REFLECTIONS ON 2019:
REIMAGINING A PATH FORWARD
Californians Dedicated to Education Foundation
We partner with state education leaders and entities to create, resource, and implement solutions that result in a strong and valued public education system that serves every student in California.

www.cdefoundation.org
The world is a different place today. In the past few months, we found ourselves reflecting not only on our 2019 highlights but also considering the scale of change experienced over this past year by the CDE Foundation team and the communities we serve across the state of California.

In less than a year, we welcomed a new CEO, four new staff members and several additional board members, and saw substantial growth in our program areas. Through these shifts we have remained consistent in our commitment to collaborative partnerships. Our team has rolled up our sleeves to confront systemic inequities with innovative solutions, creating spaces where our shared learning can transform into enhanced capacity for good.

In 2019 our capacity building programs engaged stakeholders representing 60% of County Offices of Education and 25% of California school districts, drawing from our state’s varied demographics to bring a diversity of contexts and perspectives. Many of these stakeholders were engaged across multiple program areas, such as labor-management collaboration, STEAM initiatives, teacher residency partnerships, and other system-level impact strategies. Each program presents a unique opportunity for us all to push our education system to evolve more rapidly in service of a more equitable future.

In addition to the many valued partners seen on page 16, we extend a special thank you to our closest collaborator, the California Department of Education (CDE). As a fiscal sponsor for CDE, we managed $1.2 million, providing means for private funds to invest directly in a public education system that serves nearly 6.2 million students. State Superintendent Tony Thurmond and his team have set forward a bold vision, and we are honored to partner with them.

We now have an unprecedented opportunity to serve California students and educators in response to the COVID-19 global pandemic by ensuring equity of access to distance learning through the California Bridging the Digital Divide Fund. We also have a responsibility to address structural racism in the education system, engage in ongoing learning and listening as an organization, and concentrate our effort in direct support of Black student success.

Now more than ever, necessity is the mother of invention – and she is challenging us to bring our most creative and generous selves to our work. We are proud of the CDE Foundation team and grateful to our funders and partners for tackling tough challenges head-on with flexibility, empathy, and resilience. In the months ahead, we will continue adapting programs, addressing new needs, and adjusting to the realities of a world forever changed.

~ Jessica Howard, CEO & Jennifer Peck, Board Chair

We remain committed to seeing every child reach their full potential.

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The goal of the California Labor Management Initiative (CA LMI) is to make labor-management collaboration an integral part of improving public schools and advancing equity in California. CA LMI creates transparent, safe, and inclusive convenings for district and county office labor-management teams to have crucial conversations that lead to authentic dialogue and collaborative problem-solving.

Research that guides the CA LMI work has shown the positive impact of labor-management partnership and collaboration on student achievement and staff retention. These impacts are particularly pronounced in high-poverty schools.

The CA LMI is guided by a steering committee that includes top leaders of our state-education agencies and employee organizations.

Since 2015, 165 school districts have participated in CA LMI, representing 69% of counties across the state.

- In 2019, nine convenings welcomed 781 educators and administrators across 63 labor-management teams from school districts and county offices.
- The 3rd annual Summer Institute welcomed 372 attendees represented 34 labor-management teams.
- 85% of participants stated that the Summer Institute helped build trust among their team members.

Our Results

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Looking Ahead

- During the first quarter of 2020, CA LMI held four convenings across the state with 35 participating local education agencies.
- The statewide CA LMI Virtual Summit will take place June 23rd and 24th.
- To deepen the research on our impacts, our team is collecting quantitative and qualitative data to build case studies, videos, and vignettes on effective labor-management teams across the state.

Collaboration mitigates the negative impacts of poverty: more students achieve and more teachers stick around.

Our Results

- More students achieve
- More teachers stick around

When there is greater collaboration in schools, more students perform at or above grade level standards.

When collaboration is high, there is no statistical difference in teacher retention between high-poverty and low-poverty schools.

Shannon Brown, Executive Director, San Juan Teachers Association, San Juan Unified School District:

“Collaboration and partnership is the way education will move forward. This is one of the ways that we’re going to bring about change that we need. We all get so busy in our work, running from problem to problem, that we need to have time – and LMI allows us to have time to really just think together.”

(Infographic based on research by McCarthy and Rubinstein, 2017)
Overview

The California Teacher Residency Lab (The Lab) is a project of the Californians Dedicated to Education Foundation. The Lab fosters a community of education trailblazers working to transform teacher preparation in high-need fields and schools. Our equity and evidence-based support helps ensure new teachers are ready to teach on day one.

As the convener of The Lab, the CDE Foundation brings together participating teacher residency partnerships and universities to build their capacity to successfully implement research-based characteristics that are the hallmarks of all successful residency programs, including job-embedded experience and mentoring. All of this is done with the support and assistance of technical assistance (TA) providers, funders, and advocacy organizations.

The Lab’s access to real-time data allows us to understand the successes, challenges, and needs of a subset of the State’s grant-funded teacher residency programs. The Lab provides a vehicle for policymakers, advocates, and researchers to communicate this information statewide.

The initiative embraces transformation and innovation as foundational tools for preparing and supporting teachers working in the highest-need schools. The Lab empowers and supports teachers to stay in their profession and to create better outcomes for students in the classroom and beyond.

Our Results

• The Lab hosted two in-person convenings with more than 240 total participants.
• The Lab also hosted one virtual Summit with 115 participants.
• Provided biweekly Lab consultancy sessions.
• Frequent webinars focused on virtual instruction, recruitment, trauma-informed support, English Learners, and special education.
• Provided $4000 stipends for 12 Lab Partnership teams to support recruitment, mentor development, test prep, and MTSS.

Feedback to date includes:

• 95% of Residency Lab participants say that their overall experience of the Lab is worthwhile; while 70% say it is very or extremely worthwhile.
• 90% of residents agree that mentor teachers are wonderful assets. Residents learn high-quality teaching, feel supported and challenged, and are given helpful critical feedback.
• 84% of residents feel able to balance residency work with professional responsibilities, but believe a full-time dedicated position in the school district is needed.

Looking Ahead

We are working to solidify the system of support offered by The Lab based on the following set of commitments:

• Responsiveness to the needs and feedback of its participating partnerships.
• Professional learning rooted in research-based effective strategies, insights, and techniques
• Engagement of renowned experts and TA providers to support participating partnerships.
• Renowned technical assistance (TA) experts and providers.
• Fostering of connections among residency programs so that they can benefit from each other’s insights and experiences.
• Equity-focused and differentiated support by experience level and program type.

Key Partners

"I’ve so appreciated being able to network with other universities to see how they are making things happen! Spending time together as a team with other like-minded professionals is extremely helpful.”
— Convening Participant
Overview

Co-hosted with the California Department of Education and the California Commission on the Status of Women and Girls, the annual California STEAM Symposium brings together passionate educators who are eager to re-tool their practices, re-imagine the possibilities, and re-energize themselves for professional growth and the benefit of all learners.

We were thrilled to welcome 2,600+ educators, partners, and students from across California, the United States, and Canada to our event in Anaheim during December 2019. Our community shared ideas on how to joyfully engage all students, collaboratively create innovative learning pathways, and intentionally build thriving STEAM teams. The 300+ peer-to-peer breakout sessions, hands-on Makerspace activities, and thought-provoking keynote speakers gave participants multiple ways to explore STEAM-related successes and opportunities for educating today’s students.

A highlight for many participants was the Student Showcase, where over 100 students shared STEAM projects they developed at school including robots, drones, custom cameras, Rube Goldberg machines, coding, environmental science research, and more.

Our Results

- 95% of participants would recommend the STEAM Symposium to colleagues.
- 2,600 attendees, including over 240 school districts, 470 public schools, and 80 public charter or independent schools.
- Attendees joined from all across California, 22 states, and 3 Canadian provinces.

- A variety of educational thought leaders discovered strategies for bringing best practices to all students, including:
  - 49% STEAM EDUCATION INFLUENCERS: School Site Teachers, STEAM Specialists, and Students
  - 25% DECISION MAKERS: Principals, County and District-Level Leadership
  - 26% PARTNERS: Industry and Nonprofit Partners, Higher Education

Looking Ahead

In order to deliver year-round content that is also responsive to current needs, we’ve launched our #LunchBites series to provide educators with engaging, relevant, and STEAM-infused virtual professional learning opportunities. Each episode includes actionable ideas and tools, highlights great work happening in distance learning, and connects participants through candid conversations about what is working for their students. Archives can be found on our website for on-demand learning.

We are proud to announce the 2020 California STEAM Symposium is moving online! To best serve educators’ needs, CDEF is convening the same great Symposium participants know and love in a virtual venue. Mark December 11-13, 2020 on the calendar for another wonderful year of inspiration, collaboration, and professional learning.

For more information visit: https://steamcalifornia.org/
Overview

One of CDE Foundation’s goals is to execute on programmatic priorities that demonstrate positive systemic changes. Whether we are convening educational thought leaders, participating in communities of practice, or collaborating on the development of communication tool kits, our commitment to being a catalyst in systemic change is evident in the California Alliance for Next Generation Science Standards (CA4NGSS).

We lead this coalition by collaborating with education, business, government, and community leaders to support effective, timely, and equitable implementation of NGSS throughout California. In addition, we are active participants in statewide communities of practice focused on math and science standards implementation, convening frequently with county office of education leaders to focus on policies and practices that support teachers throughout California.

CDE Foundation team members also support 100Kin10’s national mission – to develop 100,000 new STEM educators by 2021 – as members of project teams focused on recruiting and retaining educators of color, developing STEM mindsets in elementary educators, and creating an NGSS resource tool targeting the science and engineering practices necessary in science classrooms.

With the generous support of the S.D. Bechtel, Jr. Foundation, we hosted the Building Leaders in Math and Science Implementation Pre-Conference at the CA STEAM Symposium to empower key education leaders to more effectively provide standards-aligned math and science instruction in their districts. The event focused on team planning within the context of a wide range of learnings and activities informed by the latest research in promising practices of standards implementation underway throughout California.

“Our experience [Building Leaders in Math and Science Implementation Pre-Conference] to be valuable in allowing for a meaningful exchange of ideas, experiences, and challenges with the implementation of a meaningful NGSS program in our districts. As a whole, this experience afforded us time to reflect on our own district practices, and was affirming and encouraging, with actionable next steps.”
- Participant and Instructional Leader

Our Results

A highlight of our 2019 NGSS-focused work, the Building Leaders in Math and Science Implementation Pre-Conference leveraged California’s largest STEAM professional learning event by supplying a targeted warm-up to the CA STEAM Symposium that followed. A day-long, focused convening of district teams set the stage for a specially-curated series of supplemental content threaded throughout the conference.

- 18 District-level leadership teams represented over 325,000 in student enrollment.
- 92% of survey respondents reported being either satisfied or very satisfied with the scope and sequence of the content provided at the Pre-Conference.

Looking Ahead

Our STEAM Team is not only focused on statewide support, but also on collaborating with other educational thought leaders to address the big system challenges facing STEM teachers in the U.S. Through our work with 100Kin10, together we have set the goal to ultimately bring 100,000 excellent STEM teachers to U.S. classrooms by 2021. We are also revamping our CA4NGSS Communication Tools which will be published later this year!

Key Partners
Overview

The Alliance for Continuous Improvement comprises 32 member organizations and state agency partners for which CDE Foundation is the convener. Alliance members represent a broad and diverse range of stakeholders, including parents, teachers, students, administrators, business, community and social-justice advocates, school boards, researchers, philanthropy, and institutions of higher education.

Collectively, the Alliance promotes a vision for the state’s public education system that is student centered, learning oriented, equitable, engages all families and communities, and is continuously improving. The Alliance facilitates open, thoughtful dialogue, builds and expands consensus around ways to strengthen and align California’s public education system; and leads in a coordinated, impactful way to increase overall awareness about key issues, concepts, and principles that must continue to drive equity and system transformation.

In 2019, key objectives included:

- Building support for California’s historic shift to a continuous improvement model and keeping a focus on systemwide thinking and alignment;
- Informing and lifting up crucial conversations about equity; and
- Helping fulfill the promise of local stakeholder engagement.

“'The Alliance provides a vital table to bring together leaders with different perspectives to talk through issues and better understand each other, as a way forward to build relationships and consensus around important issues.’ - Task force member from a statewide education group”

OUR RESULTS

- Advanced efforts by partners to raise awareness about the importance of educational equity, structural racism, and other barriers that perpetuate inequity, including a new video This is Equity.
- Developed new resources for state organizations, school districts, parent groups, and community organizations to raise awareness and understanding about key elements of California’s education system. See our infographic for parents in four languages Four Steps You Can Take To Help Your Child’s School.
- Developed a series of four videos about the redesigned California School Dashboard in English and in Spanish.
- Held 4 convenings of the ACI task force to discuss key issues and build consensus among leaders from more than two dozen statewide organizations.
- Hosted one asset-framing training with participants from 12 statewide and regional organizations.
- Provided impactful feedback to state decision makers about the state’s new system of Support, Local Control and Accountability Plans (LCAPs) and California Dashboard.

LOOKING AHEAD

- Continue to build consensus around refining and strengthening elements of the state’s new system of support.
- Initiate and support efforts to equip local students, parents, educators, and community members with additional resources and tools to engage in local decision making.
- Raise awareness about the critical importance of education equity.

Key Partners
The CDE Foundation manages $1.2 million in grant funds as a fiscal sponsor for the California Department of Education.

**REVENUE**
- $3,538,094
- 40% Foundation Grants
- 9% Administrative & Fundraising
- 34% Fiscal Sponsor Programs
- 8% Corporate Giving

**EXPENSES**
- $3,433,667
- 57% Programs
- 30% Earned Income
- 9% Administrative & Fundraising
- 22% Fiscal Sponsor Programs

Our revenue through March 31, 2020 is $4,031,752, a 45% increase from last year.

Thank you to our funders for your continued investment in the mission of CDE Foundation, enabling us to strengthen our communities by working as a trusted partner to create, resource, and implement solutions that result in a strong and valued public education system that serves every student in California.
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