Twenty Years: Leadership Across the Educational Continuum

September 28 2013
THE CHANGING MAKE UP OF CALIFORNIA
Enrollment by Race/Ethnicity in California Public Schools

Source:
Ed-Data Education Data Partnership: Enrollment by Race/Ethnicity in Public Schools
Share of Total Enrollment by Race/Ethnicity in California Public Schools

- **1993**: 36.1% Hispanic or Latino
- **2011**: 51.4% Hispanic or Latino
- **1993**: 43.4% White
- **2011**: 26.6% White
- **1993**: 8.1% Asian
- **2011**: 8.5% Asian
- **1993**: 8.6% Black/African American
- **2011**: 6.7% Black/African American
- **1993**: 2.4% Filipino
- **2011**: 2.6% Filipino

Source:
Ed-Data Education Data Partnership: Enrollment by Race/Ethnicity in Public Schools
California Population Compared to Public School Enrollment (by Ethnic Background)

California Population (2011)
- White: 39.7%
- Asian: 13.6%
- Hispanic or Latino: 38.1%
- Black/African American: 6.6%

California Public School Enrollment (2010-2011)
- White: 51.4%
- Hispanic or Latino: 11.1%
- Asian*: 6.7%
- Black/African American: 26.6%

Source:
Ed-Data Education Data Partnership: Enrollment by Race/Ethnicity in Public Schools

United States Census Bureau: State & County QuickFacts: California
Latinos and African Americans have high poverty rates

- White alone, not Hispanic or Latino: 9% poverty rate, 46% share of poor
- Black or African American: 24% poverty rate, 22% share of poor
- Hispanic or Latino origin (of any race): 21% poverty rate, 25% share of poor
Female headed households have high poverty rates

- **All Families**: 10%
- **Married-couple families**: 5%
- **Female householder, no husband present**: 36%

- **All Families**: 10%
- **Married-couple families**: 5%
- **Female householder, no husband present**: 28%
In recent years, poverty rates have been higher in California.

POVERTY ALL PERSONS

- **US Poverty**
- **CA Poverty**

**Poverty Rate, 2011**
- U.S.: 13.2%
- California: 14.6%
Over a Decade of Continuous Cuts
Cuts After Cuts After Cuts

Davis: ’99–’03
• Cut $5.4 billion from education
• Cut $5 billion from social services
• Cut taxes to banks and corporations by 10 percent ($1 billion per year)

Schwarzenegger: ‘03–10
• Cut $20.5 billion from education
• Cut $5.5 billion from social services
• Passed more corporate tax cuts ($2 billion per year)

Brown: ’10–present
• Cut $4 billion from education
• Cut $3.5 billion from social services
• Passed same tax breaks – plans to keep them in place indefinitely.
Cuts in K-12 Education

$18 billion in Cuts to K-12 Since 2008 - That’s over 50 percent of the K-12 budget

This is a cut of nearly $3,000 per student.

More than 30,000 teachers and 10,000 other school employees have been laid off over the past three years.

To reach the level of the rest of the US, California would have had to spend an additional $16.8 billion on education in 2012-13, an increase of 31.1 percent.

Oakland has closed 5 of its elementary schools in 2011 year and is scheduled to close 30 more over the next 5 years.
Cuts to Community Colleges

• About $3.1 billion has been cut to the community colleges since 2002.

• Since 2007 total community college funding has been cut by 30 percent.

• Over 675,000 students have been turned away. That’s more students lost than are enrolled at all CSU campuses.

• In 2001, fees per unit were under $11 and now $46 per semester. 15 units per semester now costs $1,380 a year.
Cuts to CSUs

- More than $1.3 billion has been cut since 2003.
- Facing an additional $650 million in cuts this school year.
- Undergraduate tuition is now $5,472, a more than 290% increase since 2000.

- Enrollment cut by 10,000 students in 2011.
- Since 2008, more than 4,125 CSU employees have been laid off.
- Most CSU presidents make over $350,000 per year and have been getting yearly raises amidst all these cuts.
Cuts to UCs

- Cut by $1.3 billion since 2009 and by 60% since 1990.
- Tuition is now $13,218, a more than 330% increase since 2000.
- In 2011, for the first time in UC history, tuition contributed more to the UC budget than the state.
- Since 1997 class sizes have increased by 15%.
- The 2012 budget is now the same as in 1997 but with 75,000 more students.
- More than 4,200 staff have been laid off and over 9,500 positions eliminated.

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<td>UC Tuition</td>
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U.S. income gap between rich, poor hits new high

By Don Lee, Los Angeles Times

September 12, 2012 | 6:15 p.m.
IF U.S. LAND WERE DIVIDED LIKE U.S. WEALTH

1% WOULD OWN THIS

9% WOULD OWN THIS

30% WOULD OWN THIS

20% WOULD OWN THIS

40% Would Own This Red Dot
How do education leaders respond?
Strong, Collaborative Leadership

The job of educational leaders has become far more complex than at any time in our history. Team (also known as distributive) leadership and decision sharing enables the institutions to increase its leadership capacity in order to manage change.
What is a Team?

The word 'team' derives from the use of oxen or bullocks shackled together to create a focused, shared force for transporting heavy materials.

You are here as part of a team…
Why Leadership Teams?

Over 70% of teachers and principals report that they are interested in using Teams to transform their schools into learning organizations.

The rest of the world is already doing it!
From the Stand Alone Teacher of the 1950s...
To the Stand Alone Teacher of the 21st Century
Leaders Generate:

Clear purpose

Unwavering passion

Powerful persistence
Purpose

Organizations that achieve dramatic differences in results are driven – not to avoid sanctions – but, to improve students lives. Teachers, administrators, and support staff are united in purpose: They will create learning environments that lead every student to success in school and in life.
Purpose

- Leaders keep conversations focused on the impact of everyday efforts on students.

- Leaders promote ambitious goals that generate enthusiasm and build a sense of mission.

- Leaders help everyone see their role in accomplishing goals.
Passion

Organizations that make an impact show a deep seated energy and enthusiasm for building and sustaining a climate in which every student, parent, and staff member knows that they are a valued, respected member of the school community.
Passion

• Leaders display a confidence and competence with intense vigor and vision

• Leaders make everyone feel valued, respected, and appreciated.

• Leaders possess an unyielding belief to bring transformation.
Persistence

Organizations that achieve dramatic differences in results persist as they encounter challenges, setbacks, and frustrations. As well, they persist in their improvement efforts even when they exceed the results achieved by others. They keep moving forward when others lose hope or become comfortable with their current levels of performance.
Persistence

- Leaders build hope.
- Leaders build leaders.
- Leaders build systems and structures.
- Leaders celebrate progress frequently.
- Leaders help others see setbacks as learning opportunities.
- Leaders seek collaboration constantly.
- Leaders help others remember the real purpose.
“Cowardice asks the question “Is it safe?” Expediency asks the question “Is it politic?” Vanity asks the question “Is it popular?” But conscious asks the question “Is it right?” And there comes a time when one must take a position that is neither safe, nor politic, nor popular, but one must take it because one’s conscious tells one that it is right”

--M.L. King, Jr
Corporate Profits Were the Highest on Record Last Quarter

By CATHERINE RAMPELL

The nation’s workers may be struggling, but American companies had their best quarter ever. American businesses earned profits at an annual rate of $1.659 trillion in the third quarter...
AVERAGE INCOME PER FAMILY
Distributed by income group

- **Top 0.01%**
  - $27,342,212

- **Top 0.01-0.1%**
  - $3,238,386

- **Top 1%**
  - $1,137,684

- **Top 1-10%**
  - $164,647

- **Bottom 90%**
  - $31,244

2008 data. Includes capital gains. Source: Emmanuel Saez, University of California-Berkeley