Mary Jo McGrath
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Education

Loyola School of Law	J.D., *cum laude* Thomas More Law Honor Society Student Director, Loyola Law Clinic Juvenile Court Division
University of California, Los Angeles	B.A., *magna cum laude*
Los Angeles Community College	A.A., *magna cum laude*

Experience

Attorney for over 25 years, focusing on education and personnel law. Nationally recognized expert on sexual harassment and sexual abuse in schools, bullying and harassment liability, and teacher performance issues. California's leading expert on teacher termination litigation and employee supervision, evaluation, and discipline. Designer and author of *SUCCEED with TRUE-SPEAK Communication, Supervision, Evaluation and Leadership,* which produces excellence in management/employee communication, performance and evaluation. Expert consultant to The Governor's Office, State of California, on the reformation of teacher tenure laws. Past Chair of the U.S. Department of Education Expert Panel on Safe, Disciplined and Drug-Free Schools.

1989 - Present **Founder/President, McGrath Systems, Inc., dba McGrath Training Systems, Santa Barbara, California.**
Founded a training and staff development company that specializes in providing legally based and principled live workshops and video training systems to school district management, staff, and students, as well as public and private organizations. Has trained more than 250,000 school district administrators and employees throughout the United States and Canada. The subject matter of the training includes employee performance, supervision, discipline and evaluation through the McGrath SUCCEED with TRUE-SPEAK System and awareness and investigation of sexual harassment, educator sexual misconduct, bullying and harassment in the school environment. Has created and produced 19 educational videos including *Sexual Harassment and Abuse: Minimize the Risk,* widely

acknowledged as "the best on the subject" by many education professionals; and, *The Early Faces of Violence: From Schoolyard Bullying to Sexual Harassment.*

1995 - 1996 **Partner, Mullen & Henzell, Santa Barbara, California.**
Focus on education and personnel law and labor negotiations. Represented both public and private organizations in the area of sexual harassment, including the investigation of sexual harassment complaints. Represented school districts in a broad range of education law matters, including the remediation and dismissal of incompetent teachers.

1989 - 1995 **Principal, Law Offices of Mary Jo McGrath, Santa Barbara, California.**
Cases involving general education law matters. Represented and counseled a variety of school districts in a broad range of education law issues, including personnel, labor relations, DFEH, ADA, collective bargaining, EERA, special education, student issues, open meetings law, conflict of interest, public records, retirement, and employee benefits matters, involving U.S. and California Constitutions, and federal and California statutes and common law.

1977 - 1989 **Partner/Associate Attorney with Leading California Law Firms.**
Partner and/or associate with the law firms of Littler, Mendelson, Fastiff and Tichy, Pettit & Martin and Richards, Watson & Girshon, focusing on education and employment law. Represented school districts and other public and private organizations in matters involving constitutional, statutory and common law issues involving employee layoff, discipline and termination, collective bargaining, EERA, wrongful termination, sexual harassment and abuse, employment and educational discrimination, student rights, special education, student sexual harassment, and general education law issues.

Publications

The Human Factor of Personnel Evaluation: Moving Away From 'Shady' Evaluations to Straightforward Growth, Best Practices in School Personnel, American Association of School Personnel Administrators (May/June/July 2013)

Bullying and Harassment Solutions for Schools: How to Educate, Investigate and Remediate,
Book published by VistaMar Publications, 2011, 265 pages

School Bullying: Tools for Avoiding Harm and Liability
Book published by Corwin Press, 2007, 225 pages.

The Case of the Messy Desk - A better way to evaluate the superintendent is to use a constructive feedback system
The School Administrator (June 2007)

Dealing Positively with the Nonproductive Teacher (Part III, Chapter 12)
Evaluating Teaching: A Guide to Current Thinking and Best Practices; Editor: James H. Stronge, Corwin Press, Inc., A Sage Publications Company, Thousand Oaks, California, 1997; 2nd ed. 2006

FOCUS: SCHOOL SAFETY: Capping the Heavy Price for Bullying
The School Administrator (April 2003)

How to Alter the Culture of Cruelty
AASPA Perspective, (March/April 2002)

The Human Dynamics of Personnel Evaluation
The School Administrator (October 2000)

Altering the Culture of Accountability
The California Educator (September 1996)

The Tenure Problems Facing Districts
Alliance Report: CSBA Education Legal Alliance (Summer 1995)

Effective Evaluation
Thrust for Educational Leadership (April 1995)

The Psychodynamics of School Sexual Abuse Investigations, An Attorney's Inside Look
The School Administrator (October 1994)

When It's Time to Dismiss an Incompetent Teacher
The School Administrator (April 1993)

Termination of Permanent Certificated Employees
Chapter R, The 1988/89 Public School Employer (1988)

Recent Electronic Newsletters

The Human Factor of Personnel Evaluation: Moving Away From 'Shady' Evaluations to Straightforward Growth (April 16, 2013), published by McGrath Training Systems

Follow the Bread Crumb Trail of Behaviors to Identify Sexual Misconduct and Abuse (Dec. 7, 2011), published by McGrath Training Systems

Bullying Investigations: Part 1
An Effective Adult Response to Bullying Complaint Management and Investigation is Mandated (Nov. 9, 2010), published by McGrath Training Systems

Bullying Investigations: Part 2
Prove the Impact - Not the Intent (Dec. 8, 2010), published by McGrath Training Systems

Bullying Investigations: Part 3
Complaint Intake: Dealing with Details (March 22, 2011), published by McGrath Training Systems

Copyrighted Programs and Publications By Topic

Sexual Harassment and Abuse in Schools

Workshop Manuals:

- **McGrath Sexual Harassment Awareness Training**
- **Sexual Harassment in the Work Place**
- **McGrath Sexual Harassment Investigation, Level One**
- **McGrath Advanced Sexual Harassment Investigation, Level Two**
- **Sexual Harassment: Minimize the Risk Video Education Series Curriculum Guides**

Video Series:

- **School Sexual Harassment and Abuse: Minimize the Risk** – *6 videos; includes printed curriculum guides; for middle and high schools*
  - ***Pay Attention: What is Sexual Harassment?*** *(For students)*
  - ***Pay Attention: Don't be a Victim****!* *(For students*
  - ***Avoid Harm and Liability*** *(For staff and teachers)*
  - ***Investigation: Template and Techniques*** *(For Administrators)*
  - ***Vital Do's and Don'ts*** *(For Administrators)*

- ***In Our Schools*** *(For Parents and Community)*

Distance Learning Programs:

- ***School Sexual Harassment and Abuse: Minimize the Risk, A Legally Fit and Educationally Sound Distance Learning Program For Complaint Intake, Management, and Investigation*** (11 Lessons)
- ***Employee Sexual Harassment: Minimize the Risk, A Legally Fit and Educationally Sound Distance Learning Program for School Faculty and Staff*** (work in progress, anticipated release date September 2006)

Self-Published Articles and Monographs:

- ***Administrators Held Personally Liable for Employee's Sexual Abuse of Students***
- ***The Bread Crumb Trail: Tracing a Straight Line from Sexual Misconduct to Sexual Abuse in Schools***
- ***The Early Warning Signs of Sexual Harassment and Abuse In School***
- ***Good Judgment and Common Sense: 2001 Office for Civil Rights Revised Sexual Harassment Guidance: An Analysis***
- ***Measure Twice, Cut Once: Interagency Coordination of Sexual Harassment or Abuse Investigation***
- ***"Please don't say anything, but...!" Confidentiality and Sexual Harassment Liability***
- ***Same-Sex Harassment in the Workplace: The United States Supreme Court Renders its Verdict***
- ***Sexual Harassment Investigation: Do It Well or Pay the Price!***
- ***Sexual Harassment Investigation: Vital Tips and Techniques for Interviewing***

- ***Shield Yourself from Sexual Harassment Liability***
- ***Student Sexual Harassment: Powerful Guidance Provided by Federal Agency***
- ***Student Sexual Harassment: The Winning Combination: Prevent and Investigate***
- ***Toward a Paradigm of Respect and Responsibility: Training Students in Sexual Harassment Awareness***
- ***What You Don't See Can Hurt You! School District Liability for Employee Sexual Harassment of Students, Post "Gebser"***
- ***When Sexual Harassment is Criminal***
  When Yes Means No: The Issue of Consent in a Sexual Harassment Investigation

<u>Athletic Liability</u>

Books:

- **Athletic Liability: Minimize the Risk**

Workshops Designed:

- **The McGrath Athletic Liability Training**

Workshop Manuals:

- **The McGrath Athletic Liability Training Workbook**

<u>Bullying and Harassment</u>

Workshops Designed:

- ***Bullying and Harassment Awareness: Minimize the Risk***
- ***Bullying and Harassment Complaint Intake and Investigation***
- ***Altering the Culture of Cruelty***

Workshop Manuals:

- ***Bullying and Harassment Awareness: Minimize the Risk***
- ***Bullying and Harassment Complaint Intake and Investigation***
- ***The Early Faces of Violence Video Education Series Curriculum Guides***

Video Series:

- **The Early Faces of Violence: From Playground Bullying and Ridicule to Sexual Harassment** -- *7 videos; includes printed curriculum guides; for elementary schools*
  - ***Show and Tell*** *(all ages)*
  - ***You and Me*** *(ages 4-6)*
  - ***Learning the Game*** *(ages 7-9)*
  - ***Max's Magical Machine*** *(ages 10-12)*
  - ***A Culture of Cruelty*** *(Teachers, Staff)*
  - ***Just the Facts, Ma'am*** *(Administrators)*
  - ***You and Your School*** *(Parents/Community)*

Self-Published Articles and Monographs:

- ***Altering The Culture of Cruelty: Impacting Student Bullying, Ridicule and Harassment***
- ***Bullying Project: Selected State Proposed or Enacted Legislation***
- ***The Early Faces of Violence: From Schoolyard Bullying and Ridicule to Sexual Harassment, an Interview with program Author Mary Jo McGrath***
- ***Human Suffering and Jury Awards: The High Cost of Bullying and Liability in Schools***
- ***Bullying and Harassment: The Early Warning Signs (Three Part Series)***
- ***The High Cost of Bullying and Liability in Schools***
- ***McGrath Model Bullying Policy***

Cultural and Racial Diversity

Workshops Designed:

- **Managing and Valuing Cultural and Racial Diversity in A Muticultural Setting** (managers)
- **Communicating and Teaching Across Cultures** (educators)
- **Valuing Cultural Diversity in Yourself and Others** (students)

Workshop Manuals:

- **Managing and Valuing Cultural and Racial Diversity in A Multicultural Setting**
- **Communicating and Teaching Across Cultures**

SUCCEED with TRUE-SPEAK: Supervision, Communication, Evaluation and Leadership

Books:

- **Lead with SUCCEED** (work in progress)

Workshops Designed:

- **Employee Supervision and Evaluation: The Challenge of Leadership**
- **Leadership In Action: Shifting The Paradigm of Education**
- **SUCCEED with Supervision, Communication, Evaluation and Leadership**
- **SUCCEED Mentorship Day 1**
- **SUCCEED Mentorship Day 2**
- **SUCCEED Training of Trainers**
- **SUCCEED Mastery Curriculum**
- **SUCCEED with Students**
- **The McGrath Template Communication Workshop**
- **Teacher Evaluation: Do You Know The Ropes?**

Workshop Manuals:

- **SUCCEED Participant Manual**
- **SUCCEED Mentorship Program Packet**
- **SUCCEED Facilitator Guide**

- **SUCCEED Instructor Manual**
- **SUCCEED Mastery Manual and Instructor Guide**

Computer-Aided Learning:

- **SUCCEED Online Communication Template**

Video Series:

- **Lead with SUCCEED Videos**
  (6 videos; packaged with Participant Manuals and Facilitator Guide)
  - ***Getting Started: Principles, Practices and the Legal Framework***
  - ***The Human Dynamics of Leading and Supervising people***
  - ***Whole Person Based leadership and Supervision: Why it Works***
  - ***Building Relationships: A continuum of Communication and Supervision***
  - ***Stepping into the Powerful Tools of Constructive Supervision and Evaluation***
  - ***Facilitator Orientation: The Content and the Context of SUCCEED***

Self-Published Articles and Monographs:

- ***Inarticulitis***
- ***Incompetency to Unsatisfactory Performance: Fluff or Substance?***
- ***You Can Profoundly Impact Performance***

<u>Peer Assistance and Review</u>

Workshops Designed:

- **SUCCEED with PAR**

Workshop Manuals:

- **SUCCEED with PAR** (Co-Authored with Patricia Einfalt, MA, and Patricia Souza, MA)

Self-Published Articles and Monographs:

- ***ACCOUNTABILITY @#$%!!&* Whose Good Idea Was This, Anyway?***

Selected Media Features

Expert consultant for article *Penn State Scandal Shines Light on Child-Abuse Reporting Laws*, Education Week, March 2013.

Expert consultant for ABC Evening News, *Los Angeles Teacher Had 200 More Student Bondage Photos: Cops*, February 2012

Expert consultant for article *Schools cut secret deals with abusive teachers*, The Oregonian, February 2008

Expert consultant for article by Associated Press: *Sexual Conduct Plagues Schools*, October 2007.

Expert consultant for article by Associated Press: *A guide for parents: Signs to consider if worried about teacher sexual misconduct*, October 2007.

Expert consultant for article, *The Bully Pulpit: Post-Columbine Harassment Victims Take Schools to Court*, TRIAL, Journal of the Association of Trial Lawyers of America, December 2002.

Expert consultant for two articles, *It's not always so easy to say you're fired!* and *A plea for tough critiques*, The Christian Science Monitor, January 19, 2000.

Expert consultant for article, *Student to Student Sexual Harassment*, Raising Teens magazine, Premier Issue, (published by Better Homes and Gardens), December 1999.

Expert consultant for article, *"hey, dork"*, Seventeen Magazine, October 1999.

Expert consultant for article, *Student Sexual Harassment*, featuring footage from McGrath Systems video "Pay Attention: What is Sexual Harassment?", published on ABCNEWS.com, May 1999.

Expert consultant for article, Harassment in The Halls, Soroptimist Magazine, November/December 1999.

Featured legal expert on the CBS *48 Hours* special *"The Class of 2000"* on sexual harassment in our secondary schools and on *CBS World News Tonight*, June 1998.

Expert consultant for article, *Bad Teachers: A Must-Read Report for Every Parent*, Redbook Magazine, September 1997; Reprinted in Reader's Digest, September 1998.

Expert consultant for article, *Why Bad Teachers Can't Be Fired*, Investors Business Daily, Monday, September 21, 1998.

Expert consultant for article, *Expensive, Illegal and Wrong: Sexual Harassment in Our Schools*, Phi Delta Kappan Magazine, November 1995.

Expert consultant for article, *Teachers Can't be Dismissed; System Makes it Hard to Ax the Bad Apples*, Sacramento Ledger Dispatch, March 20, 1995.

Expert consultant for *ABC 20/20* episode on "Teacher Tenure Reform."

Expert consultant for article regarding proposed teacher tenure law revisions, Education Week, March 1995.

Featured legal expert on the premier episode of *Eye to Eye with Connie Chung*, CBS, regarding the latest issues of sexual harassment in our schools, March 1993.

Representative Speaking Engagements

- Presenter, International Bullying Prevention Association, 2012
- Presenter, American Association of School Personnel Administrators (AASPA), Annual Conference, 1996, 2002, 2003, 2004, 2005, 2006, 2007, 2008. 2009, 2010, 2011
- Presenter, Association of Governmental Risk Pools (AGRiP), 2009
- K eynote Speaker, Texas City Managers, Annual State Leadership Conference, 2004
- Keynote Speaker, Association of Government Risk Insurance Pools, Annual National Conference, 2003, 2004, 2005, 2006
- Keynote Speaker, San Diego County Office of Education and County Board of Supervisors, Substance Abuse Summit, School Leader Breakfast
- Presenter, National Association of State Directors of Teacher Education and Certification, 2004
- Presenter, Education Law Association, Annual National Conference, 2004
- Presenter, Nevada Coalition Against Sexual Violence, 2003
- Presenter, British Columbia Association of School Personnel Administrators Annual Conference (2002)
- Presenter, Pennsylvania Association of School Personnel Administrators Annual Conference (2002)
- Presenter, Georgia Association of School Personnel Administrators, 2004, 2005, 2006
- Presenter, Arkansas Association of School Personnel Administrators, 2005
- Presenter, American Association School Administrators (AASA), 130th Annual Conference
- Presenter, Public Agency Risk Managers Association (PARMA), Annual Conference, San Diego, CA
- Presenter, Association of California School Administrators (ACSA), Negotiator's Symposium
- Presenter, ACSA Human Resource Committee, San Diego, California
- Presenter, ACSA Personnel Institute
- Presenter, Association of Gender Equity Leaders in Education Annual (AGELE aka NCSEE) Conference, 1999, 2000, 2002, 2005
- Presenter, California School Boards Association Annual Conference (2001, 2002)
- Presenter, La Verne Doctoral Program
- Presenter, “Meet with the Expert” session, National School Boards Association (NSBA), Annual Conference, Florida
- Presenter, Sexual Assault Conference, Long Beach, California
- Presenter, Public Risk Management Association, 2007
- Presenter, National Association of Secondary School Principals, 2007
- Presenter, National Middle Schools Association, 2007
- Presenter, National School Boards Association, 2007

Professional Organizations and Expert Panels

United States Department of Education
Expert Panel on Safe, Disciplined and Drug-Free Schools, Chairperson

Association of Gender Equity Leaders in Education,
Steering Board Member (2001-2002)

American Association of School Administrators, Active Member American

Association of School Personnel Administrators, Active Member American

Association of University Women, Active Member

The State Bar of California, Active Member

Representative Educational Training Clients

National: City, County, & State Offices of Education and School Districts

- Aberdeen School District 6-1, South Dakota
- Academy School District, Colorado Springs, Colorado
- Area Education Agency #7, Cedar Falls, Iowa
- Alamogordo Independent Schools, new Mexico
- Berea City Schools, Ohio
- Bibb County Schools, Georgia
- Black Hills Special Services Cooperative, South Dakota
- Blaine County Schools, Idaho
- Bloomington Independent School District, Texas
- Blue Springs School District, Blue Springs, Missouri
- Caddo Parish Schools, Shreveport, Louisiana
- Campbell County School District, Kentucky
- Campbell County School District No. 1, Wyoming
- Capital Area Intermediate Unit, Summerdale, Pennsylvania
- Carbon County School District, Rawlins, Wyoming
- Carlsbad Municipal Schools, Carlsbad, New Mexico
- Cedar Unified School District, Keams Canyon, Arizona
- CESA No. 7 Gender Equity Committee and NEWIST, Wisconsin
- Chattanooga Public Schools, Tennessee
- Clay County Schools, Florida
- Colorado School Districts Self-Insurance Pool
- Covington City School District, Tennessee
- Crete Public Schools, Crete, Nebraska
- Dallas Public Schools, Texas

- Deer Park Union Free School district, Deer Park, New York
- Delaware State Department of Education
- Des Moines Public Schools, Iowa
- Devil's Lake Public Schools, North Dakota
- District of Columbia Public Schools, Washington D.C.
- Ector County Independent School District, Odessa, Texas
- Edison Schools Project (National)
- Elko County School District, Elko, Nevada
- Erie #1 BOCES, Cheektowaga, New York
- Everett School District, Washington
- Fairbanks NSB School District, Alaska
- Fairfield City Schools, Ohio
- Farmington Municipal Schools, New Mexico
- Frederick County Public Schools, Frederick, Maryland
- Gadsden Independent School District, Anthony, New Mexico
- Gaylord Community Schools, Gaylord, Michigan
- Granite School District, Salt Lake City, Utah
- Heartland AEA 11, Johnston, Iowa
- Helena School District No. 1, Montana
- Hillside School District, New Jersey
- Horry County School District, Conway, South Carolina
- Humboldt County School District, Winnemucca, Nevada
- Idaho State Department of Education
- Illinois Dean's Association
- Intercultural Development Research Association, Texas
- Interwest Equity Assistance Center, Denver, Colorado
- KanLEAD, Wichita, Kansas
- Kansas City Missouri School District
- Kaw Area Technical School, Topeka, Kansas
- Lander County School District, Nevada
- Laramie County School District #1, Cheyenne, Wyoming
- Las Cruces Public Schools, New Mexico
- Lovington Municipal Schools, New Mexico
- Family Resource Center of Lincoln County, Washington
- Macomb Intermediate School District, Michigan
- Manchester City School District, Tennessee
- Marysville School District, Marysville, Washington
- McAllen Independent School District, Texas
- Memphis City Schools, Tennessee
- Metropolitan Nashville Public Schools, Tennessee
- Midwest Equity Assistance Center at Kansas State University
- Midland Independent School District, Texas
- Milford Board of Education, Milford, Connecticut
- Millstream Career Cooperative, South, Finley, Ohio
- Mineral County School District, Hawthorne, Nevada
- Morgan County School District, Fort Morgan, Colorado

- Mt. Lebanon School District, Pittsburgh, Pennsylvania
- Mukilteo School District, Everett, Washington
- Natrona County School District #1, Casper, Wyoming
- Nebraska State Department of Education
- Nevada Project LEAD, Reno
- Nevada State Department of Education
- Niagara Falls City School District, New York
- Nome Public Schools, Alaska
- North Cook Intermediate Service Center, Des Plaines, Illinois
- Northern Indiana Educational Service Center, Mishawaka, Indiana
- Northwest Arkansas Educational Services Cooperative
- Nye County School District, Pahrump, Nevada
- Omaha Public Schools, Nebraska
- Ohio State Department of Education
- Olympic ESD #114, Bremerton, Washington
- Paterson Public Schools, New Jersey
- Pennsylvania Association of School Personnel Administrators
- Penn Yan School District, New York
- Pine Plains Central Schools, New York
- Pioneer R Regional Education Service Agency, Cleveland, Georgia
- Prairie Lakes Educational Cooperative, Madison, South Dakota
- Prince William County Public Schools, Manassas, Virginia
- Pullman School District, Washington
- R. B. Resources, Dallas, Texas
- Region VI Educational Service Center, Huntsville, Texas
- Region XVIII Educational Service Center, Midland, Texas
- Rhinebeck Central Schools, New York
- Rochester Community Schools, Rochester, Indiana
- Rogers Public Schools, Rogers, Arkansas
- Rose Tree Media Schools, Media, Pennsylvania
- St. Tammany Parish Schools, Louisiana
- San Juan Administrator Training Academy, New Mexico
- School Administrators of Montana, Montana Academy for Leadership Development
- SET SEG, East Lansing, Michigan
- Shaker Heights City School District, Ohio
- Shelby County Schools, Columbiana, AL
- Sioux Falls School District, Sioux Falls, South Dakota
- Sno-Isle Technical Center, Everett, Washington
- Socorro Independent School District, Texas
- Sweetwater County School District #2, Wyoming
- Texas Association of School Personnel Administrators
- Topeka Public Schools, Kansas
- Tuscaloosa County Schools, Alabama
- Uinta County School District #1, Wyoming
- Uinta County School District #4, Wyoming

- Uinta County School District #6, Wyoming
- State of Utah, Department of Administrative Services, Division of Risk Management
- Utica National Insurance Company, School Seminars, New York, Indiana, Illinois, Georgia, Tennessee, Virginia, Massachusetts, Connecticut, Pennsylvania
- Walton County Schools, Monroe, Georgia
- Warren Consolidated Schools, Michigan
- Washington Community High School District, Illinois
- Washington Schools Risk Management Pool, Washington
- Washoe County Administrators Association, Reno, Nevada
- Washoe County School District, Reno, Nevada
- Wenatchee School District, Washington
- Wichita Public Schools, Kansas
- Wyoming Leadership Academy
- Yelm School District, Washington
- Ysleta Independent School District, El Paso, TX

National: Colleges & Universities

- Cape Cod Community College, West Barnstable, Massachusetts
- New Jersey Educational Opportunity Funding Professionals (New Jersey Community Colleges)
- University of Detroit, Mercy, Michigan
- Vermont Institute of Science, Math and Technology
- Virginia Military Institute (VMI)
- Wheeling Jesuit University, West Virginia

Risk Management Pools and Insurance Companies

- Alliant Insurance (formerly Driver Alliant)
- Colorado School Districts Self Insurance Pool
- MASB-SEG Property/Casualty Pool
- Organization of Self Insured Schools, Selma, California
- Special Districts Association of Oregon
- Utica National Insurance Group – Home Office, Eastern, New England, Middle Atlantic, Southeastern, and Republic-Franklin Regional Offices
- Washington Schools Risk Management Pool
- West San Gabriel Valley Joint Powers Authority, California

National: Professional Associations

- American Association of School Personnel Administrators
- Georgia Association of School Personnel Administrators
- National Association of Elementary School Principals
- National Association of Security and Law Enforcement Officers

- Pennsylvania Association of School Personnel Administrators

International

- British Columbia Superintendents' Association
- School District No. 34, Abbotsford, B.C.
- School District No. 21, Armstrong, B.C.
- School District No. 74 (Gold Trail), Ashcroft, B.C.
- School District No. 54, Bulkley Valley, B.C.
- School District No. 27, Caribou-Chilcotin, B.C.
- School District No. 9, Castlegar, B.C.
- School District No. 33, Chilliwack, B.C.
- School District No. 37, Delta, B.C.
- School District No. 56, Nechako, B.C.
- School District No. 44, North Vancouver, B.C.
- School District No. 59, Peace River South, B.C.
- School District No. 70, Port Alberni, B.C.
- School District No. 28, Quesnel, B.C.
- School District No. 38, Richmond, B.C.
- School District No. 39, Vancouver, B.C.
- School District No. 22, Vernon, B.C.
- School District No. 45, West Vancouver, B.C.

California Organizations

- American Association of School Personnel Administrators; Annual Conference, Women’s Forum Luncheon Keynote Speaker
- Association of California Community College Administrators
- Association of California School Administrators, Region XVIII
- Association of California School Administrators; Superintendent's Conference, Negotiator's Symposium, Personnel Institute, Annual Conference
- California Association of Large Suburban School Districts
- California School Boards Association
- California School Leadership Academy
- California School Personnel Commission Association
- San Bernardino Legal Services Presentation
- San Diego County Office of Education and County Board of Supervisors, Substance Abuse Summit, School Leader Breakfast, Keynote Speaker

California Colleges and Universities

- California State University at Long Beach
- Coast Community College District
- Moorpark College
- Mount St. Mary's College
- Ventura Community College District

- Pasadena Community College District

County Offices of Education, California

- Butte County Office of Education
- Imperial County Office of Education
- Lake County Office of Education
- Los Angeles County Office of Education
- Marin County Office of Education
- Mendocino County Office of Education
- Merced County Office of Education
- Monterey County Office of Education
- San Benito County Office of Education
- San Bernardino County Office of Education
- San Diego County Office of Education
- Santa Barbara County Office of Education
- Santa Clara County Office of Education
- Santa Cruz County Office of Education
- Sierra County Office of Education
- Sonoma County Office of Education
- Tulare County Office of Education
- Ventura County Office of Education

California School Districts

- ABC Unified School District
- Acalanes Unified School District
- Alhambra City School District
- Alum Rock Union Elementary School
- Apple Valley School District
- Atwater Elementary School District
- Bakersfield City Elementary School District
- Banning Unified School District
- Barstow Unified School District
- Berryessa Union Elementary School District
- Beverly Hills Unified School District
- Campbell Union High School District
- Carlsbad Unified School District
- Carpinteria Unified School District
- Castro Valley Unified School District
- Cedar Unified School District
- Chawanakee Joint Elementary School District
- Chico Unified School District
- Chino Unified School District
- Chula Vista City School District
- Compton Unified School District

- Culver City Unified School District
- Downey Unified School District
- East Side Union High School District
- East Whittier City Elementary School District
- Escondido Union High School District
- Fall River Joint Unified School District
- Folsom-Cordova Unified School District
- Fontana Unified School District
- Fremont Unified School District
- Fresno Unified School District
- Gilroy Unified School District
- Glendale Community College District
- Grossmont Union High School District
- Hawthorne School District
- Huntington Beach Union High School District
- Inglewood Unified School District
- Irvine Unified School District
- Jurupa Unified School District
- Kings Canyon School District
- Lafayette Elementary School District
- Laguna Beach Unified School District
- Lake Elsinore Unified School District
- Lakeside Union School District
- Las Virgenes Unified School District
- Lawndale School District
- Livingston Union School District
- Lompoc Unified School District
- Long Beach Unified School District
- Madera Unified School District
- Manteca Unified School District
- Milpitas Unified School District
- Montebello Unified School District
- Monterey Peninsula Unified School District
- Mountain View-Los Altos Union High School District
- Newark Unified School District
- Newhall Elementary School District
- Newport-Mesa Unified School District
- Norwalk-La Mirada Unified School District
- Oakdale Joint Union High School District
- Oak Grove Elementary School District
- Oakland Unified School District
- Oceanside Unified School District
- Ocean View School District
- Ojai Unified School District
- Orange Unified School District
- Orchard School District

- Palm Springs Unified School District
- Palos Verdes Peninsula School District
- Paramount Unified School District
- Petaluma Elementary and High School District
- Planada Elementary School District
- Plumas Unified School District
- Porterville Public Schools
- Redlands Unified School District
- Redondo Beach City Elementary School District
- San Jose Unified School District
- San Lorenzo Valley School District
- San Marcos Unified School District
- Santa Barbara High School District
- Saugus Union Elementary School District
- Scotts Valley School District
- Shasta Union High School District
- Simi Valley Unified School District
- Sonoma Valley Unified School District
- Soquel School District
- South Bay Union High School District
- Southern California Schools Risk Management Pool
- Taft Union High School District
- Tahoe/Truckee Joint Unified School District
- Torrance Unified School District
- Union Elementary School District
- Ventura Unified School District
- Victor Valley Union High School District
- Visalia Unified School District
- Vista Unified School District
- Walnut Valley School District
- Woodland Joint Unified School District

Other California Agencies

- Contra Costa County Head Start
- Monterey County Office of Education Head Start Program
- Organization of Self Insured Schools
- Solano County Department of Health and Human Services
- West San Gabriel Valley Joint Powers Authority