

CABE CEO Final Report—Dr. Edgar Lampkin

September – November 2025



GOAL AREA #1	
MAINTAIN THE VISION AND PURPOSE OF CABE	
RESPONSIBILITIES & DUTIES	CEO REPORT
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.	● Zoomed with Sam Aguirre, from WIDA, World-Class Instructional Design and Assessment. They are willing to support MEDLI (Multilingual Education for Dual Language Instruction) Series by providing feedback on the Sessions, so that they are tailored to a National Audience vs. just California, if we choose to do the MEDLI Series this coming summer. ● 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 WIDA, Samuel Aguirre. ● Ongoing collaboration 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 budget adjustments through weekly budget meetings and ways to maintain and guide staff morale in a positive direction. ● 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 and our Coalition Partners (CalTog, MEPP, D4TP, NELRN, UnidosUS), to establish and reaffirm systems and processes regarding policy and legislative priorities despite budget adjustments made. We continue advocacy at the state legislative level and state school board level on implementation of the ELA/ELD Framework and how federal funding will be appropriated next year at the state level. ● 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. ● 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	CEO REPORT
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.	• Completed the new Strategic Plan Final Draft. Postponed CABA Board Strategic Plan CABA Board Retreat at request of CABA Board President. Future date is TBD. • Continuing to guide and support 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 revised final 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 continuing to take place. • Continue to adjust and adapt programmatic and fiscal goals as a second-year CEO. • Continuing to lead, support, and implemented programming statewide to a wide range of stakeholders— state level (CDE, BCN, Systems of Support, CCEE, Sobrato Policy Partners). • Supporting and guiding the strategic planning for the CABA 2026 annual conference program, structure, contracts, staff involvement, assignments, planning committee, • Supported planning for PackBack Instructional AI for Writing Webinar. In addition, participated in planning for Community Schools, Math and Leadership webinars in partnership with. • Developed budget and plans for Riverside Regional Conference. • Continuing to supported and guide the ideation and implementation of MEDLI (Multilingual Education for Dual Language Institute) Series, Project2INSPIRE classes, PROMESA grant, Community Engagement Initiative 2.0, Community Schools, 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 to L.E.A.D. (Learn, Empower, Advocate, Develop) Education Solutions. • Continuing to support the process for obtaining contracts from the county offices and districts. • Continuing to collaborate and meet with external evaluators at Wexford, Inc. • Continuing to regrouped and pivot 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. • Supported the internal work of staff on administrative, fiscal, and registration support for events. • Supported CABA's policy presence at the CCTC, State Capitol, Federal partners, 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 the 2025-2026 annual budget successfully. ● Developed a revised zero balance budget for the 2025-26 year in collaboration with the Senior Accountant Consultant, CABE Board Finance Director and Coordinating Council despite economic downturn, new elections, tariff issues, and cost increases. ● Overseeing CABE reserves, CDs, and savings accounts, in addition to maintaining cash flow as the economic downturn continues to hit us. The good news is that we have not needed to do anymore drawdowns. ● Applied for funding from Kemper Foundation (\$500k), did not get funded; however, they requested a resubmittal for \$25 - \$50k. We rewrote the proposal and submitted it. Result is pending. ● We continue the promotion of CABE 2026 and work to meet our fiscal goals in all departments and monitoring our progress. ● PROMESA Grant was finally fully funded for this last year (\$600k), proceeded to implement "Proposal B." ● 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. ● Continuing to look for grants that align with our vision and mission, no luck so far. Federal NPD grants have ceased. ● Collaborated with the team on end-of-fiscal-year operations for 2024-25 and have closed the books. ● Reviewed/renewed existing Morgan Stanley CDs. Also applied for a \$750k line of credit and were denied. We have been assigned to a new BMO contact person for any line-of-credit requests so they can monitor and support getting back to where we were financially in our reserves. They will be requesting quarterly financial reports. ● Pivoting and have obtained a one day event on Community Schools funding with Monterey County Office of Education (our first pilot with a county office), with support from former CABE Board member Manuel Colon. ● Supported and submitted grant reports for EWIG, PROMESA, the Sobrato Family Foundation, and the Community Engagement Initiative 2.0. ● Continuing to guide staff in the management of revenues and expenses. The new Finance Department systems have resulted in us bringing our payables and receivables from \$1.4 million down to \$67k. Terrific work by Maria Villa. ● Monitored contract-based revenues from both PLS & FACE to ensure we are on track with projected and timely invoicing. ● Supported the auditors' engagement for the 2025 audit under the direction of the CABE Senior Accounting Consultant. ● Worked closely with the Fiscal Services Officer and the Audit Committee to select a new Auditor for the 2025 Audit as well as the preparation and submittals for this year's audit. ● Continuing to meet regularly with the Finance Committee, Director of Financial Affairs and CC department directors to make sure we are on track with our revenue goals. So far, everything is looking like we are on track and in some areas exceeding expectations in areas like, PLS contracts, CABE 2026 sponsorships and registrations.

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

- Continuing to implement and oversee the efficient implementation of Board policies and programs.
- Met monthly with the Senior Accounting Consultant, Finance Director, Board President, 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, Staff and Board needs, as well as direction in some of the departmental areas.
- 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. Process is slower than normal due to limited staff support. I want to make note that some staff have had to go on personal leave, emergency leave, or socio-emotional supports due to extra responsibilities. 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. Worked with legal and CC Team on revisions to the CABA Employee Handbook.
- Reposted our revised Organizational Chart.
- Established hybrid work/balance to save on facility expenses, using building on Tuesdays and Wednesdays. Turning off HVAC and reducing costs of water, electrical and maintenance of building to reduce building usage costs.

GOAL AREA #5

DEVELOP STRONG PARTNER RELATIONSHIPS BY:

RESPONSIBILITIES & DUTIES	CEO REPORT
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.	• 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. We are also asking for them to pay for this year for registration, tables, and attendance to CABE 2026 in San Francisco. • 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 and have attended their in-person Multilingual Learners Literacy and Language Convening. • Our L.E.A.D. Education Solutions Assistant Director successfully presented at the California Multilingual Literacy and Language Convening on 9/20/25. • Established a new partnership with the Universidad de Guadalajara Foundation and Universidad de Guadalajara in L.A.. They will become sponsors and present at CABE 2026. We attended their LeaL.A. Book Festival in September. • CABE Asian Language Roundtable and Peoples of Indigenous Languages Institute has been paused for this year. • I have 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.

GOAL AREA #6

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

RESPONSIBILITIES & DUTIES	CEO REPORT
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;	• 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, was well as 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 engage in 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	CEO REPORT
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.	• 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. • 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. • 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 November 8, 2025 and Special Board Meetings and subcommittee meetings these past few months. • Continued to develop and implement plans for 1) CABE Staff Restructuring; 2) Proposals to Board on funding, staffing, budget changes, & financial requests. • Developed a Kemper Foundation funding proposal, did not get funded, but was given an opportunity to resubmit for \$25k to \$50k. • I have made use of Board Expertise whenever possible. • Continuing to work on building productive and healthy relationships with each Board member. • Sent regular emails, texts, and bulletins to update the Board and Staff on key policy and programmatic information. • Working with the Election Committee to improve the Elections protocols, timelines, processes, application, and information packets. • 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. • Continuing to improve and make necessary modifications to the Employee Handbook, Board Policies to help our organization improve and get better in its overall organization and daily operations. • Continuing to provide CABE Board members information on a timely basis. • We had our Elections Committee Planning for the year virtual retreat and set goals for this year. • Met twice with and jump-started our CABE Board Education Committee. • Worked with our CABE Board Audit Committee to select and begin the audit process for 2025. • Worked with our CABE Board President to finalize and the different Board Committees. •

TRAVEL & TRANSITION FUTURE PERSONNEL TRAVEL

Need to Get Board President Approval

- **NABE:** Comp. Registration, need Travel and lodging, Some Meals (Chicago, Feb. 9-13, 2026) [Registration Site](#)
- **CALSA:** [CALSA Focus On Results](#): Comp Registration; Don't Need Hotel, Need Travel & Meals (Thursday, February 5 - 7, 2026
- **CALSA SUMMER INSTITUTE:** Comp Registration; Don't Need Hotel, Need Travel & Meals La Verne, CA, from **June 22-26, 2026**
- **MTG with Baja CA Secretary of Education**, in Tijuana TBD