

CABE CEO Final Report—Dr. Edgar Lampkin

July – September 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 Zermeno. ● Collaborated with the CABE Deputy Director to develop her role and the impact she is making within the team, school districts, partners, and our partners. ● Collaborated with CC (Coordinating Council) and staff on the need for budget adjustments, to develop a proposal for the board and built buy-in from CC and staff to prevent from severely impacting morale. ● Met regularly and collaborated with the CC Team on developing plans for pivoting to Community Schools and trying some new ways to generate revenue other than Regional Conferences at hotels (via partnerships with County Offices and Virtual Events). In addition, planning for CABE 2026 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 despite budget adjustments made. We advocated at the state level behind the scenes for Migrant Education, CA Mini-Corps and Title III funding. ● Attended and supported the Sobrato Policy Partners meetings and rebranding efforts through Bellwether's facilitation process with coalition non-profit organizations. ● 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 Chapter of the Year Award implementation. ● 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). Also transferred maintenance of NCEL website to Immigration & Law Center. ● Led & facilitated different aspects of organizational systems change due to budget adjustments.

GOAL AREA #2

LEAD CABE'S STRATEGIC PLANNING

RESPONSIBILITIES & DUTIES

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.

CEO REPORT

- 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. Due to deficits, a need to do major adjustments with the least impact to morale possible took place.
- 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, assignments, planning committee, Submitted final draft for input from CABA Board and will be having a virtual Board Retreat to review and finalize it.
- Supported planning for Literacy Webinars and Implementation of ELA/ELD Framework. In addition, participated in planning for Community Schools, Math and Leadership webinars.
- Developed budget and plans for Riverside Regional Conference.
- 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 the CABA Professional Learning Team organization-wide through the PL Collaboration team (facilitated by the Director of Professional Learning), merged under one director, FACE & PLS then rebranded a new name to L.E.A.D. (Learn, Empower, Advocate, Develop) Education Solutions.
- Supported the process for obtaining contracts from the county offices' EPPIC Grant and districts.
- Collaborated and met with external evaluators at Wexford, Inc.
- Regrouped and pivoted on how to work on implementation of our IRM systems.
- Reminded the CABA Team of goals, vision, and mission through weekly messages, team meetings, and other communication.
- Worked with the Coordinating Council on Budgets and the long process on coming up with major budget adjustments due to the revenue losses this year.
- Supported the internal work of staff who provided administrative, fiscal, and registration support for the organization.
- Supported CABA's policy presence at the CCTC and SBE.
- Paused "Systemically Grow Your Own DLI K-16 Teachers"

GOAL AREA #3

PROVIDE FINANCIAL OVERSIGHT BY:

RESPONSIBILITIES & DUTIES

CEO REPORT

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.

- Increased weekly meetings on department budget check-in meetings to continue to develop a zero-balance budget, determine -5% cuts across departments.
- Overseeing and guiding the implementation of a the 2025-2026 annual budget.
- Developed the 2025-26 preliminary budget in collaboration with the Senior Accountant Consultant, CABA Board Finance Director and Coordinating Council to address ongoing issues with deficits and reducing receivables balance of \$1.4 million down to \$200k due to economic downturn, new elections, tariff issues, and cost increases.
- Oversaw CABA reserves, CDs, and savings accounts, in addition to maintaining cash flow as the economic downturn hit us, slowing down contracts and causing the need for drawdowns.
- With Board approval, applied for ERC (Employee Retention Credit) funds and recovered \$700k.
- We supported the promotion of CABA 2025 and attempted to meet our fiscal goals because 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. Then reduced to \$900k deficit.
- 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 latest federal administration's changes.
- Obtained in partnership with San Bernardino COE a \$3.1 million grant to grow future bilingual teachers that got changed and did not contract with us, nor EPPIC, for a total loss of \$1 million+.
- Worked on complex budget adjustments for next year to develop a 2025-2026 preliminary budget with the Fiscal Services Officer, CABA Board Director of Finance, Coordinating Council, Finance Committee, Executive Committee, and CABA Board.
- Collaborated with the team on end-of-fiscal-year operations for 2024-25.
- Reviewed/renewed existing Morgan Stanley CDs. Also applied for a \$750k line of credit w/approval from our CABA Board.
- Advocated but did not get CEI 2.0 program contract with SDCOE for 2024-2025. Pivoted to Community Schools funding with support from then CABA Board member Manuel Colon.
- Supported and submitted grant reports for EWIG, PROMESA, the Sobrato Family Foundation, and the Community Engagement Initiative 2.0.
- Continued to guide staff in the management of revenues and expenses.
- Monitored contract-based revenues from PLS & FACE departments.
- Supported the auditors' engagement for the 2024 audit under the direction of the CABA Senior Accounting Consultant.
- Worked closely with the Fiscal Services Officer and the Audit Committee to select a new Auditor for the 2025 Audit.
- Met regularly with the Finance Committee, Director of Financial Affairs and CC department directors.

GOAL AREA #4

MANAGE GOOD INTERNAL BUSINESS PROCESSES BY:

RESPONSIBILITIES & DUTIES

CEO REPORT

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.

- Implemented and oversaw the efficient implementation of Board policies and programs.
- Met monthly with the Senior Accounting Consultant, Coordinating Council Members, and other CABA Leadership.
- Started Bi-weekly meetings with new CABA Board President to update him on our organizations progress and receive his guidance on organizational progress, PIP, and Board needs.
- Consulted with Legal Counsel on different items impacting internal legal organizational systems (HR, Personnel, Insurance, Policy, Staff Handbook, Communications) and external relationships (MOUs, Agreements, Contracts, and Communications).
- Provided ongoing fiscal analysis and strategic fiscal planning with CC, Finance Consultant, Deputy Director, CABA Board Director of Financial Affairs and when needed, CABA Board President.
- Continued to work with GHS Law on Oaxaca & Mariachi Viva Contracts until they were paused.
- Continued working on restructuring departments to improve departmental communications and workflow, focusing on Program & Events Department this and Finances this year.
- Continued work on implementing more effective data storage and internal resource management (IRM) systems with Kintone, Microsoft Shared Drive, Google Docs, and Cvent.
- Maintained monitoring of all essential and non-essential expenses and revenue sources.
- Supported the updating of customer service systems and process support.
- Supported implementation of new website pages for CABA 2026 Conference, Community Schools, L.E.A.D. Education Solutions, Flyers for upcoming virtual events, and in-person events.
- Completed turning over NCEL ([National Committee for Effective Literacy](#)) to Immigration Law's Julie Sugarman so they may run the website, as they requested. A savings of \$416.00.
- Worked with legal and CC Team on revisions to the CABA Employee Handbook.
- Reposted our revised Organizational Chart.

GOAL AREA #5

DEVELOP STRONG PARTNER RELATIONSHIPS BY:

RESPONSIBILITIES & DUTIES

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.

CEO REPORT

- Continue to attend coalition meetings and supporting biliteracy and educational equity with guidance from our legal counsel and CABE Board President.
- Due to the pivoting of our organization and financial adjustments, I have paused and limited communication with colleagues from IME—Mexico City, Baja California & Sonora Secretaria de Educación, and the Consulado de España y Peru.
- Continue TEAMS monthly meetings with Alesha Ramirez Moreno, Director of Multilingual Programs at the CDE. They have comped our registration for BCN this year and have asked for myself and our L.E.A.D. Education Solutions Director to attend the quarterly meetings.
- Met with and supported the National Committee for Effective Literacy for Emerging Bilingual Learners once virtually.
- Our L.E.A.D. Education Solutions Assistant Director will be presenting at the upcoming [California Multilingual Literacy and Language Convening](#) on Friday, 9/20/25
- Worked with our CABE Lobbyist to advocate with Legislatures and Education Officials on funding for CA Mini-Corps and Migrant Education at the State Level due to the federal funding being withheld for this year until they were notified to be funded for this year.
- CABE Asian Language Roundtable and Peoples of Indigenous Languages Institute has been paused for this year.
- I participated in the National Dual Language Forum virtual meetings.
- Continuing to meet 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.
- 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.
- Developed a partnership to offer credit for conference participants at UMassGlobal for our annual conferences, since LMU will not be offering credit at our conferences due to low credit enrollment and high costs for them to do this.
- Built a partnership with Universidad de Guadalajara Foundation, looking at them being CABE 2026 Sponsors. We are participating in their LeaL.A. Book Fair Sept. 25-29.
- Attended CLSBA Conference to build PR and connect with Board members and Superintendents.

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

- Met regularly with the CABA Executive Assistant and the CABA Deputy Director.
- Met regularly with CABA 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 and coached different team members to address areas of growth & development and professional learning opportunities.
- Continue to direct staff effectively in daily operations, planning, and implementation activities.
- Provided support, collaboration, and coaching to the Deputy Director. Her growth, work ethics, passion for our organization's mission and vision and commitment in supporting staff is to be commended.
- Celebrated holidays with the CABA Team through virtual and in-person activities.
- Directed and continue to facilitate a hybrid work environment for staff.
- Developed, updated, and implemented in-person and virtual work meetings with the Deputy Director, ITCD, Program & Events and L.E.A.D. Directors.
- Supported CABA team members during illness, loss, and HR issues by adjusting job duties as needed during absences.
- Continued to lead and support CABA in growing and deepening our skills for online and in-person trainings and virtual meeting sessions.
- Met weekly/biweekly/monthly with CC members, staff, CABA lobbyist, education policy analyst, as well as continuing to do other daily connections.
- Effectively continuing to address HR issues and finding ways to improve staff morale despite budget adjustment impacts.
- Held monthly team meetings with CABA Staff.
- Continue to participate in Zoom, TEAMS, In-person, and Webinar meetings and Trainings.
- Continuing to build and support leadership and professional growth of team members, keeping in mind the importance of cost-savings this year.

GOAL AREA #7

DEVELOP BOARD MEMBERS' UNDERSTANDING OF CABE'S GOALS BY:

RESPONSIBILITIES & DUTIES

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.

CEO REPORT

- Collaborated with Board Members on their roles.
- Conducting Bi-weekly meetings 1-1 with CABE Board President and Weekly meetings with our CABE Board Director of Financial Affairs.
- Onboarded the newly elected Director of Secondary & IHE Affairs, and CABE Region 3 Directors with support from our legal counsel and Executive Secretary.
- Collaborated with the staff and board members in special meetings that were held these past few months.
- Finalized draft of the upcoming 5-Year Strategic Plan. Due to changes in our organization and at the federal level, we will be revisiting the plan and may be making some modifications at the upcoming CABE Virtual Board Retreat on Friday, October 24, 2025.
- 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 September 13, 2025 and Special Board Meetings and subcommittee meetings these past few months.
- Developed numerous plans for 1) CABE Staff Restructuring; 2) Proposals to Board on funding, staffing, budget changes, & financial requests.
- Developed a [Kemper Foundation](#) funding proposal
- I have made use of Board Expertise whenever possible. Dr. Quezada was invited to Lea.L.A. to make connections with Universidad de Guadalajara & Xavier Becerra Reception in San Diego. Dr. Flores will be presenting at the [California Multilingual Literacy and Language Convening](#) on Friday, 9/20/25.
- Attended the Plazas Comunitarias receptions at Consulados de San Bernardino and L.A. to receive the checks from IME.
- Sent regular emails, texts, and bulletins to update the Board and Staff on key policy and programmatic information.
- Engaged with chapter leaders and regional representatives and assisted in merging CABE chapters from Madera and Fresno as well as supporting their Chapter DLI one day conference they want to do.
- Acting as an advisor to the Board and seeking a productive and healthy relationship with each Board member.

**TRAVEL & TRANSITION
FUTURE PERSONNEL TRAVEL**

Need to Get Board President Approval

- **CLSBA:** Comp. Registration, No Hotel, need Travel, Some Meals (San Diego, Sept. 11-14) [CLSBA Conference](#)
- **USF:** [Learning for Resistance, Love & Liberation](#): FREE, Presenting October 4th
- **ALAS:** Comp. Registration, Need Hotel, Travel & Some Meals
- **MTG** TBD with Baja CA Secretary of Education, in Tijuana