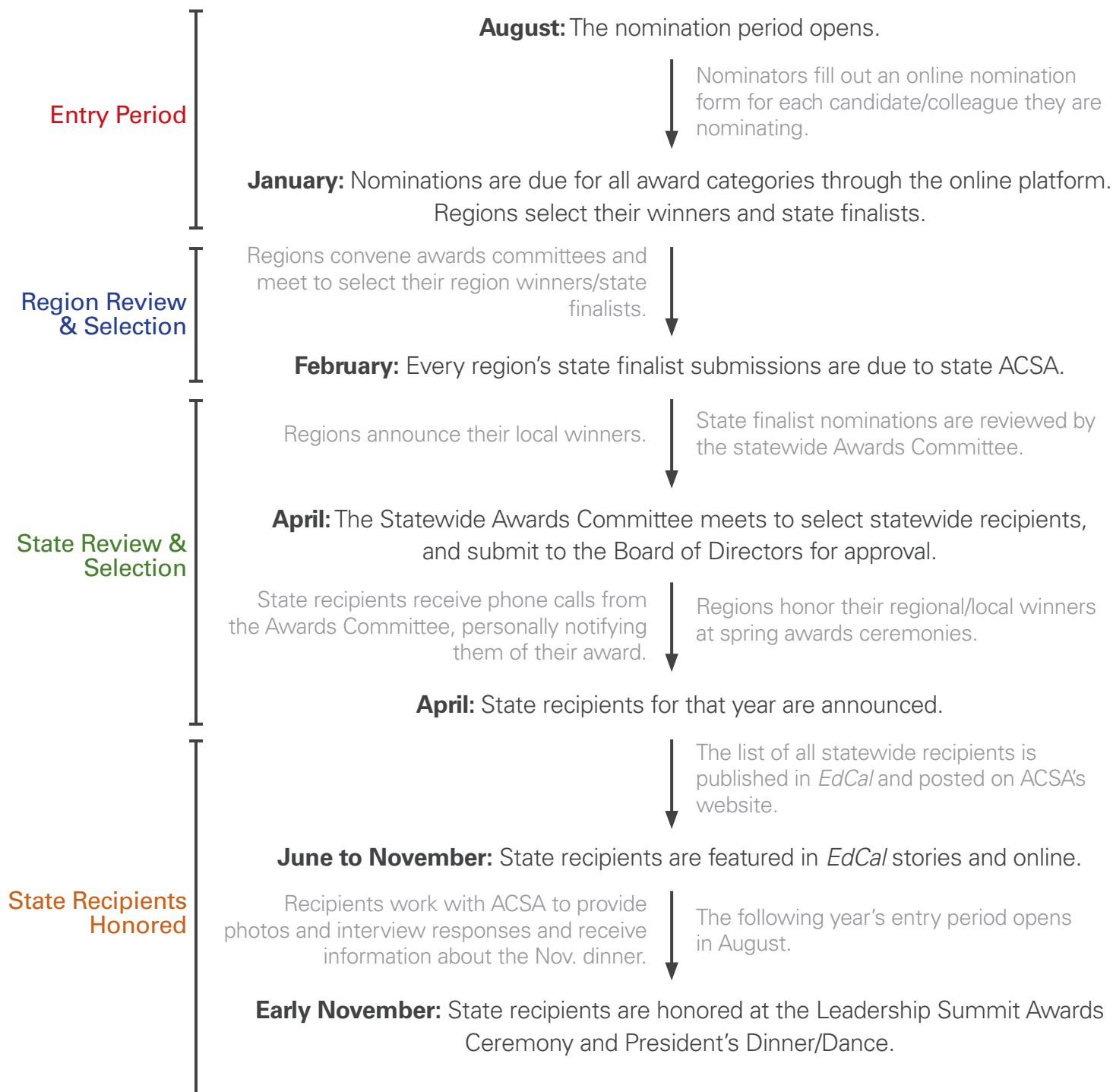
Yes. Nominees who have been nominated or selected for awards in the past are eligible for this year's program, as there's no limit on times nominated or awarded.

Who do I contact if I have more questions?

Contact Emily Agpoon, the awards coordinator, at eagpoon@acsa.org or (916) 329-3833.

ACSA Awards Program Timeline

The statewide awards program takes place over a full calendar year, beginning in summer and ending the following fall.



2026 awards overview

Program Overview

Each year, ACSA recognizes a select group of individuals for their significant contributions to education through three prestigious awards named in memory of past ACSA leaders:

- **Ferd. Kiesel Distinguished Service Award**
- **Marcus Foster Memorial Award**
- **Robert E. Kelly Award**

In addition, members are honored for outstanding performance and achievement as **Administrators of the Year** in various job-alike categories.

The **Valuing Diversity Award** is given to the member whose efforts to promote diversity epitomize ACSA's mission statement.

Programs and businesses that collaborate with administrators in support of education are also recognized through the **Partners in Educational Excellence Award**.

Students of all grade levels are recognized through the **Every Student Succeeding Program**, designed to honor students who have succeeded against all odds.

Awards will be presented at ACSA's 2026 Leadership Summit.

Deadlines

- **The deadline for submission of all nominations to ACSA will be January 22, 2026 at 11:59 p.m. through the online awards platform.**
- **The deadline for regions to submit finalists to the state will be February 13, 2026 at 11:59 p.m.**

How to Get Help

With questions or for assistance, contact:

Emily Agpoon, ACSA Awards Program
916.329.3833 • eagpoon@acsa.org

To access nomination forms and for FAQs, tips and other resources, please visit www.acsa.org/awards

Timeline

The awards program takes place over a calendar year, beginning in August:

- **Aug. 1:** The nomination period opens.
- **Jan. 22, 2026:** Nominations are due to each region through the online platform. Regions select their recipients and state finalists.
- **Feb. 13, 2026:** State finalist selections are due to state ACSA.
- **March:** Every Student Succeeding honorees are submitted to state ACSA.
- **April:** The Awards Committee meets to select state recipients and the recipients are approved by the Board. Recipients for that year are announced.
- **June to November:** Recipients are featured in *EdCal* stories and online.
- **Nov. 2026** Recipients are honored at the Leadership Summit Awards Ceremony and ESS recognition event.

Nomination Forms & the Online Platform

All nominations will be completed through the online Awards platform, accessible through the Awards Program website or directly at: <http://acsa.awardsplatform.com>.

Updated demos of the new system will be available this summer under Help & Resources at <http://www.acsa.org/awards>.

Only the Every Student Succeeding Award nomination will continue to be a fillable PDF form, available on the Awards Program website.

www.acsa.org/awards

Resources available on the Awards Program website include FAQs, tips, video demos and State award archives.

In addition, any updates to the program, important dates and announcements will be posted here.

State Special Awards

Special awards recognized at the state level only.

Ferd. J. Kiesel Memorial Distinguished Service Award

Purpose. The Ferd. Kiesel Memorial Distinguished Service Award is the highest honor ACSA can present to an individual. The award is made in the memory of Ferd. Kiesel, ACSA's founding president.

Eligibility. The recipient can be anyone who has made a significant contribution to public education, including an administrator, teacher, legislator or community member. Current ACSA employees and ACSA board members are not eligible to receive this award.

Criteria for granting the award include: 1) the contribution has had significant impact on public education over a wide geographical area; and 2) the contribution has had impact on significant segments of public education.

Although it may not be as important as the contribution itself, the time a person has been involved with education also is considered.

Nomination Process. All nominations must be submitted through ACSA's online Awards Platform directly to the committee.

The Awards Committee reviews and considers all nominations and makes recommendations to the Board of Directors which makes the final selection. The award is presented at ACSA's Leadership Summit in November.

Deadline. Deadline for online submission of nominations is **January 22, 2026**.

Marcus Foster Memorial Award for Administrator Excellence

Purpose. This award recognizes outstanding leadership and significant contributions to education by a school administrator. It was established to honor the memory of Marcus Foster, former superintendent of the Oakland Unified School District.

Recipients of this award receive a \$5,000 grant for a designated high school senior or seniors.

Eligibility. The recipient should be an ACSA member who personifies the ideals of Marcus Foster and be an administrator who is a skilled manager of change; has a management style that involves many sectors of the community and includes broad professional involvement; is willing to take risks to improve educational opportunities; is creative, willing to try new ideas and reaches out to children; speaks out in his or her community on issues that have an impact on children; respects all people, especially children, as human beings; and protects the rights of all people to have full citizenship. Current ACSA employees and ACSA board members are not eligible to receive this award.

Nomination Process. All nominations must be submitted through ACSA's online Awards Platform directly to the committee. Nominations can be made by any member of ACSA, charter groups, committees or regions.

The Awards Committee reviews and considers all nominations and makes recommendations to the Board of Directors, which makes the final selection. The award is presented at ACSA's Leadership Summit in November.

Deadline. Deadline for online submission of nominations is **January 22, 2026**.

Special Awards

Special awards recognized at both region and state levels.

Robert E. Kelly Award

Purpose. This award is made in memory of Robert E. Kelly, former superintendent of Los Angeles Unified School District. Robert Kelly was instrumental in establishing the Los Angeles City Schools Bank of America Achievement Awards program in 1948.

The recipient of this award should be an individual who, upon retirement, contributes significantly to public education or educational leadership by volunteer work in his or her community.

Eligibility. The recipient must: 1) be an ACSA retired member, and have been retired for a minimum of three years; 2) have made significant contributions to the community on a volunteer basis; and 3) directly or indirectly helped advance the high quality of public education or educational leadership in California. Current ACSA employees and ACSA board members are not eligible to receive this award.

Nomination Process. Nominations for the Robert E. Kelly Award must be submitted through ACSA's online awards platform, <http://acsa.awardsplatform.com>.

Each region convenes an awards committee to review all nominations. The region president forwards the region's nominee to the state Awards Committee for consideration. After reviewing all nominations, the state Awards Committee recommends a single recipient to the state Board of Directors, which makes the final selection. Recipients are honored at ACSA's Leadership Summit in November.

Deadline. Deadline for online submission of all nominations is **January 22, 2026**.

Valuing Diversity Award

Purpose. This award is given to an administrator who epitomizes ACSA's Mission Statement by his/her efforts in promoting diversity and support for all of the children, parents and staff at their school or district.

Eligibility. The recipient must be an active ACSA member who has exemplified outstanding leadership in developing and implementing programs that have enhanced the support and value of student diversity.

The administrator who receives this award should be one who: 1) fosters positive district office and school climates that promote the awareness and celebration of diversity; 2) empowers and supports staff to take risks in developing programs for all students; 3) develops strong community partnerships to ensure success for all students; 4) models and values the maintenance of high academic standards for all students; 5) shares pertinent information regarding diversity with parent and professional organizations. Current ACSA employees and ACSA board members are not eligible to receive this award.

Nomination Process. Nominations for the Valuing Diversity Award must be submitted through ACSA's online awards platform, <http://acsa.awardsplatform.com>.

Each region convenes an awards committee to review all nominations. The region president forwards the region's nominee to the state Awards Committee for consideration. After reviewing all nominations, the state Awards Committee recommends a single recipient to the state Board of Directors, which makes the final selection. Recipients are honored at ACSA's Leadership Summit in November.

Deadline. Deadline for online submission of all nominations is **January 22, 2026**.

Partners in Educational Excellence

Purpose. The Partners in Educational Excellence Award is given annually to exemplary school-community partnership programs that promote effective educational performance, enhanced student achievement and strong community involvement in educational quality.

Eligibility. This award is granted to outstanding community partnership programs at region and state levels, and recognize the individual leadership and contributions of school administrators, educators and community or business leaders involved in the program. Current ACSA employees and ACSA board members are not eligible to receive this award.

Nomination Process. Nominations for the Partners in Educational Excellence awards must be submitted through ACSA's online awards platform.

Each region convenes an awards committee to review all nominations. The region president forwards the region's nominee to the state Awards Committee for consideration. After reviewing all nominations, the state Awards Committee recommends a single recipient to the state Board of Directors, which makes the final selection. Recipients are honored at ACSA's Leadership Summit in November.

Deadline. Deadline for online submission of all nominations is **January 22, 2026**.

AOY & ESS Awards

Administrator and student awards recognized at both region and state levels.

Administrator of the Year Awards

Purpose. These awards recognize outstanding performance and achievement by individual administrators, classified managers or confidential employees in the following categories:

- | | |
|--|---|
| ■ Superintendent | ■ Special Education Administrator |
| ■ Secondary Principal | ■ Superintendent/Principal |
| ■ Middle Grades Principal | ■ Business Services Administrator |
| ■ Elementary Principal | ■ Student Services Administrator |
| ■ Central Office Administrator (District/County) | ■ Curriculum and Instruction Administrator |
| ■ Elementary Co-Administrator | ■ Continuation/Educational Options Administrator |
| ■ Secondary Co-Administrator | ■ Professor of Education |
| ■ Classified Leader | ■ Retired Administrator (Volunteer Service to ACSA) |
| ■ Confidential Employee | ■ Technology Administrator |
| ■ Personnel/Human Resources Administrator | |
| ■ Adult Education Administrator | |
| ■ Career Technical Education Administrator | |

If you have questions regarding the eligibility of a nominee within a category, please contact the Awards Coordinator.

Eligibility. Recipients must be active **ACSA members** who demonstrate commitment to an equitable education system and to meeting the diverse needs of all students and school communities; exceptional leadership in implementing, managing and supporting school programs; commitment to educational quality and student achievement; commitment to professional growth, ethics and innovation; commitment to nurturing and sustaining a safe and inclusive learning environment. Current ACSA employees and ACSA board members are not eligible to receive these awards.

Nomination Process. Nominations for Administrator of the Year awards must be submitted through ACSA's online awards platform, <http://acsa.awardsplatform.com>.

Each region convenes an awards committee to review all nominations. The region president forwards the region's nominee in each category to the state Awards Committee for consideration as a state finalist.

After reviewing all nominations, the state Awards Committee recommends one nominee in each category to the state Board of Directors, which makes the final selection. Recipients are honored at ACSA's Leadership Summit in November.

Deadline. Deadline for online submission of all nominations is **January 22, 2026**.

Every Student Succeeding Awards

Purpose. The purpose of this award is to honor students at all grade levels (pre-K to adult education) who have succeeded against all odds, beyond expectations or simply won the hearts of the administrators and other educators who helped them achieve their goals. One student from each region will be honored.

Eligibility. Nominees should be students who have made a special effort to succeed and have overcome obstacles such as:

- Returning to school
- Leaving a gang
- Improving their attendance
- Changing their attitude
- Overcoming physical and mental barriers

They should also be active in:

- After school programs
- Community service
- Student conflict resolution
- Cross-age tutoring
- Peer mediation
- Peer tutoring

Nominees can come from programs such as:

- Alternative Education
- At-risk
- Bilingual
- Continuation School

Nomination Process. Nominations must be submitted directly to the nominee's region. Each region will select one student recipient and honor them at region events throughout the year.

Nomination forms are available for download on the ACSA website at www.acsa.org/awards under the tab Nomination Forms.

Students will be honored at ACSA's Leadership Summit in November, as well as at various regional events.

Deadline. Contact your region leadership for the region deadline. Deadline for submission of recipient information to state ACSA by region leadership is **March 2, 2026**.

Association of California School Administrators

Date: May 8, 2025

To: All ACSA Region Treasurers
All ACSA Region Consultants

Copy: 2025-2026 Region Presidents
2024-2025 Region Presidents
CliftonLarsonAllen, LLP

From: ACSA Chief Financial Officer

Subject: ACSA Annual Audit

No later than August 31, 2025, all Regions are required to submit to ACSA's Financial Services (Finance@acsa.org) all information necessary to complete the annual audit of ACSA and its affiliated companies.

The following documents are required:

- Bank Statement dated 6/30/2024
- Bank Statement dated 6/30/2025
- Completed [Financial Report Template FY25.xlsx](#)

Please submit these documents to RegionSupport@acsa.org.

All forms will also be available [here](#).

Thank you for your continued cooperation.

ACSA CHARTER PRESIDENTS' CHECKLIST

	Yes	No	Who Will Do It?	Complete?
1. Does the charter adopt annual priorities?				
2. If appropriate, has the charter submitted a budget or annual financial report to the region?				
3. Is the election of officers held before April 1 each year?				
4. Do charter presidents have regular meetings?				
5. Does the charter president attend region board/delegate assembly meetings?				
6. Does the charter meet to react to region and state board/delegate assembly agendas?				
7. Are all charter committee/council appointments completed?				
8. Is there a charter officer designated to supervise committee/council activities?				
9. Does the charter evaluate the effectiveness of committees/councils?				
10. Have political action policies been presented to charter membership?				
11. Does charter programming provide for:				
A. Job-alike meetings?				
B. Committee/council-sponsored meetings?				
C. State co-sponsored meetings?				
12. Does the charter have a master calendar?				
13. Does the charter have a membership chair?				
14. Is membership and SASS information available at charter meetings?				
15. Does the charter encourage membership in state ACSA?				
16. Does the charter have a promotional campaign for new members?				

Association of California School Administrators

17. Does the charter have an orientation program for new members?
18. Does the charter have an “awards program” to recognize outstanding educators, citizens, students?

CHARTER ANNUAL REPORT

SAMPLE - Provided as an example. For Charter use as appropriate.

Name of Charter: _____

Individual Making Report: _____

General Information

Total membership of Charter (number of members): _____

Percent of membership belonging to State ACSA: _____

Number of Charter Professional Development meetings: _____

Activities/Accomplishments Of Charter Relative To Goals Of Charter

Examples:

1. Image enhancement of public educational school administration
2. Political awareness/development
3. Charter membership (state/local)
4. Due process
5. Management leadership/administrative skill development

Other Comments

APPLICATION FOR NEW CHARTER

Attn: Kristy Tinsley; 1029 J Street, Suite 500; Sacramento, CA 95814

Date _____ Region _____

1. Full name of proposed Charter _____
 2. Number of school administrators in the proposed Charter _____
 3. Are the policies and practices of your proposed Charter in harmony with those stated in the ACSA Bylaws?

☐
(YES)

☐
(NO)
 4. Attach a copy of your proposed Bylaws.
 5. Attach a list, including the name, position and school address, of each of your Charter members.
 6. Attach a list of the names, addresses, and phone numbers of officers of your Charter.
-

Action by ACSA Region _____ Date _____

Approved _____ Disapproved _____

Region President Signature

WAYS TO STRENGTHEN REGION COMMITTEES/COUNCILS

One of the goals of state committees/councils should be to strengthen region committees/councils. Listed below are a variety of ideas which may assist you. These are not listed in priority order.

1. State committee/council member normally to serve as region committee/council representative.
2. Region committees/councils to have representation from each charter.
3. Region committee/council representative to serve on region board of directors or to report at least every other meeting of the region board of directors.
4. Region committees/councils working in cooperation with region program chair to plan special region or co-region meetings, programs, or workshops.
5. Region committee/council representative working in cooperation with region program chair to plan "job-alike" topics for at least a part of region meetings. These meetings might have a speaker or discussion group to share new materials, ideas, problems.
6. Use region committees/councils for input on critical issues, i.e. state department goals, tasks under consideration by state committees/councils, Board of Directors, undeveloped needs or problems, etc.
7. Consideration of a special publication or other bulletin (for region and/or program chair) on alternative ways committees/councils function in regions.
8. Some form of written report in every issue of region and/or charter newsletter whenever possible.
9. Develop effective two-way communication between state committee/council and region committee/council.
10. The ACSA staff has identified and developed workshops that could be made available for region use. The ACSA staff is also an excellent source of information on various topics of interest.
11. State committees/councils could identify professional learning topics for state or regions or charters to conduct for members.
12. Region committee/council representative to distribute a condensation of state and region activities via region newsletter or special bulletins to all job-alike types of personnel.

13. Members of state committees/councils to contact members of region committees/councils prior to state meetings to obtain ideas for state agenda.
14. Region committees/councils coordinate activities with county superintendents' offices to develop cooperative workshops, projects, programs, etc.
15. State committees/councils to coordinate with state department personnel in order to keep regions informed.
16. Members of state committees/council to contact region and charter presidents prior to state committee/councils meetings to determine possible agenda items.
17. Region committees/councils identify and/or develop exemplary programs within regions. Region and/or state to disseminate information.
18. State committees/councils to provide topics, panels, demonstrations, mini-workshops at Leadership Summit.
19. Have a member of state committee/council responsible to provide input to the Leadership Summit Planning Committee.
20. State committees/councils to establish additional task force groups, i.e., early childhood, textbooks, media, to prepare papers and/or workshops.
21. State committees/councils to establish better coordination with other ACSA committees/councils and/or assist in development of instruction related joint projects, i.e., secondary, middle and elementary education, evaluation, etc.
22. State committees/councils can work to better improve relationships with national organizations with similar interests.
23. Work cooperatively with other organizations to co-sponsor professional learning workshops and conferences.
24. Region curriculum and instruction committee/council identify district or county programs, publications, workshops or other media which facilitate implementation of ACSA priorities. These are to be communicated to state committees/councils and/or staff for screening and dissemination of availability for region, co-region or charter programs.



V. Committees & Councils



**ACSA COMMITTEES/COUNCILS
2025-2026**

Committee/council work serves two purposes within ACSA: expertise and networking. The two functions involve responding to issues in two ways. Committees/councils respond to and develop activities and resources related to board adopted issues and ACSA's mission and vision, and they also act on issues specific to and identified by the committee/council itself.

Councils & Committees:

- Council membership consists of an elected President and a representative from each Region. Members may hold positions related to specific job categories that are aligned with similar job roles from their respective regions. Additionally, councils may also be formed to address specific interests or goals and may not necessarily include representatives from each region. Councils create bylaws and operating rules, which must be approved by the board of directors.
- Committees are comprised of an appointed Chair and members that may or may not represent every region. Formation of a committee is based on a common interest or goal, rather than a job-a-like.

Committee & Council Toolkit:

The "[Committee and Council Toolkit](#)" aims to provide essential resources and guidance for groups, empowering members to collaborate effectively, make informed decisions, and achieve their collective goals.

Special Committees:

From time to time, the Board of Directors has created special committees. The main distinction between special committees and regular ACSA standing committees is that special committees may serve a limited term and members are not selected on a one per region basis.

Appointments to special committees are not made on a one per region basis but are made by the state president after consultation with appropriate resource persons. The following criteria is considered:

- Expertise in the area specified by the committee's purpose and responsibilities
- Job alike representation and balance

Sub-Committees of the ACSA Board of Directors:

The Audit, Awards, Finance, and Executive Committees act as subcommittees of the state Board of Directors. The Audit Committee has four current directors, chaired by the past president. The Awards subcommittee consists of four current or past directors, also chaired by the past president. The Finance Committee requires a minimum of four directors, with the Vice President as chair. The Executive Committee includes the five Board Officers and two elected members from the Board. These subcommittees meet as needed.

Councils	Committees
<ul style="list-style-type: none">● Council of ACSA/CAPEA Leaders● Council of Adult Education Leaders● Council of Business Service Leaders● Council of Career Technical Education Leaders● Council of Classified Educational Leaders● Council of Co-Administrator Leaders● Council of Curriculum, Instruction and Accountability Leaders● Council of Early Education Leaders● Council of Educational Options Leaders● Council of Elementary Education Leaders● Council of Equity Leaders● Council of Human Resource Leaders● Council of Middle Grades Education Leaders● Council of Retired Leaders● Council of Secondary Education Leaders● Council of Small School District Leaders● Council of Student Services and Special Education Leaders● Council of Superintendent Leaders● Council of Urban Education Leaders	<ul style="list-style-type: none">● Audit*● Awards*● Executive*● Finance*● Leadership Development● Leadership Summit Planning*● Legislative Policy Committee Committee● Member Services Committee● Vice Presidents of Legislative Action

COMMITTEE/COUNCIL GOALS/AGENDAS & BOARD ISSUES

Goal/Agendas for action:

Each committee/council determines at the *beginning of each year* what its goal/agenda for the year will be. Some committees/councils adopt multi-year plans which are carried forward with periodic review.

In choosing their action agendas, committees/councils may engage in any activity not contrary to policy or the operating procedures of the association.

Please note that while committees/councils are unable to adopt policy or positions on behalf of the association, they are encouraged to develop recommendations for the Board of Directors to adopt.

Board-adopted issues:

The committees/councils constitute an "expert" resource for the membership and the Board of Directors. In that capacity, committees/councils may be asked by the Board to devote part of their agendas to issues or problems identified by the Board as critical to ACSA's current action agenda and to furthering ACSA's mission and vision. A specific product may be requested, such as a position paper or legislative proposal, or the Board may identify an area of concern and leave it to the committee/council to choose the product it prefers.

Committee/Council identified issues:

Committees/Councils are also the center of ACSA-based professional networks. As such, they assist in the identification of emerging and current issues, and are encouraged to develop activities which pursue interests' specific to the makeup of each committee/council. Products related to these activities may range from being sure that ACSA has a part in the deliberations of another organization to identifying issues, resources, or information of use to the membership or Board.

RESPONSIBILITIES OF THE STATE COMMITTEE CHAIR/COUNCIL PRESIDENT

- Plan and conduct meetings of the state committee/council.
- Guide the committee/council in developing and fulfilling its charge.
- Represent the committee/council as an official member of the ACSA state leadership assembly.
- Be responsible for getting issues/concerns of the committee/council on the ACSA Board of Director's agenda.
- Send an alternate to the leadership assembly, if you are a voting chair/president and cannot attend the assembly. Alternates for committee chairs/council presidents must be members of the respective state committee/council.
- Inform the committee/council of the process to place positions/actions/resolutions before the board.
- Review leadership assembly agendas and obtain input/reactions from committee/council members prior to voting at the leadership assembly.
- Represent the committee/council at state meetings of committee chairs/council presidents. (Generally, meetings are held in conjunction with the ACSA state leadership assembly.)
- Respond, in writing, to items referred to the committee/council for study or action by the Board of Directors.
- Encourage work of state/region/charter committees/councils through state committee/council members.
- Develop a process for committee/council members to fulfill their responsibility to periodically report to their respective regions.
- Notify the region president if a committee/council member misses over three meetings — this member should be replaced.
- Inform the committee/council about process for special funding via Activity Design Process.
- Operate the committee/council within the approved budget.
- Make required reports and fulfill other tasks essential to the "running" of the committee/council.
- Complete reports as requested.
- Ensure committee/council attendance sheets and meeting summary forms are filed promptly with State ACSA's governance assistant.
- Be familiar with ACSA's Policies & Procedures.

RESPONSIBILITIES OF STATE COMMITTEE/COUNCIL MEMBERS

Committee/Council members are presumed to be active and knowledgeable practitioners in their fields. They are expected to:

- Meet obligation of membership on the committee/council by attending committee/council meetings and cooperating with other committee/council members in fulfilling committee/council charges/tasks.
- Chair the region counterpart committee/council where this is consistent with region organization.
- Periodically report to the region board or leadership assembly, and when appropriate, to members via workshops or region newsletters.

ADDITIONAL RESPONSIBILITIES OF REGION REPRESENTATIVES TO COMMITTEES/ COUNCILS

- Conduct region committee/council meetings and/or multi-region or co-region activities and workshops.
- Meet objectives specified in the region committee/council charge (mission and vision statement).
- Work with region program chair in planning and conducting "job-alike" activities, training programs, and meetings designed to meet individual member needs.
- Facilitate the work of charter program chairs and committees/councils.
- Facilitate communication among charter, region, and state committees/councils.
- Report to members within the region.

RESPONSIBILITIES OF BOARD LIAISONS

Board Liaisons: Communications and Advocacy

An ACSA Board member is assigned to the committee/council to provide a communications link with the Board of Directors and to serve as an advocate for the committee/council. The liaison should:

- Maintain close relationship with assigned committee/council and committee/council executive, communicate current issues and charges from the Board, and report to the Board the major thrust of the committee/council.
- Encourage committee chair/council president to attend one board meeting during their tenure.

COMMITTEE/COUNCIL ACTIVITY PROJECT DESIGN PROCESS - SPECIAL FUNDING REQUESTS

Activity Design Process

The activity design process is used for state committees/councils to obtain additional funding that exceeds the normal operating expenses budgeted for committees/councils each fiscal year. This additional funding is available to committees/councils for special projects and/or activities.

Each fiscal year money is budgeted for activities.

In completing the additional funding request, please be specific under each category listed. The Board of Directors will review the request and approve or decline it.

Committee/Council Activity Project Design Form - Special Funding

A committee/council activity project design form must be completed and submitted to ACSA's executive associate when a committee/council wishes to request special funding for a particular activity.

In filling out the activity project design form, it is advisable to relate your proposed project to:

- Your committee's/council's stated purpose
- ACSA's mission
- The legislative platform adopted by the leadership assembly.

(The above mentioned items are all included in this manual.)

If the project is a multi-year project (example: preparing a publication), estimates of funding needed in subsequent years must be included with the initial proposal.

**2025-2026 ADDITIONAL FUNDING REQUEST
ACTIVITY DESIGN PROCESS**

COMMITTEE/COUNCIL: _____

CHAIR/PRESIDENT: _____ COMMITTEE/COUNCIL EXECUTIVE: _____

I. Needs statement/rationale for request as it relates to committee program plan.

II. Proposal (Timeline, personnel, materials, product)

III. Budget Layout Cost Explanation

<i>Current Year's Budget</i>		
Travel		
Meeting Expense		
Supplies		
Other		

Multi-Year Project:

Yes ☐

No ☐

If yes, estimated funds required in:

2nd year _____ 3rd year _____

IV. Evaluation Criteria

V. Dissemination Costs and Plans

TOTAL FUNDS REQUESTED _____

VI. Board of Directors Action _____

Date: _____

SAMPLES OF ACTIVITY PROJECT DESIGNS FUNDED

<u>AMOUNT</u>	<u>PROJECT</u>
\$4,000	To complete the Best Practices Booklet of Educational Options Schools and Programs throughout California.
\$7,500	To update the Goals and Objectives handbook with a focus on autism.
\$2,315	To update the Elementary Principal's Handbook.
\$1,750	To fund the development of an ACSA Middle Grades Leaders Academy.
NOTE:	Professional learning programs must be coordinated through the Educational Services Department.

February 18, 2025

To: Region Presidents
State Council Presidents
State Committee Chairs
Region Consultants

From: Courtney Adams Executive Coordinator
Executive Department

RE: Recognition Certificates

Service award certificates (gold) and certificates of appreciation (white) will be available from ACSA. The following explanations designate for whom each certificate is available and who should order the certificates. The request forms are hyperlinked below. Please click on service award or certification of appreciation and complete the online form.

REGION CERTIFICATES

[*Service awards \(gold\)*](#): Awarded to out-going region officers.

[*Certificates of Appreciation \(White\)*](#): Awarded to other region representatives.

Certificates for regions should be requested only by the region president or the region consultant. Requests should be sent at least two weeks before the certificates are needed. The certificates will be prepared and returned to the person and address indicated on the request form.

Blank certificates of appreciation for charters are available for completion by the

region. **STATE COMMITTEE/COUNCIL CERTIFICATES**

[*Service awards \(gold\)*](#): Awarded to out-going state committee and council representatives.

Certificates for out-going members of state committees/council presidents should be requested by state committee chairs/council presidents. Please send the request at least two weeks prior to your last committee/council meeting.

In order to prevent duplicate certificates from being made and/or certificates being presented to the wrong person, these forms must be completed and returned by state council/committee presidents/chairs, region presidents, or region consultants only. Additionally, region presidents and consultants should coordinate with each other to determine who will send requests for certificates for recipients in their region.

cc: Staff Liaisons/Staff Supports

CERTIFICATES OF APPRECIATION FOR SERVICE ON COMMITTEES/COUNCILS

If you are interested in providing certificates of appreciation to leaders on your committees/councils, ACSA can assist you. A description of the types of certificates that are available is listed below.

STATE COMMITTEE/COUNCIL CERTIFICATES

Service Awards (Gold): Awarded to outgoing state committee and council representatives.

Certificates for outgoing members of state committees/councils should be requested by state committee chairs/council presidents and requests sent/faxed (916-596-9538) to Naomi Blache at ACSA's Sacramento address. Please send/fax the request at least two weeks prior to your last committee/council meeting.

In order to prevent duplicate certificates from being made and/or certificates being presented to the wrong person, these forms must be completed and returned by state council/committee presidents/chairs, region presidents, or region consultants only. Additionally, region presidents and consultants should coordinate with each other to determine who will send in the request for certificates for recipients in their region.

Recognition Certificates

Service award certificates (gold) and certificates of appreciation (blue/white) will be available from ACSA's Sacramento office. The following explanations designate for whom each certificate is available and who should order the certificates. The request forms are fillable.

AFFILIATION — NATIONAL ORGANIZATIONS

ACSA Policies & Procedures, Section 1-A Affiliations - National Organizations, Procedure 1.5, guarantees funding for the following national affiliations out of the general annual budget:

- 1.5.1 To provide for the state president and president-elect to attend national conferences of his/her choice.
- 1.5.2 To provide the Curriculum, Instruction & Assessment Council funds for the council president or designee to attend the ASCD national conference.
- 1.5.3 To provide the Elementary Education Council funds for the council president or designee and the NAESP liaison to attend the national conference.
 - 1.5.3.1 To provide funds for the NAESP liaison to attend meetings of the Elementary Education Council.
 - 1.5.3.2 To provide funds for the NAESP liaison to attend the Western States Training Conference.
- 1.5.4 To provide the Secondary Education Council funds for the council president or designee and the NASSP liaison to attend the national conference.
 - 1.5.4.1 To provide funds for the NASSP liaison to attend meetings of the Secondary Committee.
- 1.5.5 To provide the Middle Grades Council funds for the council president or designee and the NASSP liaison to attend the NASSP national conference.
- 1.5.6 To provide the Human Resources Council funds for the council president or designee and the AASPA liaison to attend the national conference.
 - 1.5.6.1 To provide funds for the AASPA liaison to attend meetings of the Human Resources Council.
- 1.5.7 To provide the Adult Education Council funds for the council president or designee to attend the AAACE Conference.

AFFILIATION — NATIONAL ORGANIZATIONS

- 1.5.8 To provide the Superintendency Council funds for the council president or designee and the AASA liaison to attend the AASA conference.
 - 1.5.8.1 To provide funds for the AASA liaison to attend meetings of the Superintendency Council.
- 1.5.9 To provide a \$10,000 annual budget to be utilized by ACSA's standing committees and councils for national affiliation. The funds will be applied for via the activity design process. (See Section 5—Committees/Councils for the activity design process.)
- 1.5.10 Any of the committees/councils listed in 1.5.1 - 1.5.8 may apply to the Board of Directors for up to \$2,500.00 for hospitality or informational items. Should more funds be needed, the committee/councils shall apply to the Board and include written support rationale with the request.

The activity project design process is used to allocate funds by the Executive Committee of the Board of Directors. The following guidelines are suggested:

1. Priority funding goes to committee/council requests which are **not funded** in the general annual budget listed in 1.5.1 through 1.5.8.
2. To ensure equity, the remaining committees/councils will have access to the \$10,000 fund on a yearly rotating basis.
3. To encourage planning by each committee/councils, those activities submitted early in the financial calendar year will be given full consideration. **All activity project designs for national affiliations submitted by October 16 will be given priority consideration.**
4. All possibilities for collaboration or co-funding of activities will be strongly encouraged and endorsed.

TIPS & ADVICE FROM PAST COMMITTEE CHAIRS and COUNCIL PRESIDENTS

Engaging members

- Start NOW! Send notice of meeting dates early.
- Get an updated list of region representatives.
- Maintain a current email list.
- Confirm representatives' participation - Identify resignations and changes.
- Personal contact results in greater participation.
- Emphasize the opportunities for and power of networking.
- Plan a social event.

Newcomers orientation

- Personal (via phone call) invite new members.
- Separate meeting with new members.
- Role of region representatives.
- Overview and expectations of representatives.
- ACSA guidelines.

Gaining participation at meetings

- Send a series of messages and meeting reminders.
- Set an expectation for regular participation.
- Model and share ways to reach out to their region.
- Ambassadors for our council – common message.
- Emphasize the importance of participation in ACSA events.
- Provide opportunities for reps to participate.
- Solicit agenda ideas from members.
- Give opportunities for members to present (meetings/events).
- Follow up on topics discussed.

- Use dropbox or google docs to share and update information.
- Acknowledge Participation.

Goals of the Committee/Council

- What were the previous goals the year before?
- What's the Council or Committee's purpose?
- What's the link to a classroom?
- Legislative links.

Relationship with Legislative Policy Committee

- Develop a cadre of Committee/Council members who can speak to issues at legislative hearings.
- The position of your Committee/Council is valued and often necessary to make the best legislative policy decisions.
- Member serves for two years.

Travel

- Book airfare early to take advantage of lower rates.
- Schedule meeting start time to avoid overnight accommodations.
- Rent a vehicle if traveling more than 200 miles.
- Review travel expense claim forms.
- Use alternate meeting formats.

Other

- Most important piece is relational capacity.
- Model what you expect from others.
- Alternatives, alternatives, alternatives.
- Past President & President-Elect are resources.
- Use the Leadership Manual to guide.
- Be present at major ACSA Conferences
 - o Leadership Assemblies.
 - o Leadership Summit.
 - o Chair and president trainings.

ACSA Toolkits

Access ACSA Toolkits – Your Hub for Promotional Materials

There's now an easy way to find all state ACSA promotional materials – ACSA Toolkits here:

bit.ly/ACSAToolkits

This link takes you to a Google Shared Drive where you'll find promotional materials for all state ACSA events and campaigns. All Region Consultants have access to the ACSA Toolkits shared drive. Whenever a new toolkit is added or updated, you'll receive a notification via Gmail.

Inside the ACSA Toolkits shared drive, you'll find:

- Promotional toolkits for professional development events.
- Suggested timelines to guide your promotions.
- Social media posts and graphics ready to share.
- Approved logos and banners for branding consistency.
- Sample email and newsletter content to make outreach easier.
- ACSA Awards program promotional toolkit to celebrate excellence.
- Submit content promotional toolkits to help gather and share impactful stories.

You can download and share these materials across social media, newsletters, email, and handouts to maximize outreach.

Pro Tips for Using ACSA Toolkits:

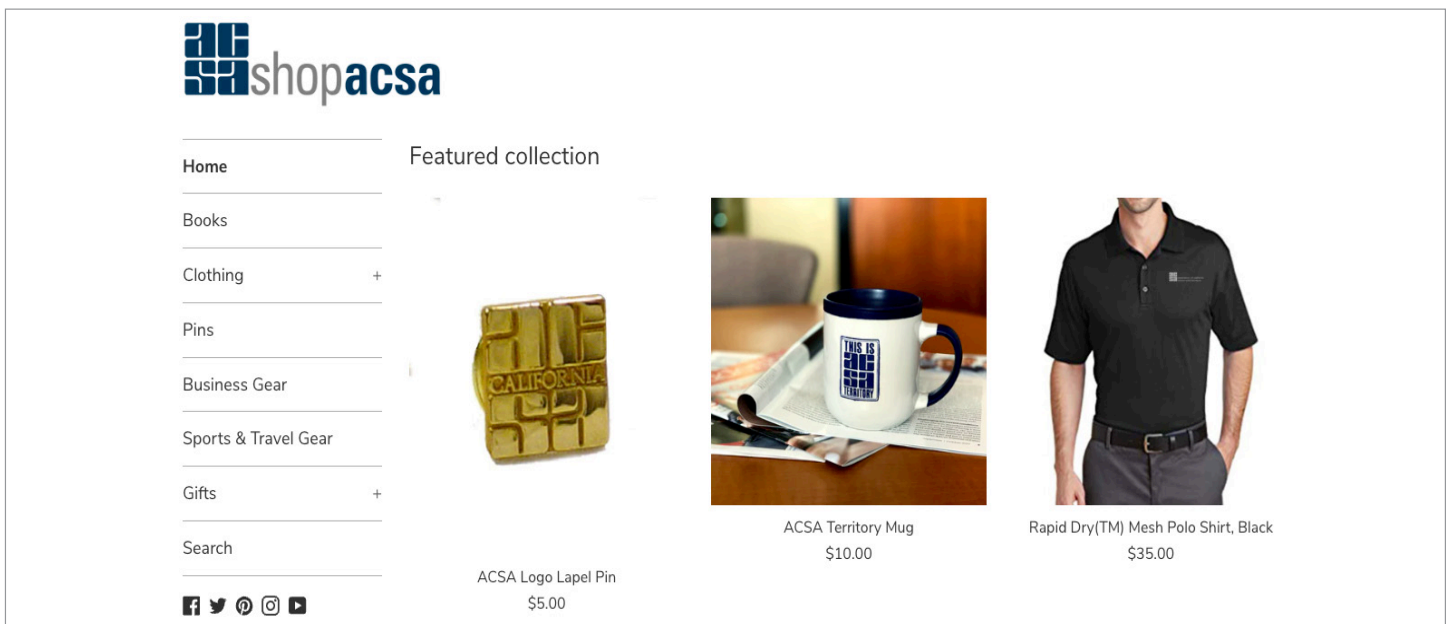
- Share toolkit links with region leaders and communications staff so they can help spread the word.
- Keep the Google Drive and subfolder links private. Download the materials first, then copy and paste the text into your documents or social media posts.
- Bookmark bit.ly/ACSAToolkits – your go-to resource for ACSA promotional materials!

Have questions or feedback? We'd love to hear from you! Email Jennifer Sacoolas at jsacoolas@acsa.org

ACSA's online marketplace...

<http://shop.acsa.org>

your source for ACSA gear, logo wear, publications and learning tools



features include:

- online browsing, searching and purchasing of all ACSA products
- optional customer accounts for orders and reorders
- full descriptions of every product with images
- ordering with credit cards (secure online transactions)

travel & business gear
gifts for charter & region
events

shirts, sweatshirts &
jackets
new edition elementary
principal's handbook