

CABE CEO Final Report—Dr. Edgar Lampkin

February – June 2025



GOAL AREA #1	
MAINTAIN THE VISION AND PURPOSE OF CABE	
RESPONSIBILITIES & DUTIES	CEO REPORT
<ol style="list-style-type: none">1. Assessing and pursuing opportunities to advance the CABE vision of biliteracy, multicultural competency, and education equity for all.2. Planning strategically for CABE's future needs and activities.3. Pursuing CABE's impact on education and education policy.4. Facilitating a vision-driven, systemic process to support the organization's growth.	<ul style="list-style-type: none">• Supported and celebrated a very successful CABE 2025 conference for the 50th Anniversary with over 5800 attendees expanding the reach and impact of CABE's vision and mission.• Continued partnerships with NABE, Nilda Aguirre, the California Language Teachers' Association (CLTA), Liz Matchett, Mexican American Opportunity Foundation (MAOF), (both Infant/Toddler and Preschool/ Transitional Kindergarten (TK), Ulysses Navarrete Executive Director of ALAS, Ofelia Lariviere Executive Director of CALSA, Alesha Moreno from California Department of Education, Dr. Ramona Esparza, President of NVALAS and Clark County SD Board Member, Samuel Aguirre, National Dual Language Forum's NDLF Executive Committee, Abram Jimenez Ed.D. Chief Strategy Officer International Alliance Group (IAG), and Multilingual Trainer for Oakland USD Bernadette Zermeño.• Collaborated with the CABE Deputy Director in the development of her role and the impact she is making within the team and our partners.• Met regularly and collaborated with the Program and Events team on developing plans for CABE 2025 and implementing Cvent's online registration program.• Met regularly with the CABE Legislative Advocate and Legislative Policy team to establish and reaffirm systems and processes regarding policy and legislative priorities and actions through a retreat where developed a whole year calendar of work.• Worked closely with CABE Legislative Policy Team to support our legislative and policy priorities.• Attended and supported the Sobrato Policy Partners meetings and rebranding goals and efforts.• Supported CABE membership and chapters and affiliates by attending chapter meetings, approving chapter and affiliate rebates, providing information for email blasts and communication, facilitating guest speakers at chapter meetings, and supporting the implementation Chapter of the Year Award.• Attended policy meetings with statewide partners—Systems of Support, Cal Tog, SEAL, CEEL, EdTrust West, Advancement Project, Sobrato Policy Partners, Early Edge California, CALSA.• Supported CABE's participation with the LCFF Equity Coalition and the National Committee on Effective Literacy (NCEL).• Led & facilitated different aspects of organizational systems change.

GOAL AREA #2

LEAD CABE'S STRATEGIC PLANNING

RESPONSIBILITIES & DUTIES	CEO REPORT
<ol style="list-style-type: none"> 1. Promoting CABA to stakeholders in the education community. 2. Implementing and evaluating strategic and financial goals. 3. Leading and guiding professional learning and educational goals and outcomes. 4. Motivating the Board, staff, and education partners to support CABA's goals. 5. Completing the CABA Strategic Plan and beginning to plan for the new 5- year strategic plan. 	<ul style="list-style-type: none"> • Guided and supported the implementation of the 10 focus areas of the CABA Strategic Plan-- Advocacy & Legislative Affairs, Budget & Fund Development, Communications and Public Relations, Family and Community Engagement, Membership, Multilingual Excellence, PD via Conferences, Professional Learning/PDS, Strategic Partnerships, Website and Technology Development. • Supported and led the implementation of CABA's final 2024-25 budget and the development of the preliminary 2025-26 budget to support the implementation of our strategic plan. • Continue to adjust and adapt programmatic and fiscal goals as a second year CEO. • Led, supported, and implemented programming statewide to a wide range of stakeholders— state level (SPI and CDE, BCN, Systems of Support, CCEE, Sobrato Policy Partners). • Supported and guided the strategic planning for the CABA 2025 annual conference program, structure, contracts, staff involvement and assignments, planning committee, etc. • Supported planning for Literacy Webinars and Implementation of ELA/ELD Framework. • Support planning for and implementation of the Regional Conferences, Bakersfield, Monterey, Sacramento and Riverside. • Supported and guided ideation and implementation of MEDLI (Multilingual Education for Dual Language Institute), Project2INSPIRE classes, PROMESA grant, Community Engagement Initiative 2.0, and framing for comprehensive biliteracy instruction. • Met with CABA Professional Learning Team organization-wide through PL Collaboration team (facilitated by the Director of Professional Learning) merged under on director FACE & PLS. • Supported the process for obtaining contracts from county offices' EPPIC Grant. • Collaborated and met with external evaluators at Wexford, Inc. • Supported and monitored ongoing implementation of our IRM systems. • Reminded the CABA Team of goals, vision, and mission through weekly messages, team meetings, and other communication. • Worked with Coordinating Council on Budgets and the long process on coming up with major budget adjustments due to the revenue losses this year. • Supported internal work of staff who provided administrative, fiscal, and registration support for the organization. • Supported CABA's policy presence at the CCTC and SBE. • Focused on building partnerships for establishing a K-16 Dual Language Future Teacher Pathway with SFUSD, San Mateo USD, UC Berkeley, San Bernardino CSS, CSU San Bernardino, UC Fullerton, Anaheim UHSD, MAOF, and Anaheim ESD.

GOAL AREA #3

PROVIDE FINANCIAL OVERSIGHT BY:

RESPONSIBILITIES & DUTIES

1. Diversifying revenue streams to sustain organizational stability and growth;
2. Balancing revenue generation across contracts, events, programming, donations, and grants;
3. Raising funds for CABE's operations from private and public funds;
4. Guiding staff and bringing about efficient fiscal operations and activities.

CEO REPORT

- Oversee and guide the implementation of an annual budget of \$9.6 million.
- I implemented the 2023-24 budget with a zero balance.
- Had ongoing monthly meetings with departments on budget and contracts.
- Developed the 2024-25 preliminary budget in collaboration with the Senior Accountant Consultant and Coordinating Council (annual budget of approx. \$10.6 million, going into deficit due to economic downturn, new elections, and increases in costs across the board.
- Oversaw CABE reserves, CDs and saving accounts, in addition to maintaining cashflow as economic downturn hit us, slowing down of contracts and need for draw-downs.
- With Board approval applied for ERC (Employee Retention Credit) funds and recovered \$431k.
- Supported the promotion of CABE 2025 and attempted to meet our fiscal goals for CABE 2025—we reached over 5,800 attendees; nevertheless, due to major additional costs from the 50th Anniversary, increased hotel room costs, increased food costs and not meeting the goal of 6,500 attendees, we took a loss of 1.2 million.
- Continued oversight of the Sobrato Family Foundation grant of \$300,000 for—2024-2025 and successfully obtained a second grant for 2025-2026 of \$310,000, A new CEO support grant of \$20k and \$2,500k for the Sobrato/Bellwether 5-10 year strategic planning for continuing to grow Multilingual Education, the new narrative, based on the new federal administration's changes.
- Obtained in partnership with San Bernardino COE a \$3.1 million grant to grow future bilingual teachers that did not contract with us on that, nor EPPIC for a total loss of 1million+.
- Worked on difficult budget adjustments for next year to develop a 2025-2026 preliminary budget with Fiscal Services Officer, CABE Board Director of Finance, Coordinating Council, Finance Committee, Executive Committee and CABE Board.
- Collaborated with the team on end-of-fiscal year operations for 2024-25.
- Reviewed and renewed existing CDs with Morgan Stanley.
- Advocated for and responded to the growth of the CEI 2.0 program to ensure that CABE and partners continue to have a key role in this statewide initiative with SDCOE.
- Supported and submitted grant reports for EWIG, PROMESA, Sobrato Family Foundation, and the Community Engagement Initiative 2.0.
- Continued to guide staff in the management responsible of revenues and expenses.
- Monitored contract-based revenues from PLS & FACE departments.
- Supported the engagement of the auditors for the 2024 audit under the direction of the CABE Senior Accounting Consultant.
- Engaged with Fiscal Services Officer and Audit Committee to select a new Auditor for the 2025 Audit.
- Met regularly with Finance Committee and Director of Financial Affairs.

GOAL AREA #4

MANAGE GOOD INTERNAL BUSINESS PROCESSES BY:

RESPONSIBILITIES & DUTIES

1. Efficiently implementing Board policies and programs.
2. Motivating employees
3. to embrace, implement, and promote the CABA vision, programs and services.
4. Maintaining transparent and ethical business and organizational practices.
5. Assuring sound fiscal and human resource policies.

CEO REPORT

- Implemented and oversaw efficient implementation of Board policies and programs.
- Meet at least weekly with Senior Accounting Consultant and Coordinating Council Members, and other CABA Leadership.
- Met with CABA Insurance Broker and Administrative Systems Manager regarding policy options for the organization.
- Consulted with Legal Counsel on different items impacting internal organizational systems (HR, Personnel, Insurance, Policy, Staff Handbook, Communications) and external relationships (MOUs, Agreements, Contracts, and Communications).
- Provided fiscal analysis and strategic fiscal planning.
- Worked with GHS Law on Oaxaca & Mariachi Viva Contracts
- Maintained monitoring of all essential and non-essential expenses and revenue sources.
- Supported updating of customer service systems and process support.
- Explored and created a plan for implementing updated guidelines on hourly team members and time clock submissions.
- Met regularly with Senior Advisor for ongoing guidance and questions to support the efficient implementation of policies, programs, and organizational needs.
- Meet regularly to monitor progress and implementation for CABA 50th Anniversary Celebration.

GOAL AREA #5

DEVELOP STRONG PARTNER RELATIONSHIPS BY:

RESPONSIBILITIES & DUTIES	CEO REPORT
<ol style="list-style-type: none"> 1. Serving on state and national coalitions in support of biliteracy and educational equity. 2. Participating in policy partnerships to advance CABE's vision and mission. 3. Building cross-national relationships with educational entities in México, Spain, and other countries as appropriate. 4. Increasing membership and affiliate relationships and participation within CABE. 	<ul style="list-style-type: none"> • Continued to conduct Meet & Greets with partners as the new CABE CEO with support of the CABE Senior Advisor. • Welcomed and met with colleagues from IME—Mexico City, Baja California & Sonora Secretaria de Educación, and the Consulado de España y Peru. • Met monthly with Alesha Ramirez Moreno, Director of Multilingual Programs at the CDE. • Met with and supported the National Committee for Effective Literacy for Emerging Bilingual Learners. CABE created and supports the NCEL website. • Organized and battled opposition to AB 1124 the new “The Science of Reading” bill, as well as all other bills to support immigrant students. • Met with and supported the planning for the CABE Asian Language Roundtable and Asian Languages being integrated successfully CABE 2025 and the development and implementation of the first year of the Peoples of Indigenous Languages Institute. • Partnered with Global Supply Exchange to develop and implement the second Oaxaca CABE Language & Culture Conference for June 15th through the 23rd. • Met weekly with different members and focus areas of the Community Engagement Initiative—Directors from CCEE, SBCSS, SDCOE, CCEE, and FIS, key CABE Team • Members, a statewide network of districts in cohort I, II, and III for 1.0 and SDCOE Cohort IV for 2.0 facilitated supports and implementation of program services. • I participated with the National Dual Language Forum. • Met with policy partners on varying levels of support—CDE, National EL Roundtable, Sobrato Policy Partners, National Dual Language Forum, Early Edge California, Cal Tog, CCEE Systems of Support, OELA meetings and webinars until they were dismantled. • Supported and encouraged team participation in partnerships—Californians Together, Bilingual Coordinator Network, EL Roadmap Advisory Group, EL Regional Leads, Systems of Support, CCEE/CEI, CALSA, CLSBA, etc. • Attended meetings and training for grant programs—CEI, NPD-PROMESA, & EPPIC. • Built partnerships to build a Systemic K-16 Future DLI Teacher Pathways. • Applying for CABE Secondary and CABE Higher Education permits to be able to offer approved courses for parents, students, and educators and provide WASC accreditation. • Developed partnership to offer credit scholarships at UMassGlobal for MEDLI.

GOAL AREA #6

RENDER DECISIONS THAT WILL PROVIDE EMPLOYEE EDUCATION AND COMMITMENT TO THE ORGANIZATION BY:

RESPONSIBILITIES & DUTIES

1. Directing staff effectively in operations and activities.
2. Providing training opportunities for committed employees.
3. Building and supporting leadership and professional growth of team members;

CEO REPORT

- Welcomed new positions to CAFE—Professional Learning Specialists, and new CAFE FACE Specialists, new Administrative Coordinator for HR, FACE & Administrative Services.
- Met regularly with CAFE Executive Assistant and CAFE Deputy Director.
- Met regularly with CAFE Coordinating Council—Director of Professional Learning, Director of Program and Events, Director of Parent and Family Engagement, Director of Administrative Systems and Membership, Director of IT and Creative Design, Communications Coordinator, Legislative Advocate, Legislative Policy Team, EPPIC grants Director, and Board Leadership.
- Supported planning and implementation of the annual Coordinating Council Retreat in June.
- Supported and coached different team members to address areas of growth & development and professional learning opportunities.
- Celebrated a very successful 2024-25 programmatic year with staff.
- Provided support, collaboration, and coaching to the Deputy Director in her role.
- Celebrated holidays with CAFE Team through virtual and in-person activities.
- Directed and facilitated a hybrid work environment for staff and supported weekly visits to the office of up to 3-5 days per week for staff.
- Developed, updated, and implemented in-person and virtual work meetings in collaboration with the Deputy Director, PLS and FACE Director.
- Supported CAFE team members during times of illness, loss, and HR issues by adjusting job duties as needed during absences.
- Led and supported CAFE in growing and deepening our skills for online and in person trainings, virtual meetings, trainings, and sessions.
- Met weekly/biweekly/monthly with CC members, staff, CAFE lobbyist, education policy analyst, and other daily connections.
- Effectively addressed HR issues and improved staff morale based on the previous year's staff assessment report.
- Held monthly team meetings.
- Participated in Zoom, In-person, and Webinar meetings and Trainings.

GOAL AREA #7

DEVELOP BOARD MEMBERS UNDERSTANDING OF CABE'S GOALS BY:

RESPONSIBILITIES & DUTIES	CEO REPORT
<ol style="list-style-type: none"> 1. Working with the Board members to develop the organization's strategic plan. 2. Ensuring that the Board and staff have current, sufficient information on a timely basis. 3. Serving as the interface between the Board and employees as well as CABE, affiliate organizations, partners, and the community. 4. Making use of Board expertise when appropriate on a timely basis. 5. Assisting in the orientation and support of Board members. 6. Acting as an advisor to the Board and seeking a productive and healthy relationship with each Board member. 7. Formulating policies and recommendations for the organization's goals, objectives, and tasks. 	<ul style="list-style-type: none"> • Collaborated with Board Members on their roles. • Met regularly with the President, President-Elect and Director of Financial Affairs. • Onboarded newly appointed Director of Parent Relations and Deboarded swiftly. • Onboarded new CABE Board Members • Supported the successful implementation of the CABE Board Election Process with the Board Sub-committee on elections and staff. • Prepared to welcome newly elected, reelected, and appointed board members. • Collaborated with the Director of Community Affairs in meetings with the Asian Languages Roundtable, Baja California education partners, and the and 2.0 partners. • Met with the Past President, Director of Finance, Director of Para-Educator Affairs and Parent Relations, Director of Community Affairs, and Director of Legislative Affairs and Region 1, 2, 3, 4, and 5 Representatives. • Meet regularly with the Executive Committee, Finance Committee, Legal Counsel, Election Committee, Legislative Committee, and Regional Representatives. • Planned and prepared agenda, documents, and reports for the February 2025 and June 2025 Board Meetings and subcommittee meetings. • Invited Board members to attend CABE PL opportunities and to provide greetings at different events. • Sent regular emails, texts, and bulletins as updates to the Board and Staff on key policy and programmatic information. • Engaged with Chapter Leaders and Regional Representatives, also assisted in the merging of CABE Chapters from Madera and Fresno.

TRAVEL & TRANSITION FUTURE PERSONNEL TRAVEL

- San Antonio C-Vent Conference in San Antonio June 9 -10, 2025
- CABE/Global Supply Oaxaca Language & Culture Conference June 15-23, 2025
- MTGs in Mexico City w/Congresswoman, IMME, & SEP
- CALSA Conference in San Diego June 25 – 29
- CABE MEDLI Conference in Las Vegas, June 30, & July 1 - 3
- Vacation: July 7-9 & July 18 - 26, 2025