



# CADA

California Association of  
Directors of Activities

SERIES 2020 - 2021

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ISSUE 3



## PRESIDENT'S MESSAGE

**Allison Gadeke**  
CADA President  
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Dear Friends, I hope you enjoyed a beautiful holiday season -- filled with laughter and much happiness. 2020 sure did provide us with obstacles and challenges, but along with those hardships it also brought valuable lessons. Here are a few I learned and will take with me in my future endeavors as an educator.

- An old dog CAN learn new tricks (this includes new technology, new programs, and easier, more efficient ways of doing things.) NearPod, Canva, PearDeck, JackBox Games, and Zoom were all words I had heard

of in the past but had barely used. Who could have predicted that just eight to nine months later they would be part of my daily conversation and use in the classroom?

- Connection -- although virtual, connections can be strong and relationships can be created, maintained, and strengthened with grit and gratitude guiding the way. I have experienced this with colleagues, students, and family. If there's a will, there's a way, and I think we all found numerous strategies

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to make and invigorate these connections through a variety of activities and conversations.

- The potential for learning is always available if you have the interest and tenacity to discover the opportunities. Through reading, attending webinars online, and listening to podcasts, we have continued to acquire knowledge. We have also been able to ask difficult questions and engage in courageous conversations -- all with the goal of becoming better educators and people.

I have been so lucky to lead our organization this past year. There were certainly many plans changed, programs created, and schedules altered to keep up with the rapidly changing times. It has kept us all on our toes, but I do believe we have risen to the many challenges and have certainly given CADA our attention and best efforts. I am proud of the work our board has done and of the programs and projects we have created. As a team we have:

- Studied equity and how we can ensure our CADA programs are fair and equitable to all cultures, faiths, and people, and that we are providing opportunities for as many students as possible to take part in them.

- Created a monthly Zoom event program to delve deeply into important topics and gain new insight and support from one another.
- Strengthened and adjusted our quarterly newsletter to make it accessible and valuable to our members and sponsors.
- Asked tough questions of ourselves and the protocols we utilize to conduct business to ensure we are being responsible, prudent, and fair. This includes strict oversight of how we manage our CADA accounts and the funds entrusted to us by our membership.
- Utilized monies from CADA's Legacy Fund to provide students across the state with the opportunity to attend two Virtual Leadership Development Days. They experienced a brand new, innovative curriculum and interacted with a variety of students from different schools and backgrounds.
- Entrusted our faith in CADA's Leadership Development Coordinator and our Professional Development Coordinator to create student and advisor programs on behalf of our organization. We gave them the freedom to create -- using their many talents and expertise. This year they wowed us with their ingenuity and

innate ability to provide just what we needed -- from our first virtual conference -- CASL (adapted from an in-person conference in just ten days), Virtual LDDs, Virtual Summer Camp, and, in partnership with our Area Coordinator Team, a Virtual Advisor Conference and a Virtual Student Conference. Sandi, our LDC, also led our student leaders in their quest to develop free curriculum packs and webinars. Jeff, our PDC, also helped to assist (behind the scenes) with the technical aspects of many of our virtual programs (including some of our Zoom events.)

Both of these valued employees went above and beyond and helped CADA and CASL provide the most innovative and timely programs possible. I hope we continue to tap into their creativity and trust them to do what they do best in the many years ahead. They are valuable assets to CADA and I am very proud our board continues to place their complete faith and trust in them to create programs that serve our members.

- Maintained close contact with our sponsors to continue to support them in their business endeavors. Whenever possible we have utilized their services and promoted the valuable products they provide. The CADA Board is careful to select sponsors whom we value and believe in. Therefore it is important to us that we continue to support them in this tumultuous time. We have worked with our sponsors whenever possible to provide them with additional opportunities to connect them with our members as we believe this is beneficial for both parties.

Because necessity forced us to be creative and innovative, we learned a lot of valuable lessons that will improve



our instruction and guide us to be better humans. Now that 2020 is in the history books, I look forward to a restorative 2021. The year brings with it promises for a fresh start, new beginnings, and the hope of renewed health and prosperity for our nation (and world.) My genuine wish is that each of you finds these things in your work and personal lives as well. In the months ahead we will find creative ways to hold our annual CADA Convention, provide our school communities with opportunities to build culture, and honor the accomplishments of our students. We will continue to do all of this because it is who we are and what we do.

There is still much more work for us to do -- as educators and members. When I move on to serve CADA as your past president (in March), I look forward to another great year -- with Ron Ippolito as our next president. I have great confidence in him and know that he will continue to innovate and create and will lead CADA

quite capably into the uncharted waters of 2021! His incredible talent and enthusiasm for serving CADA have truly blessed our organization! I ask that you please do all you can to support his work -- starting with your attendance at our virtual CADA 2021 Convention. He has worked very hard to create a program that incorporates all of the best parts of the convention -- while maintaining a safe distance. He and his team have also made it so you don't have to miss school time in order to participate. I am very excited about his plans for a conference that will be educational, informative, innovative, and valuable. To quote a clever friend, Ron has taken the lemons COVID 19 has provided and made "lemon bars" for CADA! I can't wait to take part in this exciting event and learn as much as I can to support my educational community.

I also hope you will consider taking your leadership to the next level by serving your area council. You have outstanding

ideas to share and a unique perspective that could enhance the work your council is doing. By balancing the expertise of veteran members with the fresh creativity of our newer members, we are able to keep CADA on the cutting edge of education. I urge you to speak with your area coordinator about joining the council and share what you have to offer.

In addition, I ask you to get more involved with our organization. Attend as many programs as you can, take part in all CADA and CASL have to offer, share your ideas to help us continually improve, and learn as much as you can to enhance your own program. The relationships, resources, and reliability CADA provides its members with, make it an organization I am deeply proud to be part of. I look forward to another exciting year ahead and hope we can, once again, meet in person. For now, be safe, wear your mask, and maintain that six-foot distance so that when we do get a chance to meet, you are as healthy as possible.



## PRESIDENT ELECT'S MESSAGE

**Ron Ippolito**  
CADA President Elect  
[rippolito@cadaboard.org](mailto:rippolito@cadaboard.org)

In the darkest moments of the Civil War, President Abraham Lincoln delivered his annual message to Congress in December 1862. In it, he wrote "The dogmas of the

quiet past are inadequate to the stormy present. The occasion is piled high with difficulty, and we must rise with the occasion. As our case is new, so we must think anew, and act anew." The challenges we face in education today call upon us to think and act in new ways, forcing us--whether we like it or not--to adopt a "growth mindset."

That first CADA Convention I attended as a young educator back in 1997 opened my eyes to all that was possible in the world of school culture and student activities. Since that time, the educators of CADA have been my source of support, advice, professional development, and camaraderie. My closest friends are my CADA friends; this year would have been the year I stood in front of those friends at the Town & Country to receive my 25-year anniversary pin. While we can't enjoy the warm sun or the warm hugs of San Diego

this year, the need for connection and for reconnection is more important for me than it has ever been.

Since our world transformed last March, educators have had to completely reinvent their lesson plans, their methods of teaching, and the ways in which they connect with their students. Those of us in the world of student activities and school culture have had to make similar transformations--online rallies, virtual lunchtime activities, club meetings over Zoom, virtual Proms, and drive-through graduations. We have recreated and reinvented time-honored traditions to encourage connection and community among our school families.

That is why now, more than ever, the CADA Convention is so important. This is a time for us as educators to engage with the new set of circumstances that arrive with each new public health declaration and

school board meeting, to tackle what comes next in this upcoming “in-between time”-- where both our public health situation and our economic situation are improving, but are not yet “back to normal.” Most of all, the CADA Convention is simply a time for us to have fun with each other, to support each other, and learn from each other.

When my non-CADA friends ask me why I keep going back every March, I tell them, “It’s the time when I recharge my batteries.” I feel like my low-battery indicator has been flashing red for a few months already, so when that time comes for the CADA Convention, I will be so ready for that recharge.

Which brings us to the format of the 2021 Convention. I’m already Zoomed out after teaching each day, and who needs more Zoom burnout? To that end, we have

spread out our curriculum so we only have one workshop slot scheduled each weekday afternoon, from 4:00 to 4:45 p.m. Pick the one workshop session you want to engage with live each day, and if you’re bummed about all those other great sessions you’re missing during that time slot--don’t worry! Recordings of all our workshop sessions will be uploaded and available on the CADA/CASL app through Labor Day.

After that daily workshop, step away from your computer. We’re formatting all our General Sessions so you can easily watch the live stream from the comfort of your living room, on your favorite home fitness machine, or on a walk through your neighborhood. Imagine a CADA Convention where you could enjoy each night’s Keynote Speaker in the same way you might enjoy a Ted Talk or your favorite podcast--either by

yourself or with your spouse, partner, or the whole family with you.

After each Keynote Speaker and a dinner break, you’re invited back each evening for fun and connection! We’ll have Area Networking, a Family Game Night, an interactive night at the Virtual Exhibit Hall, a Family DIY/Craft Night, and a virtual Dinner/Dance. Finally on Saturday morning, we’ll wrap everything up with our virtual Scholarship Run, Meet the Pros LIVE!, the CADA Slam, and our final General Session with a sneak preview of CADA 2022.

Helen Keller said, “Alone we can do so little; together we can do so much.” Join us for the [2021 CADA Convention](#) where together we will think anew, act anew, and rise to meet the moment.

**2021 CADA VIRTUAL STATE CONVENTION**  
Pre-Conference Sessions will be held February 22-27  
Main Conference will be held March 1-6

**REGISTER NOW!**

**FEATURED KEYNOTE SPEAKERS**

- Carlos Ojeda Jr.
- Dr. Tim Elmore
- Lori Hayes
- Dee Hankins

**LEADERSHIP**  
CASL CADA 2021  
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Questions? Call/Text CADA Central at 831-464-4891 | [www.cada1.org](http://www.cada1.org) | [info@cada1.org](mailto:info@cada1.org)

# CADA 2021 Vice President Election

## Margaret Noroian

CADA Past President  
[mnoroian@cadaboard.org](mailto:mnoroian@cadaboard.org)

As my final responsibility as CADA Past President, I will facilitate the election of the 2021-2022 CADA Vice President. Each year a current or former CADA Board member makes a four-year commitment to start the journey from CADA Vice President, to President-Elect, to President, and finally Immediate Past President. Members are eligible to run for Vice President after serving one full year on the CADA State Board as an elected or appointed member.

It is my honor to announce that this year we have one candidate for Vice President. Our distinguished candidate is Bonnie Bagheri from Area G. Please take a few moments to read her candidate statement and to follow her on social media to gain an



insight into her thoughts and ideas for the future of CADA.

All regular and life members of CADA are eligible to vote for Vice President. Our candidate Bonnie Bagheri will be introduced and will give a speech during the second general session at the 2021 CADA Convention. Because there is only

one candidate, voting will by acclamation immediately following her speech.

In addition to the Vice President election, Area A, C, E, and G will be electing Area Coordinators. Candidates for Area Coordinator will be elected in their Area meetings during the 2021 Virtual Convention: The Leadership Mixtape.



My name is Bonnie Bagheri, and I would be honored to serve as your next CADA Vice President. I have been involved in education for over 25 years. I have been an elementary teacher, a homeschooling mom, high school dance

director and yearbook advisor. Currently, I serve as a full time activities director at San Marcos High School which is my alma mater. My parents gave me a belief that I could work to achieve whatever I wanted. My dad, a mexican immigrant, and my mom started their own business when I was young. We worked and played hard as a family. I met my husband at UC Irvine. Masood is the most amazing middle eastern man I know and owns our family garage door business now. Our three children have all graduated from San Marcos High

School. My daughter, Leah is the dance director at San Marcos High School. (Yes, she has my old job.) My son, Jordan, is the music director at South Tahoe High School. My youngest son, Connor is a music student at the University of Arizona.

I have been involved in CADA since I became an ASB Director. I remember my first CADA Convention, first CADA/CASL Leadership Camp, first Area Conference, first Council meeting, first Leadership Development Day and first CASL Conference. Everytime I attend a CADA event I am energized and given more than I could ever implement. Once, a wise CADA person told me to pick three gems from each event and implement those ideas. This little nugget of wisdom has grown our ASB program over the years. It seems that the giving never stops in CADA. Currently, I serve as the Area G Coordinator and at CADA/CASL Camp each summer.

I love this organization and will do my best to serve you by listening, continuing to work with the amazing team that is CADA. See you soon on Zoom and In-Person!

# Master Activity Advisor (MAA) Program Update

**Jeff Culver**  
CADA Professional  
Development Coordinator  
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What a year! Shortly after we left Reno last March, the Master Activity Advisor (MAA) certification program launched its first online course. We had 25 members participate, created some fantastic conversations, and engaged in deep learning surrounding the topic of Communication in Student Activities. Throughout the four-week course, we wondered what this new “distance learning” model was going to look like, members shared how exhausted they already were, and how much they looked forward to getting back to the classroom and their students in a few weeks. But that didn’t happen.

As we were forced to use unfamiliar vocabulary in our daily work lives: pivot, change, re-imagine, adapt, the MAA program was put on a brief hold as my own job focus took a shift to creating and implementing new virtual programs for CADA, and more importantly, I couldn’t

imagine asking teachers to commit to more time online for MAA courses.

Now, as we are approaching the virtual 2021 CADA State Convention - The Leadership Mixtape, the MAA courses are back! If you are ready to begin your course of study to earn the Master Activity Advisor (MAA) certificate, there is no better time than now! Program completion typically takes 2-3 years. Begin the program by registering for MAA 101: Foundations for Student Activities which will be held on Monday, February 22 from 4:00 p.m. to 7:15 p.m. This seminar course, led by MAA graduates Corissa Stobing and Leah Darby, will include three hours of activities, discussion and analysis highlighting the core areas of Student Activities: Finance & Law, Communications, Organization, Curriculum, Personal Leadership, and Culture & Climate. The \$100 cost of the course includes digital materials and preregistration is required.

For those who have already begun the program in a previous year, you have the opportunity to take one or two 200-level courses. You can register for course 202, 203, or 205 on Monday, February 22 from 4:00 p.m. to 5:30 p.m. and course 204 or 208 will be offered from 5:45 p.m. to 7:15 p.m. Each course is \$50 and pre-registration is required. For our new or returning MAA

participants, if you’re planning to attend the Finance & Law Pre-Con session (Tuesday, February 23 from 4:00 p.m. to 7:00 p.m.), you can add-on the MAA course credit for 201: Finance & Law as part of that session. The additional cost is \$25 and preregistration is required.

All courses, including the Pre-Con add-on require participants to complete an assignment throughout the Convention as well as a post-Convention follow-up. All participants are expected to attend Convention sessions/events live or view recordings totalling 15 hours per 200-level course (or 30 hours for 101-Foundations) to receive credit for the MAA courses in which they are enrolled.

Through our partnership with Fresno Pacific University, we will once again be offering optional college credit for the 101, 202, 203, 204, 205, and 208 courses. Information will be available in February to add-on the college unit(s). CADA members completing their MAA course of study in 2021 will be recognized as part of the Friday General Session. For more information about the MAA Program, please see [cada1.org/certification](http://cada1.org/certification). To register for courses, include them as part of your Convention registration, or if you’ve already registered for Convention, call CADA Central to add-on courses.





# CAFE CASL

GRAND REOPENING

2021 CASL State Conference || MS & HS: April 9-12

CASL is coming to you live VIRTUALLY this year!

The CASL State Conference unites student leaders across California through exhilarating training that leaves them inspired and equipped with practical skills to enact change within their campuses and the world.

For more information, contact Sandra Kurland at [leadership@cada1.org](mailto:leadership@cada1.org)

## The 5 Day Kindness Dare

A celebration of World Kindness Day, which should be everyday.

**Debbie Hawkins**

Sunnyside High School  
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Let's put an effort into taking over our social media by flooding them with Kindness to celebrate World Kindness Day. The goal - to make our social media KIND through intentional posting! Each day there is a different dare put out on media with a pay it forward challenge. Simple enough! Dare someone at your own school, in your family, or from around your larger social network. Dare a stranger or dare a celebrity ... just dare anyone. Here is the plan or should I say dare list!

**On Day 1:** We dare you to compliment one person on social media today (you can feel

free to dare many more)! Be sure to have them pay it forward and dare another. How big of a chain can we create?

**On Day 2:** We dare you to thank an adult who invests in your life on social media today (you can feel free to dare many more)! Be sure to have them pay it forward and dare another. How big of a chain can we create?

**On Day 3:** We dare you to compliment someone you don't know very well on social media today (you can feel free to dare many more)! Be sure to have them pay it forward and dare another. How much random kindness can we create today?

**On Day 4:** We dare you to tell someone something you admire about them today - big or small - (you can feel free to dare many more)! Be sure to have them pay it forward and dare another. Truth is contagious, how many posts do you think we can create?

**On Day 5:** We dare you to take a picture

of yourself smiling and send it to someone who makes you feel happy. Just tell them, you make me this happy (you can feel free to dare many more)! Be sure to have that friend you smiled at dare it forward and dare another. Could we create a million smiles?





## A Reflection on the Season of Gratitude

**Jill Mortensen**

Ripon High School

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<http://asbofriponhighschool.weebly.com>

As the new year begins and most look forward to saying goodbye to 2020, this is the perfect time to reflect on the opportunities that presented themselves to you, your leadership crew, and your student body. We realize that our end of the 2020 school year was horrible and the start of the 2020-21 year didn't go as planned in the Activities world. Frankly, there is great unknown in activities as the school year continues. Yet, we can adapt, challenge traditions, create new ideas, and contemplate the past as we grow and evolve. Growth in any program is healthy and perhaps necessary, but difficult to attain due to old beliefs, fractionizing administrators, or affordability.

Studies have revealed that our practice of gratitude leads to happiness in ourselves. When we take the time to reveal our blessings and show our gratitude toward others, our mindset begins to progress where our perspective on life leans more to the positive rather than the negative. Here are a few ways that you and your leadership students can exhibit gratitude on your campus, even during times of distance learning.

**Military cards** – Traditionally, we have a lesson in class, on time and how it is lost for many of our military during the holiday season, who are away from their families due to their consistent efforts to keep this nation free and safe. As a group, we get five holiday cards each and learn what it means to write a meaningful letter of gratitude that reflects honesty, connection and removes the superficial. It is a hard lesson to teach to a young mind, but through discussion, there is comprehension in the value of this task. In times of distance learning, communication through a Zoom lesson can still have the same impact about time, freedom, our soldiers, our veterans, and more. Set up a time frame where kids can come pick up holiday cards from your classroom or they can go purchase their own if desired. Give them two weeks to write 5-10 letters of gratitude to a soldier and collect them through a drive-thru, masked up, giving air high fives because you are so excited to be able to have that moment with your student(s). The lesson of gratitude here is positivity, kindness, being supportive, and to love others. All practical lessons that should be taught to any of our student leaders.

**Dude Be Nice!** – Our school loves to select a 'dude' or 'dudette' each year as an honoree of our Dude Be Nice award. Clubs, together with Leadership, work through nominations, gifts (cards, candy, flowers, balloons, gift baskets), t-shirts, and a huge surprise rally that has a video just for our special person. In our four years of doing this activity, it has become a favorite. With distance learning, our season of gratitude took a different direction. Leadership worked to develop nominations based on our established criteria of what we believe a 'dude' should exhibit. We then pushed out a promo video getting the kids excited for the 5th annual event and then allowed our entire student body to vote on who they believed should be our newest addition. From this point, the Leadership

team brainstormed new and creative ways to showcase our Dude with the goal to be able to still honor some of the traditions held close when we are together as an entire student body. This includes positive note cards written by students, special treats only that staff member loves, asking students and staff to send a small video clip of gratitude and appreciation for this person and perhaps a reveal of this person on Instagram Live.

**The Gratitude Project** – Our school created this project four years ago to reflect the power of sharing kind words of thankfulness to a close individual in one's life. We would ask a random student on campus to think of someone who truly impacted their life and write a letter explaining how much they are appreciated. From there, we ask the student to call that person right after writing the letter and read it to them over the phone. Keep in mind, we are recording every moment to catch the reactions and raw emotions felt during this beautiful time. It is truly magical for both parties involved. I dare you to keep your own eyes dry as you experience this with the student. To adapt in a time of distance learning, we kept the project in house in a more controlled setting, first starting the project via Zoom and then having my freshmen (totally clueless due to being new to high school) meet with me individually to record their process as explained. Kind words were written, shock occurred, nervousness, tears, and joy all felt during these individual meetings and yes, they were each recorded. My technology commissioners worked to create our video as closely as possible to our years previous so that we can carry on this tradition like we do each November – our month of gratitude.

2020 gave us a year to reflect on life, our family, friends, and our goals. May you look back and find success, exponential growth, and gratitude.





## EDUCATION-BASED ATHLETICS COVID-19 MODIFICATIONS

- Information is current as of December 29, 2020
- [CDPH Youth Sports Guidelines](#)
- CIF Guidelines will be adjusted weekly
- In the event of a positive test for COVID-19, schools will follow the current [CDPH Guidelines for Schools](#)
- Any student-athlete testing positive for COVID-19 may not return to practice or competition until cleared by their physician
- Schools must still follow all guidelines from their local county and the governing board of their school district or private/parochial school

### **CIF Season 1 Sports (January - April):**

Traditional Competitive Cheer, Cross Country, Field Hockey, Football, Gymnastics, Skiing/Snowboarding, Girls Volleyball, Water Polo

### **CIF Season 2 Sports (March - June):**

Badminton, Baseball, Basketball, Competitive Sport Cheer, Golf, Lacrosse, Soccer, Softball, Swimming & Diving, Tennis, Track & Field, Boys Volleyball, Wrestling

*\*Please refer to respective CIF Sections for verification of seasons of sport*

#### WIDESPREAD

Sports allowed in this tier: Cross Country, Golf, Skiing/Snowboarding, Swimming & Diving, Tennis, and Track & Field.

#### SUBSTANTIAL

Sports allowed in this tier: Baseball, Field Hockey, Girls Lacrosse, and Softball.

#### MODERATE

Sports allowed in this tier: Badminton, Football, Gymnastics, Boys Lacrosse, Soccer, Volleyball, and Water Polo.

#### MINIMAL

Sports allowed in this tier: Basketball, Competitive Cheerleading, and Wrestling.

### December 29, 2020 County Tier Status



Physical conditioning, practice, skill building, and training that can be conducted outdoors, with 6-feet of physical distancing, and within stable team cohorts are currently authorized for all sports regardless of county tier status. Such activities may be conducted indoors consistent with the Gym & Fitness Center Guidance Capacity. In counties under the Regional Stay at Home Order, only activities consistent with the sentence above are permitted, regardless of the county's tier status.

Competition between two teams will not be allowed in California until January 25, 2021, at the earliest. Once return to competition is allowed every participating school's county must also be in the authorized tier status for the respective sport in order to compete.

# Sandra Kurland CADA's Leadership Development Coordinator Elected to NASSCED Board of Directors

**Terry Hamm**  
Past President NASSCED

Sandi Kurland, Executive Director of the California Association of Student Leaders (CASL) was elected as a member of the board of the National Association of Secondary Student Councils Executive Directors (NASSCED) this year. Kurland will

serve as a representative of Region 7 on the board.

Kurland holds a master's degree in history and political science and travels throughout California developing strong student leaders. Before moving to California, she served on the Missouri Association of Student Councils' Board of Directors where she gained a love for student leadership and the support of student voice. In California, she joined the California Association of Directors of Activities and CASL Associations where she continues to serve.

Terry Hamm, immediate Past President of NASSCED said, "I look forward to serving on the board with Sandi. She brings a history of strong programming and curriculum development in California. I am always impressed with her energy, her expertise, and her passion for student leadership."

NASSCED is an association of individuals from across the United States who work with their respective state student council associations to further leadership development among middle and high school students. Working together with student council advisors across the nation, members strive to provide outstanding leadership experiences at the local, state, and national level to thousands of student leaders.



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ADVISOR CONFERENCE  
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SUMMER LEADERSHIP CAMPS

CASL DA

# CASL VOICE

In the spirit of shared ownership, the CASL State Board has created an update highlighting the different projects CASL has completed these past months.

## Service Resource

Through fostering collaboration and listening, the CASL Service Committee proudly shares with you the following updates!

Bi-monthly, we release a service project schools can implement. In September, we focused on igniting courageous conversations by curating a guide on how to implement an Equity Panel. Last December, we aimed to understand and serve our community by framing our projects around Maslow's Hierarchy of Needs.

Also, we are hard at work in planning our 2021 Conference. To visit our paired organization and the downloadable service projects, visit:  
<http://caslboard.com/service-learning>

## Curriculum

The Curriculum Committee aims to provide consistent resources that are applicable to online environments of any schooling level. In early November, the committee released their second informational pack titled "Leading Towards Tomorrow". It includes information about providing leadership opportunities for students, supporting mental health, and increasing accessibility for community members. Along with the pack, you will also find a linked video that walks through the curriculum, which can be used as a lesson for leadership classes. Check it out at [www.caslboard.com/curriculum](http://www.caslboard.com/curriculum)

## Elections

Election Committee, here! We have been continuing to rigorously work on all things related to electing the 2021-2022 CASL State Board, including continuously brainstorming our elections process for our 2021 CASL State Conference. Although things will look different, we as an elections committee are committed to creating a process equitable to all finalists, regardless of technological differences. Speaking of finalists, make sure to keep an eye out on [CASLBoard.com/elections](http://CASLBoard.com/elections) for our finalists list, being released on February 26th!

## Social Media

In today's virtual day and age, our @CASLfan social media accounts have been a huge way of connecting with student leaders and advisors. Each month, the CASL State Board establishes the monthly social media committee. As a committee, our mission is to create an inclusive environment that connects the delegates of California and the CASL organization. In doing so, we want to provide as many resources and opportunities for student leaders and advisors to take back to their communities, clubs, and leadership programs, while also creating informative and educational platforms. Additionally, if you're a student leader eager to get involved with CASL, join the CASL Ambassadors Program at <http://caslboard.com/casl-ambassadors/> and email our Outreach Director at [tanner.schinderle@caslboard.com](mailto:tanner.schinderle@caslboard.com) to join the CASL Social Media Ambassadors Team. Lastly, make sure to follow @CASLfan on all social media platforms for resources and the most up-to-date information on all things CASL!



## Visualizations

CADA/CASL Newsletter Viz Update  
The CASL Visualizations Committee has been in close communication with CASL's Media Team in order to create concentrations for our upcoming 2020 state conference. Specifically, the Visualizations committee will be organizing the logistics of the conference, such as pre-conference activities.

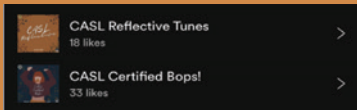
Aside from coordinating different activities, we are also working with the Media Team in order to renovate our conference theme "Café CASL: Choose to Listen" for the 2021 Conference. In order to communicate our rebranding, Visualizations and Media are working hard to reinvent the theme's aesthetics through new fonts, colors, and shapes.

## CMAT

Interested in learning more about digital content creation? Come join the CASL Media Ambassadors Team (CMAT)! Every month, CMAT meets to discuss how leaders can serve their communities from a distance in a media capacity by learning to create flyers, film videos, and uncover the backends of graphic design softwares from Media Directors on the CASL State Board. If you are interested in joining, visit [CASLBoard.com/joinCMAT](http://CASLBoard.com/joinCMAT) for the link to our next meeting

## Spotify Playlists

In this virtual era, it's more important than ever for students to keep up motivation. Invite your students to plug in their headphones to our Spotify studying playlists to take them to a world of studying with a motive. With two options of a chill or upbeat studying playlist, they can purge into a magical world where they can let go, study, and get that assignment done. And who says teachers don't need some motivation either? Go check it all out on Spotify, @CASLfan.



## Website Resources

Along with our curriculum packs and service project resources, CASL also creates supplemental resources for any group on campus to utilize! Under our Resources tab, you can click "Our Favorites" to access these downloadable pdfs and informational pages with a whole range of these resources. This tab includes lessons about equity, steps to tackle mental health on campus, back to school tips, to fundraising ideas and many more! Check out [caslboard.com/our-favorites](http://caslboard.com/our-favorites) to bring the ideas and planning guides provided back to your campus!

## Outreach

As we move closer to the 2021 CASL State Conference, Outreach is focusing on expanding our audience and attendees. Additionally, we are excited to say we have gained around 200 new Student Ambassadors during the 2020-2021 CASL Board Term, meaning we more than doubled our previous student count. Lastly, a selection committee is working toward appointing our 2021-2022 CASL Outreach Director, who will be announced alongside the rest of our Board Finalists on February 26th. If your students would like to get more involved, please email [Tanner.Schinderle@caslboard.com](mailto:Tanner.Schinderle@caslboard.com).

## Letter from the President

Hey there!

As we enter the second semester of the school year, the CASL State Board continues to provide tangible resources to finish off the year strong. From Service Project Resources to Curriculum Packs, we hope these & many more resources become staples in your leadership organization. Additionally, the CASL State Board is currently working on creating a magical 2021 CASL State Conference!

During the duration of the virtual November Board Meeting, the CASL State Board took time to discuss how to reconstruct our theme. We took into consideration the current state of the world & we realized how prevalent the tagline "Choose To Listen" remains. After long discussions, we are so excited to announce our 2021 CASL State Conference theme is... Cafe CASL: Grand Reopening! We are so excited to reenvision this year's conference & we cannot wait to have your student leaders attend in the spring.

This year CASL was able to reconceptualize our very own LDD's (Leadership Development Days). After copious amounts of research, we came up with "Leadership Unmuted"! Your students will be able to achieve 4 hours of curriculum based on mental wellness. Over the course of the board meeting, we were able to test out some of the curricula & we cannot wait for your students to experience the same! For more information about "Leadership Unmuted" you can head over to [www.cada1.org/ldd](http://www.cada1.org/ldd).

To finish off the board meeting, we were able to take some time to reflect on our mental health. We at CASL realize in order to lead others effectively we must also take care of ourselves first. With that, we invited a past CASL State President; Nicole Nordstrom! Nicole led the board in a reflective journal activity where we were able to truly reflect on ourselves. This allowed the board to realize the importance of taking care of ourselves especially during the times we are currently living. If you want to lead your leadership organization in the same exercise, you can click here to access this resource!

The CASL State Board has so much in store for the coming months & we cannot wait to share it with you very soon! To follow our journey & stay updated we invite you to follow all our social media platforms @caslfan! Likewise, if you have any questions about CASL in general you can email me at [andrew.santana@caslboard.com](mailto:andrew.santana@caslboard.com). See you soon!

Much CASLove,  
Andrew Santana  
2020-2021 CASL State President



# CASL Workshops!

## The Fascination Of Organization *Andrew Santana // President*

This year more than ever we must be organized in order to function as a team! During this workshop we will delve into how CASL stays organized virtually (every year!) utilizing Google Spreadsheets, Google Drive, and other useful apps to set us up for success throughout the year! Can't wait to share and see you there!!

## Earn Your Technology Black Belt! *Colin Culver // Media Director*

In this workshop, we will go through tips and tricks to utilizing technology for your leadership group and relate it to one of my favorite activities, Taekwondo! Tips learned here will be valuable both during and after quarantine!

## Stepping Stones *Tanner Schinderle // Outreach Director*

Every person is unique, and the way we each develop leadership skills is a reflection of that. This workshop will discuss developmental growth within ourselves and leadership organizations at all levels. Through the exploration of various leadership styles and their importance, we will learn how to better serve ourselves and those around us!

## Tuning & Tune Out the Negativity *Candice Li // Media Director*

In this era, we have multiple soundtracks playing in our lives. It's time to plug in and listen to our inner selves. Let's discover together how we can tune out the negativity of the outside world.

## What's Outside the Box? *Brian Chander // Media Director*

Are you a creative person? If your answer is anything but yes, then you're wrong. Everyone is naturally creative but not everyone has built up their creative confidence. In this workshop we will go over how to achieve a state of creative confidence through the process of "guided mastery" and how to bring this back to your leadership classes in order to create an environment of open self efficacy.

## The Climate is Changing *Dylan Loth // Media Director*

Maintaining school spirit and tradition is important, but even more so is adapting our leadership to best serve our community. Come learn why we student leaders must reinvest our energy to tackle problems regarding the current state of our campus climate.

## Stars In the City *Emily Winkelman // Media Director*

Every star shines differently, just as every leader has their own unique style. In this workshop, we will be diving into your leadership type and how each style is needed to create a functioning organization.

## Tackling Transparency *Meghan Reilly // Northern Director*

Tackling Transparency is about understanding how valuable it is to be honest in order to build trust within your class and community to be successful. Join me in the journey of self evaluation as we learn more about ourselves. Additionally, we will focus on the importance of being honest and giving critical feedback to peers in order to grow and be successful. Get ready to leave this workshop feeling confident enough to tackle transparency.

## Leaving A Legacy *Mason Garner // Northern Freshman Director*

Leave this workshop with a new perspective on how you can leave a legacy today, and every day.

## Do you even lift, Bro? *Daniel Anunne // Northern Director*

When the world around us is thrown into uncertain circumstances, leaders must be able to accommodate to unsuspected changes by having two important skills: adaptability and flexibility. Join me in this workshop as we get PUMPED with tips and tricks on how we can use these skills to be the best leaders we can be.

## Human Nature *Darius Rogness // Northern Director*

Everyone is equally deserving of love and belonging. What stops this expectation from turning into a reality? In this workshop, let's further understand how we play a vital role in ensuring equal representation for all. In doing so, we'll determine how we can best serve others and our community in order to cause the positive effect we hope to see.

## The Hidden Power of Failure *Nosheen Ullah // Northern Director*

The moment you flip a switch on leadership, you're choosing to take initiative on a journey you're just beginning. Whether it be personal or in a team, the ability to take initiative is a strong character trait of a leader. Join me as we build the courage and confidence to take action in your passion and dare to think differently.

## Culture Shock *Kellen Bynes // Southern Director*

Having trouble with creating a school climate accepting of all cultures and celebrates the diversity on your campus? Come to this empowering workshop as we discuss how you can individually grow as a leader as well as learn the steps needed to create a powerful campus climate.

## Chameleons of Confidence *Isha Chander // Northern Director*

As leaders, we often are asked to or attempt to be chameleons that use self-possession to mask our doubts. Impostor syndrome, or disbelief in the validity of one's accomplishments, is a common experience that goes largely unnoticed in leadership. In this workshop, we will be learning how to remedy our own self-convictions and support others in our organizations!

## Wake Up Call *Isaiah Rivera // Northern Director*

As everyday leaders, we're often working to please others. We can't say no or we apologize frequently. In this workshop, we will reflect on the importance of authenticity and learn to let go. Join me as we explore the meaning of genuine charisma.

## Take Action In Your Passion *Juan Sotelo // Northern Director*

Failures: we are taught to learn from them, but do we truly know how? Many of us and our organizations have been looking at this inevitable and crucial part of life the wrong way. Join me as we reflect on how to switch our mindset and embrace our failures and mistakes, and explore the hidden power of effectively learning from them!



### Ready, Set, Grow!

Diane Kim // Northern Freshman Director

READY...SET... it's time to GROW! Many times as leaders, we encounter challenges, and may feel discouraged. But instead, just like how beautiful Pine Trees can only grow after a tragic wildfire, let's discover how to take our difficulties and use it as a learning opportunity. Let's utilize the amazing ability of a growth mindset to truly reach our full potential and grow through what we go through!

### Seek Discomfort

Irene Kim // Southern Director

Seek discomfort. Simple yet complex, as human beings, we tend to stick with what we usually do in our daily lives. However, the ability to branch and CHOOSING to be comfortable with being uncomfortable allows us as individuals to learn and experience life into new heights. Together, we will emphasize and clarify the importance of expanding our knowledge to seek opportunities in our lives.

### Stretch Your Limits

Katie Meeks // Southern Director

As leaders we are constantly looking for new ways to step out of our shells and grow. Learning our weaknesses and what makes us uncomfortable is the first step in bettering ourselves. This workshop pushes you to step out of your comfort zone and gain knowledge and resources to become a better leader.

### Stand up. Speak out.

Ernie Padilla // Southern Director

It's important as leaders to use our platforms to amplify the voices of the silent. Learn the difference between performative action and real advocacy to become an ally in the fight against inequity.

### Plugging Into Your Creativity

Erin Shaffer // Southern Director

Welcome to Plugging Into Your Creativity! In this workshop, you will walk out knowing what your creative outlet is and how to help others find theirs! By reflecting on the different styles of creative outlets, the act of stress relief will be revealed!!

### Get Up and Move

Arai Villasenor // Southern Director

As change makers, it's crucial we challenge the wrongs in our society. Come along as we walk, jog, and run through analyzing the steps of successful social movements while learning skills which will aid us in challenging the status quo.

### Blueprints: Plans for Building Change

Sophie White // Southern Director

A blueprint is an engineer's plan for success. As student leaders, we also need a plan to help structure and accomplish our goals. By using an outlined plan as a blueprint we will work together and learn how to build change on our campuses!

### The Insides and Outs of Emotions

Cameron Dagarag // Southern Freshman Director

Have you ever wondered "what really goes on inside my head?" As leaders we deal with a lot of different emotions and sometimes we even hide what we truly are feeling. During this workshop we'll take a deeper look into our emotions and how to manage each one. Join me as we take a look into our emotion headquarters and learn the in's and out's of our emotions!

### Unity Into Your Community

Nando Pineda // Southern Freshman Director

In this workshop, we will learn tactics on how to include different populations on campus, keep our spirits high, and celebrate all kinds of cultures and accomplishments.

# Thank You!

Lets stay in touch! The CASL Board invites you to check out our website, [WWW.CASLBoard.com](http://WWW.CASLBoard.com) for frequent updates on all things CASL!



# Leadership Reflection Idea: Evaluations

**Stacy Alcorn**

Thomas S. Hart Middle School  
salcorn@pleasantonusd.net

Reflection is key to developing your own leadership skills and those of your students, but we often overlook this crucial step. Google form evaluations allow space for students to not only privately assess themselves in their growth, but also that of their peers. This allows the leadership teachers a window into what really goes on entering all that commission work time. It's especially important to compare a student's self-eval with your own observations, and then compare these with the peers' feedback. These evaluations also give leadership students the opportunity to practice an authentic workplace

accountability and evaluation process.

After the evaluation process, the leadership teachers can either conference with all students and set goals for the future commission, or conference with select students who were particularly outstanding, as well as students who need to grow in certain aspects of their leadership and collaboration skills. We'll often use the feedback anonymously and discuss privately and directly any concerns that came up. These conferences can also be a great opportunity to bring in other adults from the school community like administrators and counselors to either share their goal-setting skills or work with other commissions to offer fresh insights while you are conferencing one-on-one.

The conferences don't need to be long either, because all the data is right there from how they thought they were doing to how their peers felt they were doing. Often, I'll make all the text on the spreadsheet white to hide other students' data and

peers' names, and then use the "find" feature to find that student's feedback, and only make that row black, which allows them to directly see their feedback while hiding the names of the peers who gave it. Sometimes I'll take out/tweak specifics that may give a peer away, but sometimes there's no hiding who gave that feedback, which can provide a space for authentic reflection as well. It's crucial that these conferences are opportunities to grow and clear co-created goals made in response to the feedback to honor all voices and perspectives in the room. If there is a serious concern that comes up from the feedback, I often keep a closer eye on that student to help them make better choices and break the negative habits.

[Self Evaluation Form](#)

[\(Forced Copy Link\)](#)

[Peer Evaluation Form](#)

[\(Forced Copy Link\)](#)



# CADA Studies Opportunities to Promote Equity

**Allison Gadeke**  
CADA President  
[agadeke@cadaboard.org](mailto:agadeke@cadaboard.org)

In June CADA provided an Equity Panel (webinar) Zoom Event for our members and friends. We had an outstanding response and a lot of great ideas were shared by our panelists: Monique Walton, The “Amazing” Tei Street, Dee Hankins, Ricky Castro, and Dr. Laymon Hicks. These outstanding panelists encouraged us to educate ourselves, become comfortable with being uncomfortable, dismantle hate in our communities, and revise or eliminate traditional activities that might unwittingly foster racism. It was an enlightening, thought provoking conversation. If you missed it, we encourage you to check it out by logging on to [www.cada1.org/webinars](http://www.cada1.org/webinars).

During that event, and our follow up event, held on July 6, our panelists recommended some sources which could help us to educate ourselves about this vital topic. Here are a few of the resources they recommended:

## Books

- *Stamped from the Beginning: The Definitive History of Racist Ideas in America*
- *The Fire Next Time* by James Baldwin
- *Courageous Conversations about Race* by Glenn Singleton
- *Dreamkeepers* by Gloria Ladson Billings
- *Just Mercy* by Bryan Stevenson
- *We Want to Do More Than Survive* by Bettina L. Love
- *How to be an Anti-Racist* by Ibram Kendi
- *Why are all the Black Kids Sitting*

*Together in the Cafeteria* by Beverly Tatum

## Recommended Videos, Clips, Podcasts ...

- *13th*
- *Just Mercy*
- *Do the Right Thing*
- *Nothing but a Man*
- *Selma*
- *Glory Road*
- *Fruitvale Station* (2013) Directed by Ryan Coogler
- *Get Out* (2017) Directed by Jordan Peele
- *If Beale Street Could Talk* (2018) Directed by Barry Jenkins
- *Code Switch*

In addition to these resources, we were fortunate to be able to watch a couple of great programs (sponsored by Character Strong) presented by speaker and leader, Erin Jones. Erin gave us a lot of perspective and encouraged us to take a look at our programs to ensure we are promoting equity. She gave us a lot to think about. Here are our top five takeaways we are taking back to our schools from listening to Erin's thoughts:

- We need to focus our attention on the most marginalized communities and their voices when we are creating programs and making decisions for our future.

- We must place our emphasis on developing our relationships with all of our kids -- long before we focus on academics or rigor.
- People of color (BIPOC - Black, Indigenous, and People of Color) need to see themselves in our curriculum and its delivery. This includes putting speakers on our stages who reflect the cultures represented on our campuses.
- Carefully examine our own cultural biases and disciplinary practices to ensure that we are equitably addressing all of our students. We need to understand their culture and ways of communicating to ensure fairness and understanding.
- Make sure that all staff participate in training and the important conversations regarding these topics. It's important that the entire team develop an understanding of the students and their backgrounds and that our awareness and policies are shared across campus.

We are very happy to have started this journey toward greater understanding and hope to continue to watch the many videos, listen to numerous podcasts, and read the many articles and books published on these topics in the months ahead. We also invite you to share what you have learned with us.





# CADA NEWSLETTER SEEKING CONTENT CONTRIBUTORS

Do you have a great idea you would like to share with the CADA membership?

We are looking for content contributors for the quarterly CADA Newsletter.

Articles and accompanying graphics and/or photos can be submitted to Lindsey Charron at [pic@cada1.org](mailto:pic@cada1.org)



The MAA program was something that challenged me as a professional. Taking the time to think and reflect on how each of the sessions and different standards applied helped me see where my school's strengths and weaknesses were. We all struggle and all have things we should be proud of. The MAA program created a new family to share those trials and tribulations with.

*-Nicole Hurtado, 2019 MAA Graduate*

Plan to begin your course of study to earn the MAA Certificate with **MAA 101: Foundations for Student Activities** at the 2021 virtual State Convention.

## California Association of Directors of Activities

# MASTER ACTIVITY ADVISOR



[cada1.org/certification](http://cada1.org/certification)

Hands-on, comprehensive, and focused professional development in key areas of student activities:

- Finance & Law
- Communication
- Organization
- Curriculum Development
- Personal Leadership
- Positive School Culture & Climate
- Field Study/Project

## MAA Certification Program





# *the* CALIFORNIA ASSOCIATION OF STUDENT LEADERS

2021 OUTSTANDING LEADERSHIP PROGRAM AWARD

The Outstanding Leadership Program Award (OLPA) is a distinguished honor presented to schools whose student leadership programs are proven spaces where student leaders grow as ethical, responsible, and servant-minded architects of change. All CADA/CASL member schools are invited to apply for the award by preparing a self-study using the guidelines on the following page. Applicant schools must attend the CASL State Conference or CADA Camps in order to display statewide engagement and complete their eligibility for the award.

Applications must be received by 9 AM on February 8th, 2021 for consideration by the CASL State Board. In order to allow time for all applications to be reviewed and showcased at the CADA Convention, and in fairness to all the applicants, late applications will not be accepted.

Principals and Advisors of schools selected for this honor will be notified by digital mail, and one student representative from each selected school will be recognized at the CASL State Conference. Schools honored with the Outstanding Leadership Program Award will also be recognized at the CADA State Convention, in the Spring Edition of the CADA/CASL Newsletter, and on the CASL website.

## ***COVID-19 Official Statement***

Our organization's top priority continues to be the well being and safety of our delegates.

During the past seven months, the CASL organization has been creating curriculum, training, and events to aid the students of California. We have gained the knowledge and resources to be as versatile and prepared for the 2021 CASL State Conference. Being a CADA/CASL Member School is still a required prerequisite if a delegation is planning on applying for this award. Throughout this guidebook, important information will be provided to delegations applying for the OLPA. We are ready and eager to serve all of you. With many leadership organizations having shifted how their organization is run, and how they serve their student leaders, our OLPA requirements have also changed. This year, we hope to learn how organizations have continued to serve the student leaders of California in a virtual setting. We understand the changes and struggles schools faced during this pandemic and have changed the questions to reflect those changes.

# OLPA Application

The mission of the California Association of Student Leaders (CASL) as a student-led, not-for-profit organization is to provide a statewide network that facilitates the development of ethical, responsible, and servant leaders. CASL's initiative is to equip and empower students to be effective future leaders of the world through local, regional, and statewide conferences. This year, CASL is offering a video component for the second and third sections of this award to allow organizations to use multiple mediums to complete this award.

Schools wishing to be considered for the Outstanding Leadership Program Award must submit their OLPA application to the Paperform link by February 8th, 2021 at 9 AM:

## 1. School Information:

- A. School Name & Address
- B. School Phone Number
- C. Principal's Name & Email
- D. Overseeing Adult's Name & Email
- E. Student Representative's Name & Email

## 2. Goals for the 2020-2021 School Year.

3. Create a description of how the school's leadership program meets each of the eleven landmarks on the CADA/CASL Road Map to Improved School Climate and Culture. When answering the questions, consider how your student leaders have adapted to this virtual setting and COVID-19:

- A. Adapted Normal Activities and Events Virtually
- B. During COVID-19, How Did You Provide Resources to Underprivileged Families and Students
- C. Training Student Leaders
- D. Unite Campus Through All the Adversities
- E. Address and Support Students and Staff Struggling with Mental Health
- F. Cultivate a Community of Inclusivity
- G. Encourage a Culture of Service
- H. Honor Diversity
- I. Communicate Clearly
- J. Address Student Concerns
- K. Worked Toward Creating Equity on Campus



# ***OLPA Application***

4. A one-page explanation of how the student leaders support the CASL Mission Statement (see Application Information Page) including your school's participation and representation at the local, state, and national levels.
5. A letter from a student leader explaining how leaders serve the whole student body and school community.
6. A letter from the Principal explaining how student leaders positively affect the climate on campus.
7. A letter from any currently enrolled student explaining how the school's student leaders have adapted to support all students in a virtual climate.
8. Additional items reflective of student leaders' excellence may be included, however, will not be considered as a part of the evaluation.



***Application Due 2/08/21***

***at 9AM***



All application components must be received by this deadline to be considered for the award.

To be fair to all applicants, the website to apply will be closed at 9 AM sharp. We highly recommend you do not wait until the last minute to submit your application, in case you have any technical problems.

Applicants will receive confirmation of submission by email.

**HERE IS THE LINK TO THE APPLICATION:**

**[OLPA Application](#)**

# Questions?

## TANNER SCHINDERLE

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# Join Us!

@CASLfan



[www.caslboard.com](http://www.caslboard.com)

# Simple Riches

Tyler Durman

tyler@hopeforparents.com

Carlo smiled as he watched his son on the trail ahead, the cool October sunshine lighting slight puffs of dust stirred by Jake's feet. The seven-year-old ambled more than walked, stopping often to pick up this stick or throw that rock. The dawdling was good with Carlo, because the slower the day went, the better.

Since the unexpected loss of his wife, this sneaker-wearing bundle of energy in front of him had come to synthesize all that mattered in his new, quieter world.

Today was to be treasured. Simple riches. A backpack stuffed with drinks and jerky. Branches transformed into walking

sticks. And time. Enough of it to allow for distraction and exploring along their favorite hike.

The giant eucalyptus trees whispered fragrant promises of the new memories the day would bring.

It had only been about an hour, but the crisp air had already been full of laughter and talk of giant spiders, monster snakes, and undiscovered caves.

As was their tradition, at this point, Jake ran ahead and disappeared around a curve where the trail carved itself into the side of a hill, becoming more ravine than path. Carlo snuck in after him and crouched just this side of the first curve. He pictured his son doing the same on the other side.

Smiling, he waited longer than usual. Knowing this would make the startle

deeper. Jake would become animated bliss. Ointment for a dad's heart.

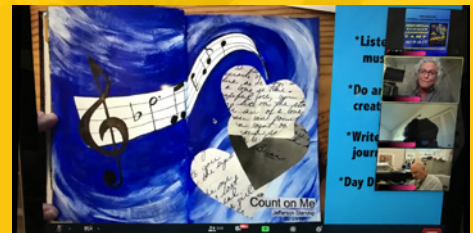
He exploded around the curve, hands in front of hips, ready to catch as Jake fell giggling against his body. But he found nothing except dry ground.

Suspecting Jake was hiding around the next bend, he snuck again, then jumped. But again, nothing. The only movement was a listless dust devil doing its best to dance on a pile of small rocks.

Concern sent him to the next bend. But again, no Jake.

They had an understanding. When they were on this trail, they were to stay near each other. Jake had never once strayed from this. Something must have happened... simple Continued here:

[More.HopeForParents.com](http://More.HopeForParents.com)



## CADA/CASL Summer Training Virtual Leadership Camp | Coming July 2021

Updates and registration information coming soon at [cada1.org/leadershipcamps](http://cada1.org/leadershipcamps).

# AREA REPORTS



**Joe McMahon**  
CADA Area C Coordinator  
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**Linda Cooper**  
CADA Area A Coordinator  
[lcooper@cadaboard.org](mailto:lcooper@cadaboard.org)

The Area A Council is wishing each of you peace of mind, small moments of joy, and hope for a healthy and safe New Year. Together we can conquer the challenges coming our way even though it seems to “go on and on, and on, and on.” So, please reach out to any council member when you need a new idea, a helpful suggestion, an ear that will listen, and a friend when needed. We are here for you!

Area A will never “Stop Believin” that we will “Journey” together through these unprecedented times. As you have probably guessed by now, the theme for the Leadership MixTape 2021 Convention for Area A is “Don’t Stop Believin by Journey.” We hope you will join our journey in “working hard to get your fill” at the CADA Convention this year. So “Don’t Stop Believin, Hold on to the Feelin” because the Convention will be here soon to help you in your “Journey.” Thank you to all of you for all that you do for your students, your schools, and other Leadership teachers and Activity Directors. “It goes on and on, and on, and on.”

**Laura Castro**  
CADA Area B Coordinator  
[lcastro@cadaboard.org](mailto:lcastro@cadaboard.org)

NOW This is Leadership- 90’s R&B  
The AREA B council is here to tell you that the virtual CADA LEADERSHIP MIXTAPE will be “all that and a bag of chips.” Please join us for this amazing adventure! We promise you the presenters and speakers will be so amazing that you will Not! throw up the “talk to the hand.” If you are not sure about attending because it won’t be the same, “don’t go there” - it will B - DA Bomb!

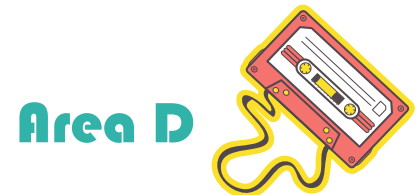
FYI - Not only will you get a little TLC from Area B, all of the amazing areas will be there to share ideas. We all know CADA is FLY and even though we will not see you in person for hugs, we will be sharing a Spotify song list with you called, you might have guessed, “NOW this is Leadership: Just the B Sides.” You know Area B loves “Gettin Jiggy” even when you are watching.

My bad, I think too much 90’s slang has been thrown at you - as if! Seriously though, before I bounce, please know we are here for you and miss all of you and the energy and validation you bring to our conventions, conversations and life in general.

Please consider joining our Facebook page, Instagram and look for more Area B Conversations in the future. Don’t hesitate to reach out to your area coordinator Laura at [lcastro@cadaboard.org](mailto:lcastro@cadaboard.org) for questions or suggestions or to ask, “What’s the 411?”

Here’s to a New Year everyone! CADA has begun the countdown to the 2021 CADA Convention. The theme for Area C is 80’s Movie Soundtracks. The “Risky Business” of 2020 is over and we are going to show all of CADA that we are the “Top Gun” pilots with our “Footloose” attitudes. So start making your 80’s movie soundtrack mixtapes.

Your Area C council understands that the times seem overwhelming, but we will get through this together. Area C schools have been doing great things for their students and communities. Area C has been hosting a Thursday night “Social Hour”, as a way to connect with each other and share ideas. We will be continuing them the first Thursday night of every month during 2021. I know that this important networking is what helps our members know that they are not alone and that the CADA Area C family is here to support one another, and be connected. We are on FaceBook: [@CADAAreaC](https://www.facebook.com/CADAAreaC), Instagram: [@CADA\\_areaC](https://www.instagram.com/CADA_areaC), and remember to Join our Area C Google Classroom for great event ideas and lessons. If you haven’t seen the invitations and would like to join us, please email Joe at [jcmahon@cadaboard.org](mailto:jcmahon@cadaboard.org)



**Lisa Walters**  
CADA Area D Coordinator  
[lwalters@cadaboard.org](mailto:lwalters@cadaboard.org)

Happy 2021, everyone! As I am writing this, we are all getting ready to say “Bye, bye, bye” to 2020 - what a challenging year! We will definitely not be singing “I Will Always Love You” to 2020....Nope, last year could be called “Toxic” and we will



not be wanting to say “Oops, I did it again”. Now, “All I want to do is have some fun”! If you haven’t been able to follow the clues to the Area D theme for the 2021 CADA Convention - it is 1990’s POP...yes, so get out your flannel, grungy sweaters, pleated skirts, and get a “Rachel” haircut, if you are really courageous! Make your 90s mixtapes - and more information will be coming SOON!!!

Area D has been working to celebrate change in a time that sometimes feels overwhelming. Our Area D schools have been doing some really great things for their students and their campuses. Those challenges are made easier when we have friends to reach out to for support and advice - friends who understand why you plan for a June Grad Nite in the middle of a pandemic without knowing if it will happen, or how to plan a really cool virtual rally. In order to support one another, and be connected, Area D has hosted virtual Thursday socials, and will be continuing them during 2021. If you haven’t seen the invitations and would like to join us, please email Lisa at [lwalters@cadaboard.org](mailto:lwalters@cadaboard.org).



**Kara Johnson**  
CADA Area E Coordinator  
[kjohnson@cadaboard.org](mailto:kjohnson@cadaboard.org)

“It’s over” cool beans “Let’s go Crazy.” Most of us would agree we were “Livin on a Prayer.” “You’re a real tough cookie” 2020, I think you should’ve taken a chill pill. “Nothing’s Going to Stop us” now not even “Jessie’s Girl” or the fact that we all “Wanna Dance with Somebody.” “Oh, something’s got me so excited, baby.” 2021 is going to be totally tubular. If you haven’t got the idea quite yet, you must not have the “Eye of the Tiger.” This year’s Area E theme for the 2021 CADA Convention is... 1980s POP. Is that like totally rad or what? Get ready for the big hair perms, slide into those spandex or high waisted jeans, and grab that walkman we all

know you have. We are so excited to have you join us for our Virtual Convention 2021, where we are going to go Back to the Future with our leg warmers and neon to show off our 80s best. Our AWESOMEIGHTIES Area E Council has been meeting monthly via Zoom and can’t wait to share our best ideas with you. Please remember, “It doesn’t matter who’s wrong or right” just “Don’t Stop Believing.”

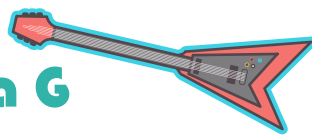


**Area F**

**Ken Nedler**  
CADA Area F Coordinator  
[knedler@cadaboard.org](mailto:knedler@cadaboard.org)

I want to wish you all a happy new year as we ring in 2021. I know that we all felt a little “Rick-rolled” by 2020, but “Come on Eileen”, when we think about 2021, we think “Sweet Dreams are Made of This”. I think we’re all ready for this coming year to “Take My Breath Away.”

So, where am I heading with all this? Area F is proud to announce that our conference theme is New Wave/80’s Rock. What is it? Think Flock of Seagulls. Crazy hair. The future’s so bright, you gotta wear shades. A-Ha! Now you get it. Your council is coming up with new ways to interact with you at the convention and help you along, so we really do hope to see you virtually this year.



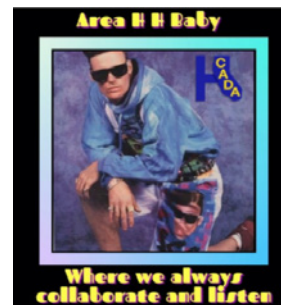
**Area G**

**Bonnie Bagheri**  
CADA Area G Coordinator  
[bbagheri@cadaboard.org](mailto:bbagheri@cadaboard.org)

Def Leppard, Motley Crue, Van Halen, KISS and Bon Jovi... What do these all have in common? They are all part of the 80’s Hair Metal groups that were loud rock bands with flashy clothing, heavy make-up and large, teased hair. Remember those big musical hooks, choruses and the ever

present guitar solo in every song? Area G is excited to tease our hair, wear our black concert t-shirt, our too-tight jeans (probably black too) and a bandana. We are ready to rock the CADA Mixtape!

In this ever changing world and never ending Zoom calls, Area G wishes you the best in all that you attempt. We are here to support you and your family. Everyone is invited to our Area social and meetings as well as to our student meetings. Email Bonnie at [areag@cada1.org](mailto:areag@cada1.org) for a Zoom invitation.



**AREA H**

**Denise van Doorn**  
CADA Area H Lead  
[dvandoorn@cadaboard.org](mailto:dvandoorn@cadaboard.org)

Area H has actually been more connected than ever since Zooming is more popular. Our Area council has met in September, November and December to discuss the upcoming virtual CADA LEADERSHIP MIXTAPE convention. We have decided to feature the iconic and original Vanilla ICE to tout “H, H Baby!” Can you hear the beat already? So get your heavy beads, shades and hairstyles ready to go! Start collecting neon and baggy pants! We are working on making a virtual background to share as well.

All Area H people are encouraged to pay the associate membership fee to receive membership rates for virtual events and convention registration fees. Area H members are also invited to connect with us on our Area H Facebook page. If anyone from outside of California would like to connect with us, ask a question or help us, please contact your area H lead, Denise van Doorn at [dvandoorn@cadaboard.org](mailto:dvandoorn@cadaboard.org).

# Just Look Up

**Joe Beckman**

[joe@joebeckman.com](mailto:joe@joebeckman.com)

Just Look Up!

There's an African proverb that says, "To go fast, go alone. To go far, go together."

We were not meant to navigate this world alone; we were meant to navigate it together.

When we look up, we see where our kindness and compassion can be used to make an impact on someone else. Really making a connection with someone—having a conversation about what interests them, smiling at them, listening to their story—is a vital part of helping those around us who are struggling to feel seen and understood.

Friends, mental health is a multifaceted problem which means we're going to need a multifaceted approach.

However, I'm staking my claim on the fact that the most important solution to the problem just happens to be the one all of us can contribute toward. Authentic human connection. All of us can say "yes" to,

a smile at a stranger,  
a wave to a neighbor,  
or a simple conversation with a grandparent.

It's taking a literal ten seconds out of your day to acknowledge the humans that are sharing the tiny corner of this planet you all call home.

THIS is what authentic human connection looks like! And all of us can say "yes" to it.

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# Refill the Bucket

**Phil Boyte**

*phil@learningforliving.com*

Whew! 2020 is over and we all wonder what 2021 will bring. I am looking for the “Brightside” of it all and some days it is tough to do so. So what do we CADA folks do? What we have always done – find others to encourage and be encouraged by. UCLA psychologist, Shelley Taylor has discovered a stress response that differs from fight or flight. She calls it tend and befriend. “One of the most striking aspects of the human stress response is the tendency to affiliate – that is, to come together in groups to provide and receive joint protection in threatening times”. (Give and Take, A. Grant)

How do we “affiliate”? We reach out –

we think about our friends we see at CADA and what might happen if we set a Zoom call with three to five of them for a 90 minute chat – just to talk, laugh, and perhaps cry a bit. Think of those in your area and consider who might say Yes! Jen Duston, from Leader in Me, said her neighbors went to the sidewalk each evening at 6 to talk, to connect, and see each other. How might we do that with our own staff or ASB? Meet

for a walk, a coffee, a Facetime chat. It seems like the idea to affiliate isn’t the hard part – we can find creative ways – we are activities folks. The hard part . . . might be taking the initiative to reach out. Imagine how refreshing it would be to see someone next week that you usually have to wait till CADA in March to see – yes, make the call, send the text, write that e-mail and see how refreshing it turns out to be!



## LEADERSHIP UNMUTED

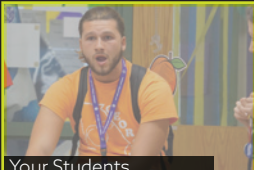
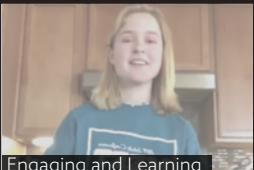

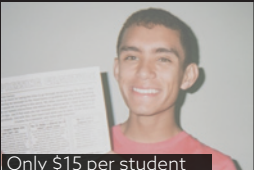
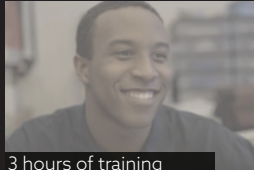

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**INFO & BOOKING:**  
Sandra Kurland

  
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# Building Staff Culture without Asking “Extra”

**Kelsey Langel**

Nevada Union High School  
klangel@njuhsd.com

In what I like to call “The Before Times,” I was all about extra. Staff lunch on Friday? Yep! Staff-wide dress-up day? Done! Have all my students write a staff member a thank you note? Easy! And did it matter? Did it make a difference, all that extra? Yes! It did and it was great! Our staff was enjoying each other’s company more, smiling more and as our staff culture developed in a positive way, students recognized it also and it became part of a positive shift in our overall school culture. The extra effort was worth it.

**Extra.** It’s a loaded word, now though, isn’t it? Nope, nah, no can do. Don’t even mention the word around me right now. Anything extra these days is not likely to foster a positive response from anyone, including me!

The reality is that the work we do has become so heavy, so intense, so draining, that, for many of us, the ability to do extra is gone. Staff culture is definitely not a high priority, right? But is it any less important than in “The Before Times?”

How can we, as leaders and advisors, still maintain a level of positive staff culture without tapping into our staff’s already empty resources? Can we do it without requiring any extra on their part? Can we take the burden of extra away and still build staff relationships that don’t require someone to show up somewhere, bring a dozen cookies, deliver treats or make a costume? Yes!

Here are three simple ways to remove the burden of extra and still build a positive staff culture on your distanced or hybrid campus:



## 1. Distance Learning Desk Contest:

- There are some AMAZING DL set-ups right now! Two screens? Three? Four? Send an email out and have your staff send in a photo of their Distance Learning Desk. Then create a slideshow and have your admin play it while everyone is entering the Zoom for the next staff meeting. Give a simple prize to the one with the craziest set-up!
- **Make it easy:** if you have a Google number, share it with staff so they can text their pic- you’ll get more participation!

## 2. Weekly Email Contests:

- Pick a day and send out a simple contest each week. Last week, in honor of Election Day, we had a simple contest to see who could name the presidents, in order from Trump to Washington. Staff had until 4:00PM and had to promise to use the honor system- no Googling! It

was a great, simple, FUN distraction! The winner got a prize.

- **Make it easy:** Create a Google Form for it if you don’t want your inbox inundated. Check the link below for some good ideas!

## 3. Thank You FlipGrid:

- Create a FlipGrid for students to do a Shoutout of Thanks for staff and share code via social media, weekly principal’s message, website, etc.
- Make sure you click the box that requires a preview from the moderator BEFORE the video is published.
- **Make it easy:** Put a trusted council student in charge of previewing videos so you don’t have to!

Here is a Google Folder full of ideas for you to use! [Digital Staff Culture Folder](#)  
If you have questions, please email me:  
klangel@njuhsd.com

# Importance of Student Activities Letter

The CADA Board has created the letter below to pass along to your administrators, school board members, and/or superintendents to help explain the importance of student activities. [Download the letter here](#)



## California Association of Directors of Activities

Greetings from the California Association of Directors of Activities,

We know in these trying times we are all worried about the impact of the virtual world on our students. This impact could be a loss of social interactions with peers, a sense of being part of something bigger and a student's feeling of being all alone. Activities directors are essential in filling the role of creating a positive school culture by making connections and building relationships with students and staff.

The great challenge to education is always engaging students and connecting them to the campus. Today, with virtual learning, we are seeing a vast increase of students who are disconnecting from school. We can all see the immediate consequences as these students stop attending their academic classes. Perhaps they turn on the computer, but do not turn on their camera, or they do not engage in classroom discussions. The single most important job of the school activities director is to connect students to school and their peers. Leadership programs create positive social interaction even in the virtual world and reduce dropout rates, giving students a platform for social interaction with their peers.

A Gallup poll published in 2020 ("[Resilient Wellbeing in a Chaotic Education World](#)," October 2020), shows schools with higher student engagement demonstrate significantly lower incidents of negative student behavior compared to schools with lower student engagement.

- 75.8% fewer student suspensions
- 91.4% fewer student expulsions
- 29.4% fewer student truanancies
- 76.5% student dropouts

According to the recent Gallup poll:

*The current state of education is in a reactionary mode like never before. As recently as [November 2020], 44% of U.S. public school teachers said they did not know what their school's teaching and the learning situation would be this fall.*

*Three colliding pandemics -- the COVID-19 crisis, an economic recession and escalating racial tensions -- have created a perfect storm for not only the wellbeing of students, but also that of the leaders and teachers accountable for their progress.*

***Where does this leave our education leaders in the near and longer term? Leaders need to build engaging and thriving schools in this age of crisis. Student leaders are the key to developing social-emotional support to all stakeholders on school campuses.***

3121 Park Avenue, Suite C – Soquel, CA 95073  
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Continue...



## California Association of Directors of Activities

How can your district help and benefit from a strong activities and leadership program? We know involvement in school activities increases student attendance which positively impacts school funding. Keeping activities directors employed on your campuses is a simple matter of dollars and makes perfect sense. Social-emotional learning is a critical component of LCAP and the California School Accountability Report Card. Activities directors, along with their leadership program, provide programs to create forums where students can express themselves and share their interests with mentoring adults.

As we encounter budget cuts it is important to keep in mind the value of co-curricular activities keeping students engaged on school campuses. The most recent reporting from *Ed Week* is from 2019, in which the average district funding in California is \$12,143 annually; **if activities can save just 7 students from dropping out or leaving the district it will more than offset the cost of an activities director's salary** - activities directors are worth keeping!

Respectfully,

CADA State Board of Directors

3121 Park Avenue, Suite C – Soquel, CA 95073  
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