



# INSTRUCTIONAL PRIORITIES

What do you think? What can we call this?

**Strategic Goals = Objectives**  
→ Dramatically improve English learner engagement and achievement  
→ Create & sustain learning environments  
→ Provide strategic direction & support  
→ Create & support safe affirming enriched  
→ Engage families & community

1. VISION
2. HOW TO MAKE IT PUBLIC and VISIBLE to the ENTIRE CALIFORNIA COMMUNITY

FORWARD!!!

Anything to add or change? What will resonate? (create)

# THEORY of ACTION

Vision for LEADERSHIP & LEARNERS  
CLASSROOM  
SCHOOL  
DISTRICT  
STATE!

# PRINCIPLES

- Student Centric
- Transparent
- Aligned
- Service
- Empowerment
- Risk Taking
- Big Picture
- CONTINUOUS IMPROVEMENT

# VISION

## Values

- Support and Service
- Reciprocal Accountability
- Cultural and Linguistic Responsiveness
- EQUITY

increase CA capacity to create 21st Century learning environments - HIGH PERFORMANCE - PREPARED - FULL CITIZENSHIP

# Welcome... The 2012 BOARD RETREAT

- Entering a new era = OPPORTUNITY!  
New stds and new assessments  
Increasing diversity New leadership!
- We can RETHINK CABE's core identity & MISSION  
Premier source for expertise
- A BOLD NEW VISION!  
60 AWAY \*ENRICHED!  
\*VISER!  
\*RENEWED!  
\*WITH NEW FRIENDS!!

## Mountains



ACCOUNTABILITY

COMMUNITY ENGAGEMENT

## ENVISIONING SUCCESS

- Today...
- Build relationships
  - Reflect on past year
  - Develop understanding & consensus
  - CABE VISION VALUES
  - COMPASS
  - BOARD ROLE
  - Celebrate! SUCCESS!!!

## Desert



The world is richer than it is possible to express in any single language - Ilya Prigogine

## Valleys

# 2011 in Review

CABE continues to be an INSPIRATION to bilingual teachers & leaders.

Providing LEADERSHIP SKILLS to HS students at the Annual Conference... High School Leadership Institute

CABE/CA TOGETHER Co-Sponsored Bill for the Seal of Bilingualacy

Re-affirmation of CABE's VISION for 2-way!

Better relationships w/ SBE Progress in SACRAMENTO

Powerful Professional Development

ELs are not an afterthought in the Legislature

MSQ!

## Everywhere!

Creation of a ELL Division in CDE

By Gallardo & Ramirez Multicultural Education: Transforming One Community At A Time

Magaly Lavendez new book Pedagogies of Questioning

Project 2INSPIRE has expanded the Roads to New Opps for Parent School Community Engagement

Great leadership by Maria... A Foundation for Jan

## ALL ABOARD



## Coast

# Reflections

## CABE ESSENTIALS

- What resonates?
- What is uncomfortable?
- How to move from discomfort to "right"?
- Name actions needed to "own" the CABE Essentials...

- MEMBERSHIP
- STUDENTS
- TEACHERS
- PARENTS
- OTHER ORGANIZATIONS
- BUSINESSES

WE ARE THE LEADERS  
WE ARE POWERFUL  
and VOICES FOR CHANGE



**NOW...**  
How do we bring  
all this  
together???

## CABE GOALS

- Where are the matches connections alignments with CABE Essentials?
- What are the implications and opportunities for our work this year and in the future?

- Strengthen the PARENT piece
- Clearly IDENTIFY and DEFINE the BENEFITS of membership - Make sure schools/districts know

- Explore SCHOLARSHIPS what else can we do? Address community service Give districts scholarships for parents → training
- Build collaborative approaches to common goals - bring in like-minded and complementary orgs as partners
- Assessment - what other roles will take us beyond influencing state policy... how can we support teachers/principals directly?

- Get the WORD OUT re CABE and what CABE does

- Emphasize 21st Century skills

- Be able to clearly articulate WHAT IS CABE ABOUT?
- Improve communication with other depts

VALUES INTERWOVEN  
Not too many goals  
Well defined principles... put in action

- CABE ESSENTIALS + NEW CORE STDS + NEW ELD STDS HIGH QUALITY PROFESSIONAL DEVELOPMENT OPP!!

- FUND DEVELOPMENT Broaden our approach... incorporate businesses and other sources with which we have less experience

- Transformative Advocacy - Policy in Practice

- Services to PARENTS thru Project INSPIRE
- Joint leadership/ Collaborative approach to Policy Development - Provide background - research, info

- Targeted Professional Dev ... for teachers, leaders, families, and all!

- Access to research

\$4.99 CABE APP

\* Appreciate The Theory of Action + new core = students can believe in their own success/be exposed to new and different environments where they can excel

\* Vision enhanced by a FAMILY COMPONENT... something that will show them a future that includes opportunity and success

\* Key to internalize the essentials so we are able to clearly & effectively articulate them to others.

\* We need to go beyond just the Conference - Walk the Talk! Need a Conf. Action Plan

\* Counteract overwhelm on the job with ENTHUSIASM... u... IGNITES EXCITEMENT! Add in CONCRETE EXAMPLE to INSPIRE both the membership and the public

\* "WHAT'S GOOD FOR KIDS" - A POWERFUL LENS! ... MULTICULTURALISM!!!

\* Introduce CHAPTERS to help cultivate teacher leadership Address/transform deficiency mindset Cultivate asset orientation Combat legacy of 10-11 yrs of ridicule

\* Establish CABE as The Authority Accept the client than Do The Work! AND MEASURE IT!

\* Make CABE Values VISIBLE Help for advocacy & Communicating urgency

\* Reach out to Parents

- Advocate for new policy for assessment Not test based alone Look at character also
- Focus on teacher ideology, pedagogical knowledge and skill development.
- Create messages that are simple but not Simplistic

# Bringing It All Together:

GOAL 1  
Advocacy to Support Student Success

GOAL 2  
Quality Professional Development

GOAL 3  
Info & Research Issues Affecting English Learners

GOAL 4  
Membership Services that Build Our Network of CAFE Leaders

GOAL 5  
Quality Community Services

GOAL 6  
Expanded Network of Allies

GOAL 7  
Fund Development

OUR STRATEGIC GOALS

2007-2012

Greatest opportunities  
COMPASS and Assets  
Challenges to moving forward

What strategies/  
approaches might  
best leverage our  
potential for success

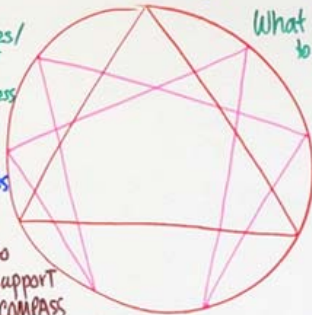
How will we know  
our strategies  
are getting results

What info  
is needed to  
effectively support  
the CAFE COMPASS  
and  
How can we be  
assured of getting it?

What will you  
commit to practice/  
implement to ensure  
success of the CAFE  
COMPASS?

What will CAFE be able  
to achieve by adopting  
the CAFE COMPASS

What roles might  
other people/orgs  
be able to play in  
enhancing the  
impact & success of  
the CAFE COMPASS?



A POWERFUL VISION  
OF  
English Learner  
Success

Engaging Our  
Community for  
Success

Designing  
for Success

Operationalize  
intent - create  
a system that  
is SUSTAINABLE

Not waiting to react  
Creating something  
POWERFUL  
NOW

ACTION  
PLANS  
(with Timelines  
and Resources  
attached)

Creating high  
performing  
21st Century  
Schools across  
the state

CLAIM (What)  
PRACTICE (How)  
EVIDENCE (Measures)

A GOOD CLAIMS STATEMENT:  
KEY!  
- What  
- Why/Purpose  
- For Whom/Target Audience

- What we  
can do now  
- What we will  
do later.  
- in what areas are you  
interested in working?

# AFTER ACTION REVIEW

Reflect on our day's work...

Whoever they go I must quickly follow - for I am their leader...

1. What did we accomplish?

FOCUSED

Protocols for incubating innovation

ENCOURAGED

Use CLAIMS/PRACTICE/EVIDENCE to develop Accountability



⇒ CABE LEADS COMO SIEMPRE!

⇒ REGION REPS REV UP TO REVITALIZE CABE MEMBERSHIP

⇒ CABE INSPIRES MEMBERSHIP

⇒ PRES OBAMA RECOGNIZES PROJECT 2 INSPIRE IN STATE OF UNION ADDRESS AS KEY TO CLOSING ACHIEVEMENT GAP

⇒ CABE MOVES FORWARD IN VOICE and ACTION

⇒ CABE COMPASS JUST DO IT!! ADELANTE!

⇒ USE CABE COMPASS TO GUIDE OUR ACTIONS

CONNECTED

Create a system of differentiated support so any district can select according to need

A framework for change/growth/CI

Realigned with the current context

Started charting a new course for the coming 3-5 years

Built community with new faces Explored common bonds & interests

Refocused/re-energized to continue the work we do

HAPPY

Develop a framework for Professional Development regardless of who it is for

CONFIDENT

HEARTFELT

ENERGIZED

CABE DASHED... Assess your success

2. What insights emerged re the work we/CABE do?

We raised the bar

Realizing that we now have capacity to make our VISION real

Reemphasized the importance of not working alone

See many areas where we/CABE are the Leaders

Sensitivity to the needs of teachers going forward... Very important to respond to their needs for ELs based on what's coming

Key areas that need improvement → CABE VISIBILITY! → Membership

JOLLY

Co-design/Collaborately work together

EXCITED

CURRENT

Certification on CABE Essentials  
- People who can provide assistance  
- Sites that can demonstrate success

⇒ CABE COMPASS JUST DO IT!! ADELANTE!

⇒ USE CABE COMPASS TO GUIDE OUR ACTIONS

URGENT!

3. Given these insights, what specific thing will you need to do in your role?

Connect w/ SFs Chinese teachers

How to delve deeply become expert, then assess viability for replication

ALARMED!

PROUD

Become familiar with goals  
Share info with regional reps  
Inform/educate legislators (esp new ones)

Communicate pathways for parent involvement

Devote time to Fund Dev!

Think out of the box re building membership

DASHBOARD! Exciting!  
Make instructional priorities ATTAINABLE!

Finishing with lots of energy Your PASSION really comes thru.

Learn to Dance Together!

Know where to look -

Hope you are able to take this PASSION with you as we follow up/ carry thru with the work we still have to do