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California Association of Directors of Activities

SERIES 2019 - 2020 | VOLUME 119 | ISSUE 3



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PRESIDENT’S MESSAGE

MARGARET NOROIAN
 CADA President
mnoroian@cadaboard.org

Dear CADA Members,

I hope you all had a wonderful holiday, shared quality time with family and friends, and were able to enjoy some time for relaxation! And now, are you ready for the new year, a new decade, the second semester of school, and, of course, the 2020 CADA Convention? Ready or not, here they come in rapid succession!

First of all, I want to share my New Year’s wishes for you. I wish you good health, peace of mind and peace in your heart. I wish you happiness surrounded by love! And, I hope you slow down to enjoy life, find your cadence and find the quiet spaces inside of you that need to be filled.

Like most of you, during the holidays I had time to think about all the wonderful people and things I have in my life. I had time to reflect that no matter how tough

life is today, there is always something to be thankful for. The movie *A Beautiful Day in the Neighborhood* brought me back to my younger days and reminded me that Mr. Rogers was right about so many things:

- Routine and responsibility are the foundation of our day.
- It feels good to make something, even if you aren’t good at it.
- The Land of Make Believe is still there.
- Other people are different than us and just as complex as we are.
- We are responsible to care for the most vulnerable.
- It is okay to feel whatever it is we feel; but, our feelings are not an excuse for bad behavior.
- Work to make a difference wherever we can.
- Look for the “helpers”.
- Make time to care for yourself.
- Finally, be a good neighbor.

Mr. Rogers reminded me why activities directors do what they do! As he asked, “Is there someone who loved you into existence, who loved you so much that you became the person you are right now?” For many of us, our parents, grandparents, guardians, or a close friend were the ones who loved by example and who taught us how to be a good person. For others, a teacher, coach, Activities director filled that



need. These people accepted us exactly as we were, told us we were special and gave us the foundations of confidence, empathy, and benevolence that we would not have had had they not been in our lives. Like Mr. Rogers, activities directors demonstrate on a daily basis gentle wisdom and advice to their students emphasizing the importance of real human connections.

Like Fred, important to activities directors is being really present and deeply engaged with the person you are sitting with, working with or sharing time with. This work is as relevant as ever today. We need this message now more than ever. Who isn't starving for a message of self-value, peace, love, and appreciation? Like Fred, activities directors are always looking for "helpers" in our students who are good at finding the good in any situation. And like Fred, activities directors are able to discover the good in situations and are able to capitalize and build on that good and bring it to light for those who might not

be able to see it in themselves. And in turn, your students model what they see you do on a daily basis!

CADA is my extended family and I consider it an honor and privilege to have served as the 2019-2020 CADA President! Thank you for allowing me to be a part of this special organization with you. "I'm proud of you and CADA, you know that. I hope you do!" Wishing you all the best in 2020!



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PRESIDENT ELECT'S MESSAGE



Allison Gadeke
CADA President Elect
agadeke@cadaboard.org

Dear CADA Friends,

I hope you enjoyed a restful break in the company of beloved friends and family! Soon our CADA family will be gathering for our annual convention. I look forward to this every year, as I'm always in the company of people who offer love, support, and new ideas. As you are starting to plan your schedule for this year's convention, I want to draw your attention to a few programs to add to your "to do list."

This year we will put an emphasis on wellness – of ourselves AND our students. **Every morning**, we will offer **workouts** that will allow you to take care of yourself while you're away from your regular routine.

Be sure to arrive early on Wednesday to check in at the convention – our registration tables, sponsored by **PegLeg Entertainment**, will be waiting for you!



We also have an exciting line up of **MAA courses** and **pre-convention workshops** that we hope you will pre-register for and join. You will definitely want to catch one of these outstanding productions. **Pre-cons begin at 8:30 A.M. on Wednesday!**

The pre-con workshops include:

School Safety Begins With A Courageous Conversation About Mental Health ... and Listening

– presented by Erahm Christopher
Cases of youth anxiety and loneliness are skyrocketing, with suicide being the 2nd leading cause of death among US teens. This session offers a pragmatic look at how to address mental health on our campuses. Erahm Christopher will share his insight, revelations and creative strategies on how to begin and sustain a courageous mental health conversation that teaches everyone how to listen. Come join the conversation to reorient your school's culture towards more empathy and balance in your students' lives.

The AIM Project – The Human InnerFace

– presented by Sharon DeMattia
Imagine your students engaging in meaningful conversations that are beyond two-word sentences, shoulder shrugs, and the sharing of the latest snap. This multi-sensory workshop shows you how to use art to open creative space in which your students connect the collaborative power within our diversity. The art of play

breaks down communication barriers while fostering a classroom culture built on strong foundations of trust, curiosity, and kindness. Come draw, share, and learn with us in this experiential activity!

A Why and How Approach to Restorative Practices and Restorative Justice

– presented by Debbi Holmerud
Debi visited the Genocide Museum in Rwanda and ignited her interest in restorative justice and challenged her traditional view of discipline. Its potential impact for holding students accountable for their behavior -- while still valuing personal relationships, changed her focus. Since that time, she has been working with administrators, teachers and students, introducing and promoting the use of restorative practices and implementing a more restorative approach to discipline. Participants in this session will be introduced to restorative practices, given the opportunity to experience them, and be challenged to identify how they can incorporate them into their daily work with students.

FCMAT – ASB Finance

– presented by Michael Ammermon
Fiscal Crisis and Management Assistance Team (FCMAT) is the organization designated by the state of California that oversees ASB finances related to AB1200. This workshop focuses on information necessary for today's school leaders in maintaining fiscal accountability, legal compliance, and accuracy within student body accounts. Bring your own technology (free Wi-Fi provided) and download the newest FCMAT manual.

ENVOLVE Everyone

– Presented by Scott Backovich
This action-packed session is designed to help you create the world's most engaging student activities. Find out how to gain meaningful trust with all of your students, learn how to facilitate activities focused on encouragement rather than embarrassment, and walk away with an



CADA Memorial Scholarship

CADA/CASL provides several scholarships each year to further promote growth and student leadership. Sponsored by CADA, we will offer students a chance to win a scholarship to the CASL State Conference and CADA Leadership Camps. Apply now for the CADA Leadership Camp today!

CAMP Deadline is March 15, 2020 | Notifications by April 3, 2020
Apply online at www.cada1.org/scholarships

individualized game plan to increase school spirit.

Following the pre-convention sessions, we will kick off the 170+ **workshops** we'll offer during the convention. These range in topic from celebrating diversity, improving school climate, addressing mental health, promoting unity, and much, much more!

Next, we will have our opening session -- a preview matinee with noted speaker/author, **Angela Duckworth**. In her talk, the Character Lab Founder and CEO will explain the importance of different kinds of character strengths and will use a case study in GRIT to explain how our students can use motivation, skill, and opportunity to learn to have harmonious relationships while maintaining high achievement.

After the first round of workshops and the preview matinee, we will have a special activity for new to convention attendees entitled, "**There's No Escaping Leadership**," sponsored by **WorldStrides**. Concurrently, veteran advisors will be welcomed to the new high school and middle school specific "Spotlights on Leadership."

Once these programs have concluded, "**Mike Smith Live**" will lead our first general session. Growing up where kids lacked alternative outlets to express their creativity, Mike was drawn to the idea of creating a place that impacted kids' lives. Today he's the co-founder of an organization that is working to end generational poverty. He empowers kids to discover their passion and build life and professional skills through skateboarding, music, and art.

Later that evening we will travel to **Wild Island Family Adventure Park** for a fun evening, sponsored by **PMMnP**, that includes dinner, a variety of social activities, and networking with our colleagues.

The next morning, we'll be back at it. We'll offer you a cup of coffee and breakfast snack with our area councils, followed by an awesome general session with **The "Amazing" Tei Street**. Tei will share what is possible when we remove the masks of pretense to create authentically inclusive climates and cultures in our schools. Her masterful use of humor, coupled with her gift for storytelling, will engage you as she encourages you to move from motion to action.

After Tei energizes us, we'll have a second round of MAA courses, time to stroll through our exhibit hall, a wide variety of workshops, and our CADA Slam. Just when you think the day is over, **SOS Entertainment** will invite you back into the Exhibit Hall for a New York street vendor inspired dinner. And when we have met our affiliates, enjoyed some delicious food, and shared with colleagues, we will enjoy a fun evening, sponsored by **Herff Jones**. We'll **bowl, dance**, and enjoy a **piano bar** while we network!

Friday morning, we will rise and shine for our **Scholarship Run** – where we'll raise funds to send students to CADA programs. This year you can sign up to run as an individual or group, join our C.H.E.E.R. Leaders* Squad (CADA Helps Empower & Educate Responsible Leaders), and enter our costume contest! We hope you'll join in the fun AND help send some truly deserving kids to the CASL State

Conference and CADA Summer Leadership Camp!

Following the run, we will have **Meet the Pros**, another series of workshops, an exciting **CADA SWAP Shop**, and a new special **Administrators' Panel** event for our school/district administrators. The panel will include some caffeine and treats, and will impart key information created specifically for administrators -- presented by administrators.

Our final general session will also be held on Friday and will be headlined by the inspirational **Erin Gruwell**. Erin taught in inner city Long Beach in one of the toughest schools - with some of the most challenging students. She managed to ignite a passion in them that motivated them to prioritize their education and work to achieve their dreams. Her story, and that of her students, was featured in the film, *The Freedom Writers*.

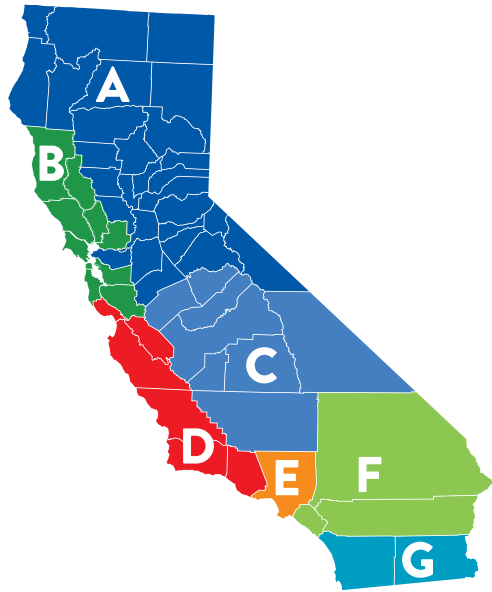
Later that evening, we'll celebrate a few of the super star members who have achieved outstanding accomplishments in the past year in their schools/communities, and CADA. "**CADA's Tribute to the Tony's**" will feature a Broadway style show, awards ceremony, and dinner, that will then lead into **Lifetouch's** dessert and dance! Be sure to get all dressed up (however you are comfortable) and join us for a celebratory evening.

Finally, on Saturday, we will have a **Speaker Showcase Panel, Speaker Showcase sessions**, workshop sessions, and a delicious **brunch** – where we will reveal the **theme of our 2021 convention!**

I can't wait to see you all very soon in Reno!

CADA/CASL Comes to You!

Check out your area page for events near you!



AREA A

www.cada1.org/areaA

areaA@cada1.org

Counties: Del Norte, Siskiyou, Humboldt, Trinity, Shasta, Glenn, Tehama, Modoc, Lassen, Colusa, Plumas, Sierra, Sutter, Nevada, Yuba, Butte, Yolo, Sacramento, Placer, El Dorado, San Joaquin, Stanislaus, Contra Costa, Tuolumne, Amador, Alpine, Mono, Calaveras

AREA B

www.cada1.org/areaB

areaB@cada1.org

Counties: Mendocino, Lake, Sonoma, Napa, Solano, Marin, San Francisco, San Mateo, Alameda, Santa Clara

AREA C

www.cada1.org/areaC

areaC@cada1.org

Counties: Mariposa, Merced, Madera, Fresno, Kings, Tulare, Kern, Inyo

AREA D

www.cada1.org/areaD

areaD@cada1.org

Counties: Santa Cruz, Monterey, San Benito, San Luis Obispo, Santa Barbara, Ventura

AREA E

www.cada1.org/areaE

areaE@cada1.org

Counties: Los Angeles (North County), Los Angeles (South County), Los Angeles City

AREA F

www.cada1.org/areaF

areaF@cada1.org

Counties: San Bernardino, Riverside, Orange

AREA G

www.cada1.org/areaG

areaG@cada1.org

Counties: San Diego, Imperial

AREA EVENTS

AREA A

Area Coordinator
Linda Cooper
areaA@cada1.org

May 5, 2020
Area A Central Valley
Student Conference
Modesto Centre Plaza

LEADERSHIP DEVELOPMENT DAYS

Jan 15, 2020
Arden Middle School -
MS Delegates

Jan 16, 2020
Mountain House High School -
MS Delegates

Jan 29, 2020
Sutter Union High School -
7th - 12th Grade Delegates

Jan 30, 2020
Ygnacio Valley High School -
MS Delegates

Jan 31, 2020
Heritage High School -
MS Delegates

Jan 31, 2020
Academy of the Redwoods -
HS Delegates PRIVATE

AREA B

Area Coordinator
Laura Castro
areaB@cada1.org

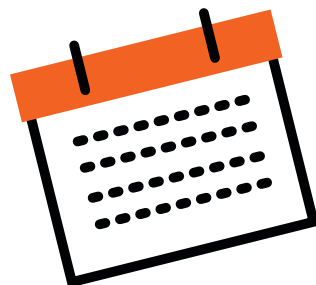
LEADERSHIP DEVELOPMENT DAYS

Jan 8, 2020
John F. Kennedy High School -
HS Delegates

Jan 17, 2020
Miller Middle School -
MS Delegates

Feb 10, 2020
Branham High School -
HS Delegates

April 15, 2020
Union Middle School -
MS Delegates



AREA C

Area Coordinator
Joe McMahon
areaC@cada1.org

LEADERSHIP DEVELOPMENT DAYS

Jan 21, 2020
Tierra Del Sol Continuation High
School - HS Delegates PRIVATE

Jan 22, 2020
Centennial High School -
HS Delegates PRIVATE

Jan 28, 2020
Madera High School -
HS Delegates

AREA D

Area Coordinator
Lisa Walters
areaD@cada1.org

LEADERSHIP DEVELOPMENT DAYS

Feb 11, 2020
Pajaro Valley High School -
MS Delegates

Apr 24, 2020

Santa Cruz High School -
HS Delegates

AREA E

Area Coordinator
Kara Johnson
areaE@cada1.org

February 4, 2020
Area E S.T.A.R.S. Conference
**Cal Poly Pomona Kellogg West
Conference Center**

LEADERSHIP DEVELOPMENT DAYS

Jan 14, 2020
Chino Hills High School -
MS Delegates

Jan 24, 2020
Golden Valley High School -
HS Delegates PRIVATE

Jan 29, 2020
Chaparral Elementary School -
Elementary Delegates PRIVATE

Feb 5, 2020
San Dimas High School -
Valle Vista League HS
Delegates PRIVATE

Feb 20, 2020

Paramount High School -
MS Delegates

March 14, 2020

California Scholarship
Federation LDD -
HS Delegates PRIVATE

AREA F

Area Coordinator
Anthony Rogers
areaF@cada1.org

January 30, 2020

CASL Regional Conference
Student Conference
Thomas Lasorda Field House

**LEADERSHIP
DEVELOPMENT DAYS**

Jan 6, 2020

Orange Vista High School -
Staff Delegates PRIVATE

Jan 17, 2020

Matthew Gage Middle School -
MS Delegates PRIVATE

Jan 22, 2020

Vista Murrieta High School -
HS Delegates

Jan 24, 2020

Temecula Middle School -
MS Delegates

Feb 12, 2020

Esperanza High School -
AVID 7th Delegates PRIVATE

Feb 19, 2020

Esperanza High School -
AVID 8th Delegates PRIVATE

Feb 19, 2020

Valley View High School -
HS Delegates

AREA G

Area Coordinator
Bonnie Bagheri
areaG@cada1.org

**LEADERSHIP
DEVELOPMENT DAYS**

Jan 23, 2020

Mesa Verde Middle School -
MS Delegates

April 30, 2020

Madison High School -
HS Delegates

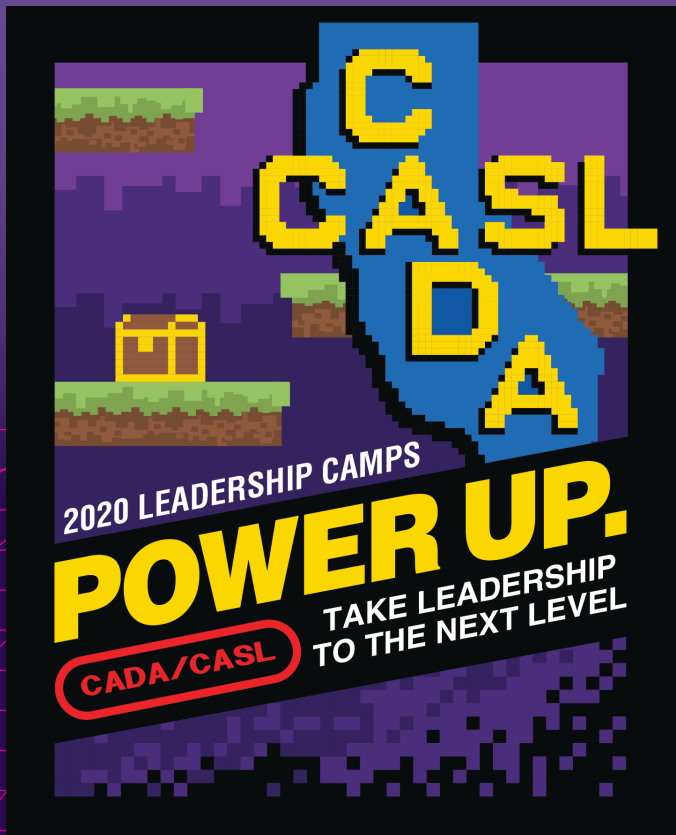
May 19, 2020

San Marcos High School -
HS Delegates



**INTERESTED IN HOSTING AN LDD AT
YOUR SCHOOL SITE?**

Visit cada1.org/LDD and click on
"Host an LDD" in the left menu for all the details.



**REGISTRATION
OPENS IN JANUARY!**

SANTA CLARA UNIVERSITY

June 24-27 Middle School & High School

UC SANTA BARBARA

July 6-9 High School Camp 1

July 11-14 High School Camp 2

July 16-19 High School Camp 3

July 21-23 Middle School Camp

For Updates & Conference Information Visit Us at
www.cada1.org/leadershipcamps





PODCASTING AT YOUR SCHOOL SITE

Lindsey Charron

CADA Public Information Coordinator
pic@cada1.org

Serial, My Favorite Murder, This American Life. Even if you have not listened to them, you immediately know what they are: a podcast. Podcasts have been popular for a few years, but the number of people listening to them has increased sharply this year. According to a recent *New York Times* article, around one in three people listen to a podcast at least once a week, and of our current population over half of Americans have listened to one. They are a frequent topic of discussion as people are always looking for the next great podcast to listen to, and they range from being informative to entertaining.

With so many people, including students, listening to podcasts, creating one at your school site is a great way to capture the attention of your school community and involve those who might not typically want to get involved in school activities. A school podcast could

highlight the activities your leadership class is doing, be used to address topics that students are concerned about, or utilized to interview and highlight the accomplishments of students on your campus.

There are many apps today such as *Anchor* and *Spreaker*, which make the creation of a podcast relatively simple. You also do not need to purchase any expensive equipment as you ease into creating your own. Your own phone can be used to create a podcast, and then when you do choose to upgrade, you can purchase some simple microphones (from Blue Snowball) which connect to your computer by USB to help enhance the sound quality of your podcast. Websites such as WeVideo are free, and can be used to edit your podcast, and there are a number of YouTube tutorials and blog posts that go over the fine details of putting one together.

Thus, podcasts are a great platform to utilize to allow your leadership students to tell their own story of what is

happening at their school site. Students who are reluctant to participate in events that are out on on your campus might be more willing to be interviewed for a podcast because the spotlight is not on them. They can be used to highlight the amazing things that students are accomplishing, or they can be used for students to get to know each other on campus. Moreover, they are a great way to allow for more student voice on your campus.



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MASTER ACTIVITY ADVISOR (MAA) PROGRAM AT CONVENTION

Jeff Culver
CADA Professional Development/
Camp Coordinator
jculver@cadaboard.org

The 2020 CADA State Convention is your chance to begin your course of study to earn the Master Activity Advisor (MAA) certificate. Program completion typically takes 2-3 years. Begin the program by registering for **MAA 101: Foundations for Student Activities** which will be held in two parts on Wednesday, March 4 from 12:30-2:30 p.m. and 4:15-5:15 p.m. This seminar course, led by MAA graduate and Ygnacio Valley High School Activities Director, Corissa Stobing, 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 materials and pre-registration 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. One seminar will be held Wednesday afternoon from 1:00 p.m. - 2:45 p.m. and another seminar will be offered Thursday morning from 10:45 a.m. - 12:30 p.m. All courses (202, 203, 204, 205, and 208) will be offered this year, at \$50 each, and pre-registration is required. Specific schedules of courses will be determined based on registrations received by the Convention registration cut-off date.

For our new or returning MAA participants, if you're planning to attend the Pre-Con FCMAT session, you can add-on the MAA course credit for 201: Finance & Law as part of that session. The additional cost is \$25 and pre-registration is required.

All courses, including Pre-Con add-ons require participants to complete an assignment throughout the Convention as well as a post-Convention follow-up. All participants are expected to attend all Convention sessions and events to receive credit for the 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 on site to add-on the college unit(s).

CADA members completing their MAA course of study in 2020 will be recognized on stage at the beginning of the General Session on Friday afternoon.

For more information about the MAA Program, please see 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.



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*just as your
graduation is more
than the cap and gown.*



BOOK REVIEW

LEADERSHIP AND SELF DECEPTION: GETTING OUT OF THE BOX

Jasmine Tong-Seeley
Former CASL State President

An annual tradition of the CASL State Board is selecting, reading, and discussing a book together throughout our term. Last year, we chose to read *Leadership and Self Deception: Getting Out of the Box* by the Arbinger Institute, a book which provided insights into the precise psychological processes that often hold us back from achieving our full potential as both individuals and organizations.

Written as a parable, readers are introduced to the “box,” a metaphor for the self-deception and self-justification that often traps or hinders productivity, empathy, and collaboration. The box is hard to see, yet often exists as a deep-rooted issue that each of us grapples with.

A simple analogy used to describe this phenomenon is that of the often-

dreaded experience of finding seats on an airplane. In two short stories, a contrast is drawn between different scenarios. The first describes a man having a briefcase on the empty seat next to him and tuning out by reading a newspaper, so as to not give up the space to another traveler. He views the other passengers as objects, with wants and needs secondary to his own. The second situation involves a woman who gladly offers to change seats so the same man can sit with his wife on another flight. This woman represents acting outside of the box, viewing others as people with their own uniquely valid wants and needs.

The book serves as a mirror, reflecting back simple truths through extremely relatable examples. We come to recognize moments in our own lives where we’ve put ourselves inside the box, choosing to remain passive and failing

to act upon what we know is best or beneficial for the people around us.

Not only does *Leadership and Self Deception* reveal much about the way we interact with others, it also provides strategies to get out of the box—in essence, actively changing our behaviors and deriving our influence as leaders not from coercion, but true human connection.

We as the CASL Board highly recommend this book for not only California’s student leaders, but any individual, regardless of age, occupation, or position. Reminiscent of Martin Buber’s I/Thou philosophy, *Leadership and Self Deception* is both insightful and engaging, providing the opportunity for self-reflection and growth.



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CADA VICE PRESIDENT ELECTIONS 2020



Debi Weiss
CADA Past President

As the CADA Immediate Past President, I will oversee the elections as the election officer. Each year a current or former board member makes a four-year commitment to lead the CADA organization. When the individual is elected, he or she will follow the positions of Vice President,

President-Elect, President and Immediate Past President.

It is my pleasure to announce that we have two candidates for CADA Vice President. Our candidates are Geniel Moon and Anthony Rogers. Please take a moment to read their thoughts and ideas for the future of CADA. Furthermore, as a member of CADA, you might have some questions about elections. We hope this Q&A is helpful.

How do you become a candidate for Vice President?

After serving one full year on the State Board, all board members (elected or appointed) are eligible to run for the position of Vice President. Former board members are eligible to run for Vice President up to and including five years after leaving the board.

Who can vote?

CADA regular and life members

When do I vote?

Eligible members will be able to login from any computer or device and vote with the option of viewing the candidate convention speech.

Elections will begin at 3:50pm on Thursday, March 8th and close at 1:00pm on Friday on March 9th.

Where can I meet the candidates?

You can read their candidate statements in this newsletter and follow candidate campaigning on social media. During the CADA Convention, candidates will be available throughout, each will be introduced and give a speech during the second general session on Thursday morning, and they will speak during the Area Meetings on Thursday afternoon.

VP Candidate Statement Geniel Moon



As we go through our seasons of life. I often reflect back to this poem:

“The Guy in the Glass”

When you get what you want in your struggle for self
And the world makes you king for a day,
Then go to the mirror and look at yourself

And see what that guy has to say.
For it isn't your mother, brother or friends
Whose judgement you must pass.
The person whose verdict counts most in your life
Is the one staring back in the glass.
You can go down the pathway of years
Receiving pats on the back as you pass.
But your final reward will be the heartaches and tears
If you cheated that guy in the glass.

How many times have we questioned ourselves, asking, “Why am I spending so much of my time and energy on my school and students?” How often do we self-reflect on the good that we have done each day? The answer to these questions is CADA. We CADA members teach educators to fight the good fight, we supply the tools necessary for success and we teach positive self-care along the way. The relationships we build by attending CADA events are the backbone

for our survival in the crazy, wonderful world of student activities.

- One of my goals during my term deals with serving the local level of CADA. I want to help implement new and innovative leadership ideas so that everyone will want to go to work each day. We all work at the best schools and we have the best students. Through our continued involvement with CADA, I will lead our Board to be open to help every school achieve this feeling of fulfillment.
- CADA has developed some great relationships with vendors and this provides each of us with the instruments necessary to make our school the best it can be. One relationship that is very important to me is our partnership with CIF; at the state and local levels. I will work diligently to see CADA be

more involved with the fast growing “e-Sports” and the Unified Sports Programs through the Special Olympics. Both programs reach out to populations that are often not served and can go unnoticed.

- Another goal I plan to work on deals with CADA on the national level. I plan on working with our National Student Council California Executive Director to bring a National Student Council conference to California. Our students and activities directors deserve this opportunity to network with like-minded people from across the nation.

I am Geniel Moon, and I would love to be your next CADA Vice President. I am in my 32nd year of teaching at both the middle and high school level. I have served the past 10 years on the Area F Council, served as Area F Coordinator for two years, served as CADA camp staff for nine years, Activities Director at Murrieta Valley High School for 15 years, Athletic Director for 10 years, I was in the first class of activities directors to earn my Master Activity Advisor certificate, my school has been recognized as a CADA/CASL Outstanding Activity Program for 15 years, a NatStuCo Gold Council for nine years and I truly believe and support all CADA programs. I serve as the CADA representative to the State CIF Federated Council and the CIF Southern Section Executive board. CADA is my work family, and I believe that we create outstanding opportunities for students and activities directors to make their schools the

best that they can be through enriching experiences, amazing activities and lifelong memories for all.

Please take the time to vote- let's model what we teach our kids. When you are looking at the person in the mirror, I hope you see a happy, self-fulfilled educator with a passion to lead and do what's best for all of our students.

VP Candidate Statement **Anthony Rogers**



Anthony Rogers has been in education for 20 years, where he has spent the last 13 years as the ASB advisor at Palm Middle School in Moreno Valley, California. Currently Anthony serves as an art teacher, ASB and Yearbook advisor as well as department lead and a member of his site's budget committee.

He has been involved with CADA since attending his first convention in 2012 here in Reno. He arrived knowing absolutely no one and feels he left with a great network of people that understood

the trials and tribulations of activities directors.

Anthony has served on the Area F Council since 2016 serving as Area Coordinator and on the CADA State Board of Directors over the past two years. During this time Anthony has presented at our State Convention, to advisors in Area A, students in Area G and students and advisors in Area F. Anthony has also presented to both students and advisors while attending the National Student Council Conference in 2018 and 2019.

Meanwhile, his program has been recognized as a NatStuCo National Gold Council of Excellence the past four years and a CASL Outstanding Leadership Program during the past five years.

At the end of the day Anthony just wants to be a resource for advisors and students throughout the state of California and is willing to give a helping hand whenever he can. A few goals that he has if elected, as CADA Vice President would be to increase the national exposure of schools in California, contribute to hosting a National Student Council Conference in California, develop connections with California colleges and universities, and lastly increase the opportunities for sponsors to join the CADA/CASL organization.



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PROFESSIONAL DEVELOPMENT COLLEGE CREDIT AVAILABLE AT CONVENTION

Jeff Culver
 CADA Professional Development/
 Camp Coordinator
jculver@cadaboard.org

If you'll be attending the 2020 CADA State Convention in Reno, Nevada and are in need of college credits to continue your quest to move along that magnificent step and column chart in your school district, then read on! You have two options to obtain up to 2 units of graduate level college credit.

Option 1: Begin the Master Activity Advisor (MAA) program and add the Fresno Pacific University optional units with your MAA course.

Option 2: For members not enrolling in the MAA program, register for the Professional Development course from Fresno Pacific University as part of your Convention attendance!

Courses are graduate-level, professional development semester units of credit that are not part of a degree program, but are designed to

meet specific staff development needs. Through our partnership with FPU, attendees at the 2020 CADA Convention have an opportunity to purchase up to two optional college credits. A grade of Credit/No Credit (CR or NC) will be issued for all coursework. Credit is equivalent to a B grade or better. Letter grades are not issued.

Courses are available for participants in the Master Activity Advisor (MAA) Program as well as attendees of the Convention not enrolled in the MAA Program. Members may register for no more than 2 units total. Registration information will be available at the Professional Development booth at the convention registration area on Wednesday, March 4. Payments for college units are made directly to FPU using their website. Additional information, including course titles and numbers will be available at cada1.org/fpu.



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SHARE & GROW
 Is there something your school does well you want to share at the CASL State Conference? If so, apply for Meet The Pros to have an opportunity to present to leaders from across the state!

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Ontario Convention Center
 Middle School: March 26-28
 High School: March 28-30

Applications for State Board and MTPs
 Due February 3rd.





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The National Student Council Conference is a unique opportunity for student council members and advisers to meet with their peers and enhance their skills. National Student Council (NatStuCo) member schools receive special discounts to attend.

This year's National Student Council Conference will be hosted by Eaglecrest High School located in Centennial, CO, and plans to bring together over a thousand student leaders and advisers from across the country for an inspirational six-day event.

JUNE 19-24, 2020

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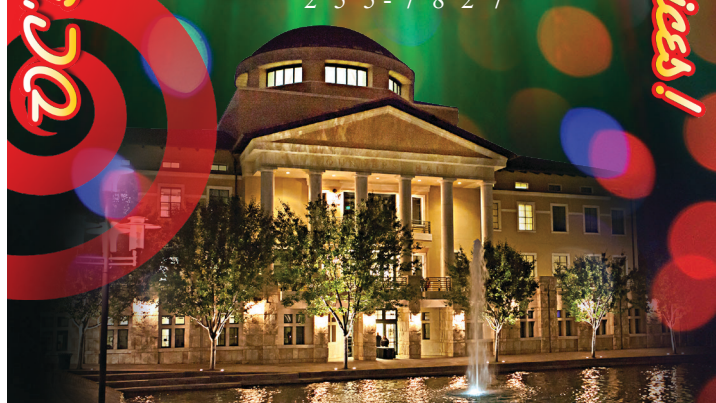
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The Art of Facilitation - Isha Chander, CASL Northern Director

Supplies: One handout and writing utensil per person.

Introduction: Let's think about the Queen Bee of a beehive-- what comes to mind? Typically, the title of queen bee gives us the connotation of a power force of something. What if I said a queen bee's job in a hive isn't to *power* the colony, but rather to *empower* it? The queen bee is responsible for giving off an energy called a pheromone, and this pheromone adjusts the behavior of all of the other bees working in the hive.

Activity: We are all leaders on our campuses, meaning we all have some kind of pheromone that we give off to others. On our handouts, we have a blank space to write what our "pheromone" is. Essentially, our pheromone is a word that describes the energy that we give off to those around us in our leadership organization or in daily life. Let's take a few moments to write down our personal pheromone on the space on the handout. *Direct delegates to write their words down, then to get in their "hives" (preassigned groups of 4).*

- How many of us had the same pheromone written down on our handout? (*None or very few of the partnerships will raise their hands.*) Sometimes, because our strengths are so different from one another, we overlook the opportunities presented to us that allow us to amplify the strengths of others. Let's turn to our hive partners and discuss ways we can utilize the strengths of others when planning a rally on our campus.

Reflection: This workshop focuses on the concept of "facilitative leadership". The root of the word "facilitation" is "facil". Does anyone know what the root "facil" means? *Call on a volunteer to share the answer.*

- Facil means "easy". If facil means easy, we can draw the conclusion that a facilitator's job is to make something easier for people. As we practice this in our next activity, an important step to facilitation is understanding the differences of our peers and putting in an active effort to empower their strengths, rather than simply delegating by telling people to work without intention.

Activity: On our handouts, we have a blank space marked "my learning type". According to the VARK Model, there are four main types of learners:

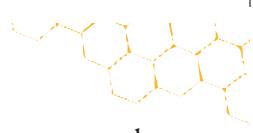

1. **Visual Learners:** *see* what they're learning; when taking in information, there needs to be something they can visualize, such as powerpoints, videos, posters, or run-throughs.
 2. **Auditory Learners:** *hear* and respond in order to take in information; they need auditory engagement for learning, such as lectures, discussions, podcasts, or music.
 3. **Reading/Writing Learners:** *interact* with text rather than hearing/seeing images, such as with interactive worksheets with instructions and annotations.
 4. **Kinesthetic Learners:** *get up and go* in order to learn; they need hands on and situational learning opportunities that involve physical involvement and movement.
- It's important to note that we can retain knowledge in all of these ways, and we shouldn't view our preference as a restriction. With that said, on our handouts, let's write which of these four types most resonates with us. Many of us can be a mix of them.

Reflection: Facilitation is about creating a resilient team rather than a group of followers. Rather than focusing on the "task-assigning" trope, let's look deeper to find ways we can *facilitate* our group's strengths and not *dictate* the assignment to check boxes and get it done. We can learn these two simple things about the peers in our leadership organizations to understand them and influence with intention. Be the Queen Bee of your leadership! We're probably thinking: "Alright! Queen Bee, that sounds amazing! But... how do I actually get there?"

Video: Play "Leaders as Facilitators" Youtube video by Marshall Goldsmith.

https://www.youtube.com/watch?v=FY1h2_buNkE

- Let's turn back to our hives and discuss this question: How does Alan Mullaly use facilitation to create success?



Situation: Alan Mullaly took over the Ford Motor Company in the year 2006. Ford had just posted the largest annual loss in its 103-year history, its stock was trading at \$1 per share, and its employees were paralyzed with fear of failure and layoffs. One night, Mullaly gathered up his leadership team of 16 people and asked them to do two things: identify a plan to implement their strategy, and then assess their plan with one of three colors: green- on track, yellow- off track but are working on getting on track, or red- not on track and not sure how to get on track. Now, let's actually set the stage to show how this meeting went. *Call on one volunteer to act out the part of Mr. Mullaly.*

- Before we start, since we don't have colored cards, let's hold up a thumbs up as a green card, thumbs sideways as a yellow, and thumbs down as a red. *(Slightly address the volunteer but also ensure to be outward to the group.)* Now, Mr. Mullaly, this is your leadership team. You ask them to identify their projects with a color. And then they *all* respond with green or thumbs up, they have no problems at all. *(Signal with a thumbs up to encourage the group to do the same)* This puzzles you, because the Ford Motor Company is on the brink of failure-- how could nobody have any problems, right? So you try it again, and ensure to encourage full transparency. This time, there's one person who speaks up and identifies with a red card, and his name is Mark. *Call on one volunteer to act out the part of Mark. Hand the first volunteer a paper with the following quote to read to the group:*

Here is what Mr. Mullaly says to Mark on the night of that meeting:

- "Mark, you have a 'RED.' Above all else, sincere thanks for the transparency! Also, please recognize this... it's OK! Now, just to be clear, I don't have the answer to your problem either. But, good news! We have thousands of very smart people who work here at Ford. Let's get to work and find somebody who can help Mark solve this problem."

Thank you very much to our two volunteers! *Direct volunteers to sit down.* What do we think the group at Ford did after Mullaly said this to Mark? *Take a volunteer to share.*

Discussion: Referring to Mullaly's method of facilitation, his group empowered **self-sufficiency**. Self-sufficiency means being able to suffice, or provide for ourselves. When working with groups, self-sufficiency means to sustain our organization and its needs.

- We're all about making connections here, let's turn to our hives and discuss the following question: How does Mullaly affect his team in a similar way to a queen bee affecting her hive? *Give time for thoughtful discussion.*
- Now let's brainstorm a list of ways to gain self-sufficiency in our leadership groups. The back of our handouts can be used to map out a lot of ideas, and then we can take our brainstorm and decide the two best steps and write them in the according section of the handout on the front.

Closing:

In this workshop, we've learned how a queen bee can empower a group of individuals to use their strengths and styles to benefit their fellow workers. Additionally, we have learned that in order to appeal to a group of individuals, we must adhere to the way they learn best. We entered as followers, but when we leave let's walk out as queen bees who are going to spread empowerment to others!

- According to author Charles S. Lauer: "Leaders don't force people to follow-- they invite them on a journey." There are so many people on our campuses that are waiting for their opportunity to begin a journey, and all they need is that *one leader* with a pheromone to be mindful that they are there. First and foremost, we must recognize our privilege and platform, and use it to be inquisitive and uplift those around us. With the tools we learned today, it's up to *us* to consciously recognize facilitative leadership and make effective change on our campus.

For a more detailed outline and script, visit www.caslboard.com

THE CALIFORNIA ASSOCIATION OF STUDENT LEADERS

2020 Outstanding Leadership Program Award



The Outstanding Leadership Program Award 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 selfstudy using the guidelines on www.caslboard.com/olpa. Applicant schools must attend the CASL State Conference in Ontario in order to display statewide engagement and complete their eligibility for the award.

Applications must be received by 9 AM on February 3rd, 2020 for consideration by the CASL State Board. In order to allow time for all applications to be reviewed, 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 mail, and one student representative from each selected school will be recognized on stage 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.

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.

Schools wishing to be considered for the Outstanding Leadership Program Award must submit a self-study containing the following in a bound folder, binder or other creative medium:

1. Title Page Including:
 - A. School Name & Address
 - B. School Phone Number
 - C. Principal's Name & Email Address
 - D. Leadership Advisor's Name & Email Address
 - E. ASB President's Name & Email Address
2. Leadership Goals for the 2019-2020 School Year
3. Using no more than four total pages, 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:
 - A. Train Your Student Leaders
 - B. Provide Your Students a Voice
 - C. Unite Your Campus by Providing Common Experiences
 - D. Use Traditions to Create Pride and Spirit
 - E. Promote Achievement
 - F. Offer Safe and Inclusive Social Opportunities
 - G. Encourage a Culture of Service
 - H. Honor Diversity
 - I. Communicate Clearly
 - J. Concentrate on Character Education
 - K. Create Connections
4. A one-page explanation of how the leadership program supports 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 the ASB President, on school letterhead, explaining how the leadership program serves the whole student body and school community.
6. A letter from the Principal, on school letterhead, explaining how the leadership program positively affects the climate on campus.
7. A letter from any student on campus explaining a time when the whole school had to "choose to listen" in order to solve an issue.
8. Additional items reflective of the leadership program's excellence may be included, however, will not be considered as a part of the evaluation.



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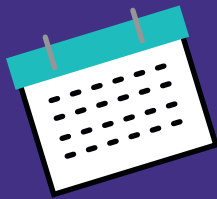


**California Association of
Director of Activities**
3121 Park Avenue, Suite C
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FOR UPDATES &
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INFORMATION
VISIT US AT:

www.cada1.org



2019-2020 CALENDAR OF EVENTS



2020

February 4	Area E - S.T.A.R.S. Student Conference	Cal Poly Pomona Kellogg West Conf Center
March 4 - 7	CADA Annual Convention - Set the Stage, Shine the Spotlight	Grand Sierra Resort, Reno, NV
March 26 - 28	CASL Middle School Student Conference	Ontario, CA
March 28 - 30	CASL High School Student Conference	Ontario, CA
May 5	Area A - Spring Student Conference	Modesto Centre Plaza
June 19-24	National Student Council Conference	Centennial, Colorado
June 24-27	CADA/CASL Leadership Camp - Middle School & High School	Santa Clara University
July 6-9	CADA/CASL Leadership Camp - High School Camp 1	University of California Santa Barbara
July 11-14	CADA/CASL Leadership Camp - High School Camp 2	University of California Santa Barbara
July 16-19	CADA/CASL Leadership Camp - High School Camp 3	University of California Santa Barbara
July 21-23	CADA/CASL Leadership Camp - Middle School Camp	University of California Santa Barbara

FOR MORE INFORMATION ON CADA PROGRAMS: ADVISOR TRAININGS, STUDENT CONFERENCES, LEADERSHIP CAMPS, LEADERSHIP DEVELOPMENT DAYS, STATE CONVENTION, CURRICULUM, RESOURCES & MORE VISIT:

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