

# 2025 101:

*The Role of our Leaders*

# Welcome!

- Opening remarks
- Opening Activities
- Overview of Schedule
- Learning objectives for the day

# **State Overview Presenters**

**Dr. Marc Ecker**

**Interim Executive Director**

**&**

**Julianne Hoefler**

**Leadership Development  
Committee Representative  
(Region 17)**



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# State ACSA Overview

## ACSA Mission

The Association of California School Administrators is the driving force for an equitable, world-class education system, and the development and support of inspired educational leaders who meet the diverse needs of all California students.



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# **ACSA believes an educational leader is someone who:**

- Puts students first and advocates on their behalf
- Sees the potential in all individuals through the lens of equity and a belief in the power of diversity
- Draws upon the passion and talent of others to develop a shared vision for education
- Builds strong consensus and a commitment to action



# **ACSA believes an educational leader is someone who:**

- Is principled and authentic
- Is bold and influential
- Is driven to turn possibility into reality
- Inspires others by nourishing the mind and the heart
- Understands that it is a primary responsibility of leadership to cultivate and promote other leaders



# ACSA Basics

- Not-for-profit mutual benefit corporation [501(c)6]
- Formed in 1971 by 7 organizations resulting in largest administrator organization in the nation
- Sponsored Subsidiary Organizations:
  - Foundation for Educational Administration (FEA)
  - ACSA Political Action Committee (PAC)
  - School Administrators Special Services (SASS)
  - National Association of School Administrators (NASS)



# ACSA Organizational Structure

- **State ACSA:** the state level of ACSA governance.
- **Region:** 19 regions across the state, consisting of charters, usually combined by county.





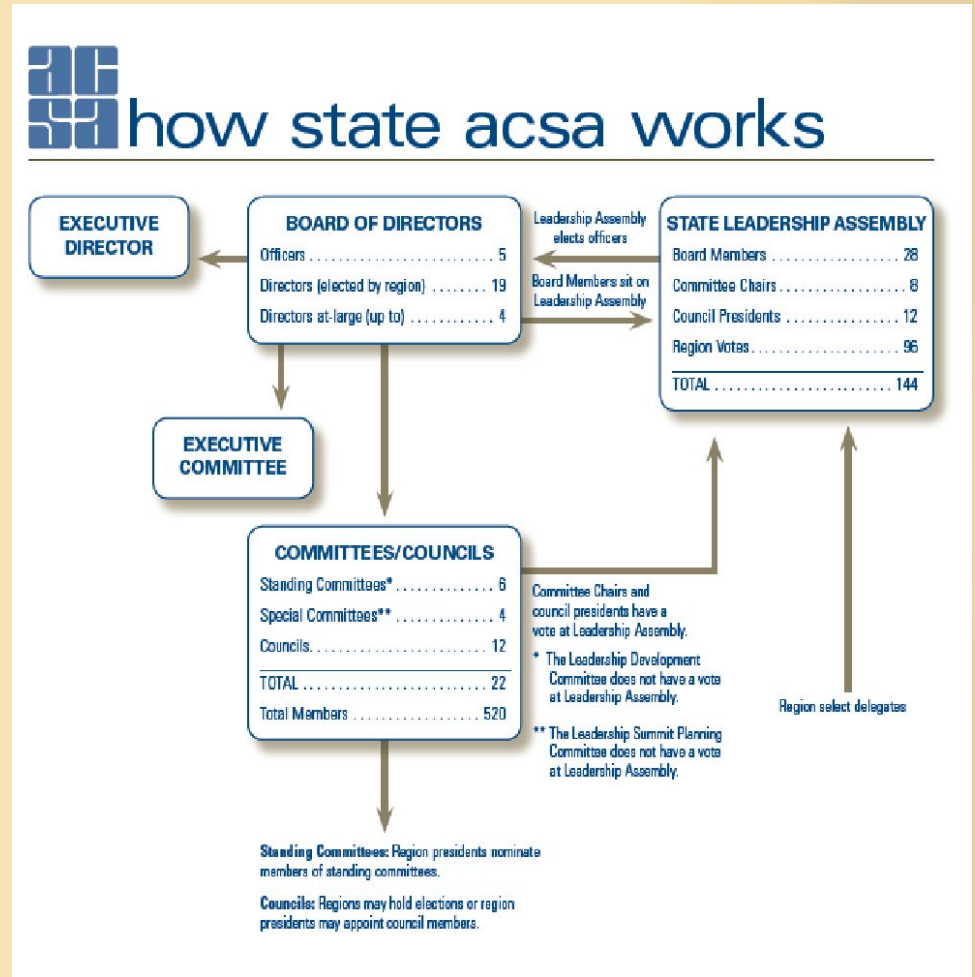
# ACSA Organizational Structure

- **Charter** – local group of members. May be a larger district or group of smaller districts.

**Purpose:** 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 communication between all levels of governance of ACSA.

# ACSA State Governance Structure

- Leadership Assembly
- Board of Directors
  - Executive Committee
- State Committees & Councils



# Meaningful Leadership Assemblies



# **What is the role of Leadership Assembly, and how is it composed?**

# Leadership Assembly

- Elect officers,
- approve bylaw changes,
- approve goals/objectives,
- ratify legislative platform,
- make recommendations to Board,
- receive and review information from task forces,
- advise concerning major policy issues,
- statewide ballot measures and on statewide candidate endorsements, and
- serve as liaisons to Regions.



# Leadership Assembly

- **Leadership Assembly Composition (144 total):**
  - State Board Members (28 total)
  - State Committee Chairs (8 total)
  - State Council Presidents (12 total)
  - Region Delegates (96 total)

Each region's president, president-elect, and vice president for legislative action plus additional delegates based on membership counts.

# **What is the role of the Board of Directors, and how is it composed?**

# State Board of Directors

- Primary governing body.
- Employ and evaluate ED;
- strategic direction,
- monitor strategic plan;
- establish and monitor policies;
- govern operations; budget;
- approve appointments;
- approve political candidate endorsements;
- approve recommendations from groups;
- approve position papers,
- recommend bylaw changes, and
- approve annual dues.



# State Board of Directors

- **State Board Composition (up to 28 total):**
  - **Elected Officers (5 total)** President, President-Elect, Vice President, Vice President for Legislative Action, Past President
  - **Directors (19 total)** One elected by each Region
  - **Directors-at-Large (up to 4)** President names at-large members

# **What is the role of Committees and Councils, and how are they composed?**

# State Committees

- **Role:** purpose and suggested activities of any taskforce/ committee are determined by the board (P&Ps define purpose of each group).
- **Standing Committees (6 total)**
  - Co-Administrators
  - Equity
  - Leadership Development
  - Legislative Policy
  - Member Services
  - Retirement
- **Special Committees (4 total)**
  - ACSA/CAPEA
  - Leadership Summit
  - Small School District
  - Urban Education

# State Councils

- **Role:** To represent the job-alike group it serves, responsible for activities and policy relating to its job-alike function and for gathering input and expertise, and disseminating information as needed.
- **Councils (13 total)**
  - Adult Education
  - Business Services
  - Career Technical Education
  - Classified Educational Leaders
  - Curriculum, Instruction & Accountability Leaders
  - Early Education
  - Educational Options
  - Elementary Education
  - Human Resources
  - Middle Grades Education
  - Secondary Education
  - Student Services and Special Education
  - Superintendency

# **How does the state office staff fit into the picture?**

# **ACSA Department Structure (State Staff)**

- **Executive Director reports to the Board and oversees two offices and eight departments:**
  - Educational Services
  - Equity & Diversity
  - Executive Department
  - Financial Services
  - Information Technology
  - Marketing/Communications
  - Governmental Relations
  - Member Services and Legal Support

# ACSA Staff Org Chart



## Association of California School Administrators

### Executive Office and Operations

**Marc Ecker (S)**  
Interim Executive Director

**Lori Allred (S)**  
Executive Associate  
**Courtney Adams (S)**  
Administrative Coordinator

**Scarlett Vanyi (S)**  
Chief Operations Officer

**Kristy Tinsley (S)**  
Executive Assistant &  
Board Liaison

**Marjorie Burghgraef (S)**  
Sr. Director, Human Resources  
**Claudette Harter (S)**  
Human Resource Coordinator

### ACSA Departments - Burlingame (B) - Sacramento (S) - Field (F)

#### Educational Services

**Tracy Robinson (S)**  
Sr. Director

**Danelle Buckley (S)**  
Julia Cash (S)  
Elaine Cervantez (S)  
Christina Cruz (S)  
Jazmine Dawson (S)  
Michael Dawson (B)  
Patricia Elmore (S)  
Janaye Field (S)  
**Mary Gomes (S)**  
Linda Liebert (S)  
Celisse Mueller (S)

#### Equity and Diversity

**Adonai Mack (S)**  
Sr. Director

#### Financial Services

**Erin Grogan (B)**  
CFO/Sr. Director

Summer Deng (B)  
**Mandy Feng (B)**  
**Jenny Huang (B)**  
Taffi Owen (B)  
Magdalena Toval (B)  
Terry Yu (B)

#### Governmental Relations

**Edgar Zazueta (S)**  
Sr. Director

Megan Baier (S)  
Suzanne Caffrey (S)  
Dorothy Johnson (S)  
Serette Kaminski (S)  
Kristy Tchamourian (S)  
Phil Miranda (S)  
Diana Vu (S)

#### Information Technology

VACANT  
Sr. Director

Cedric Burgess (S)  
Josh Peterson (S)  
Aldo Rivera (S)

#### Marketing and Communications

**Naj Alikhan (S)**  
Sr. Director

Emily Agpoon (S)  
Michelle Carl (S)  
Michael Kelly (S)  
Stephen Long (S)  
Gianna Miller (S)  
Tracy Olmedo (S)

#### Legal Advocates

John Almond  
Sharon Dezutti  
Joseph Jones  
Janet Morey  
Garrett Rutherford  
William Tschida  
Lloyd Wamhof

#### Member Services and Legal Support

**Margarita Cuizon-Armelino (S)**  
Sr. Director

**Carlota Cabrera (B)**  
Joanne Godfrey (F)  
Stephanie Llamas (B)  
Cynthia Peralta-Melendez (B)  
Alice Petrossian (F)  
Janis Rawlins (S)  
Simon Wong (B)

#### Member Recruitment

Deborah Burke  
Fernando Elizondo  
Penelope Fraumeni  
Sherman Garnett  
Robert Lee  
Charlene Lemons  
Jose Morales  
Felton Owens  
Anne Welsh-Treglia

R. 4/2022



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# Preparing for Leadership Assembly

- **Step 1: Watch for Preliminary Highlights**
  - Book your travel early (at least 30 days prior)
  - Confirm your delegates and/or identify alternates
  - Submit alternates to State ACSA if needed
- **Step 2: Final Leadership Assembly Agenda Packet**
  - Confirm all delegates plan to attend and have made arrangements
  - Review the agenda and background
  - Gather feedback from Region/Charters or Committee/Council
- **Step 3: Following Leadership Assembly**
  - Communicate information back to the Region/Charters or Comm/Council
  - Submit travel expense claim promptly





# Voting Parameters

- **Region Votes:**
  - The number of voting delegates is determined by the regular and consolidated membership
- **Region Alternates:**
  - Submit alternate information in a timely manner
- **Alternate Policy for Region Consultants**
  - Region Consultants do not have a vote and therefore can not have alternates

# Voting Parameters

- **State ACSA Board Members & Officers**
  - Board Members do not have a proxy or alternate
  - If they are not present, they do not have a vote
- **Council Presidents & Committee Chair Alternates**
  - Alternates must come from their respective committees or councils
  - They Vote IN ADDITION to their region votes

# **Your Leadership Role in Communicating ACSA's Message**

- A top priority for every ACSA leader is sharing ACSA's mission, vision and priorities with members and potential members.
- Share repeatedly and make it a focus at all ACSA events.
- ACSA members are the most credible spokespeople for California's schools. Your role in communicating on behalf of students is more important than ever before.

# **Getting Guidance Presenters**

**Dr. Erin Simon**

**Incoming ACSA President**

**&**

**Julie Olesniewicz**

**Incoming Board Member  
Representative (Region 15)**

# Getting Guidance: Governance Resources

- State ACSA Bylaws
- Policies & Procedures
- Strategic Plan
- Region/Council/Other Bylaws
- Leadership Manual
- Leadership Directory

Several resources available at: <https://www.acsa.org/About-Us>

**Now that you understand  
ACSA's structure and  
governance documents,  
let's put your knowledge  
to the test...**

ACSA 2020 Leadership Training Quiz



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# **Advocacy:**

## **Engaging the ACSA Voice**

**Presented by:**

**Dr. Edgar Zazueta, Incoming Executive Director**

**Jonathon Brunson, Chair, Legislative Policy Committee**

# **Membership:** Recruitment & Retention

**Presented by:**

**Margarita Cuizon-Armelino,  
Sr. Director, Member Services and Legal Support**



# **Next Up:**

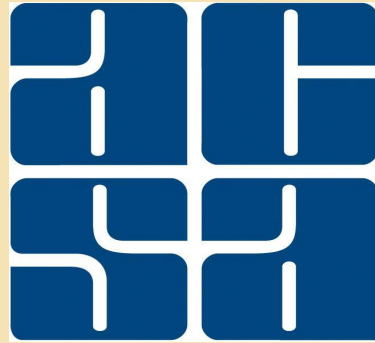
## **Afternoon Break & Breakout Groups**

**2:50-3:00pm BREAK**

**3:00-5:00pm Breakout Groups:**

- **Region Leaders (Grove)**
- **Committee/Council Leaders (Strawberry Peak)**





*Thank you!*

**Enjoy your year as an ACSA Leader!**



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