

Let's talk Humanity

Tonette (Toney) Salter

A black and white photograph of a large, diverse crowd of people, likely at a public event or rally. The crowd is dense, with many individuals visible, including men, women, and children. Many people are smiling and waving their hands, creating a sense of excitement and participation. The text "LEADERSHIP IT'S ABOUT THE PEOPLE" is overlaid in the center of the image in a bold, white, sans-serif font. The background is a solid dark gray, and there is a vertical orange bar on the far left edge.

**LEADERSHIP
IT'S ABOUT
THE PEOPLE**

About Me

Empathetic, Humble, Listener,
Challenger, Evolving, Visionary,
Motivator, Calm, Doesn't worry
about temporary set backs,
Transparent, Self-aware

Leadership and Leading

Joint Special Populations Advisory Committee (JSPAC)

www.jspac.org



CTE

- Perkins is the main federal funding sources for Career Technical Education (CTE) and the primary for high school, Higher Ed and University CTE Programs. 1984 Act Carl Perkins
- CTE prepares workers to meet employers' needs in a variety of occupations, such as dental assistants, pharmacy technicians, welders, automotive technicians

ORIGINS

Vocational Ed to track low-income students

1917 Smith and Hughs Act

-The early vocational education was driven by a philosophy of fitting people to their probable destinies,” says Jim Stone, director of the [National Research Center for Career and Technical Education](#). “Kids from poor families were tracked off into becoming the worker bees.

JSPAC Intent

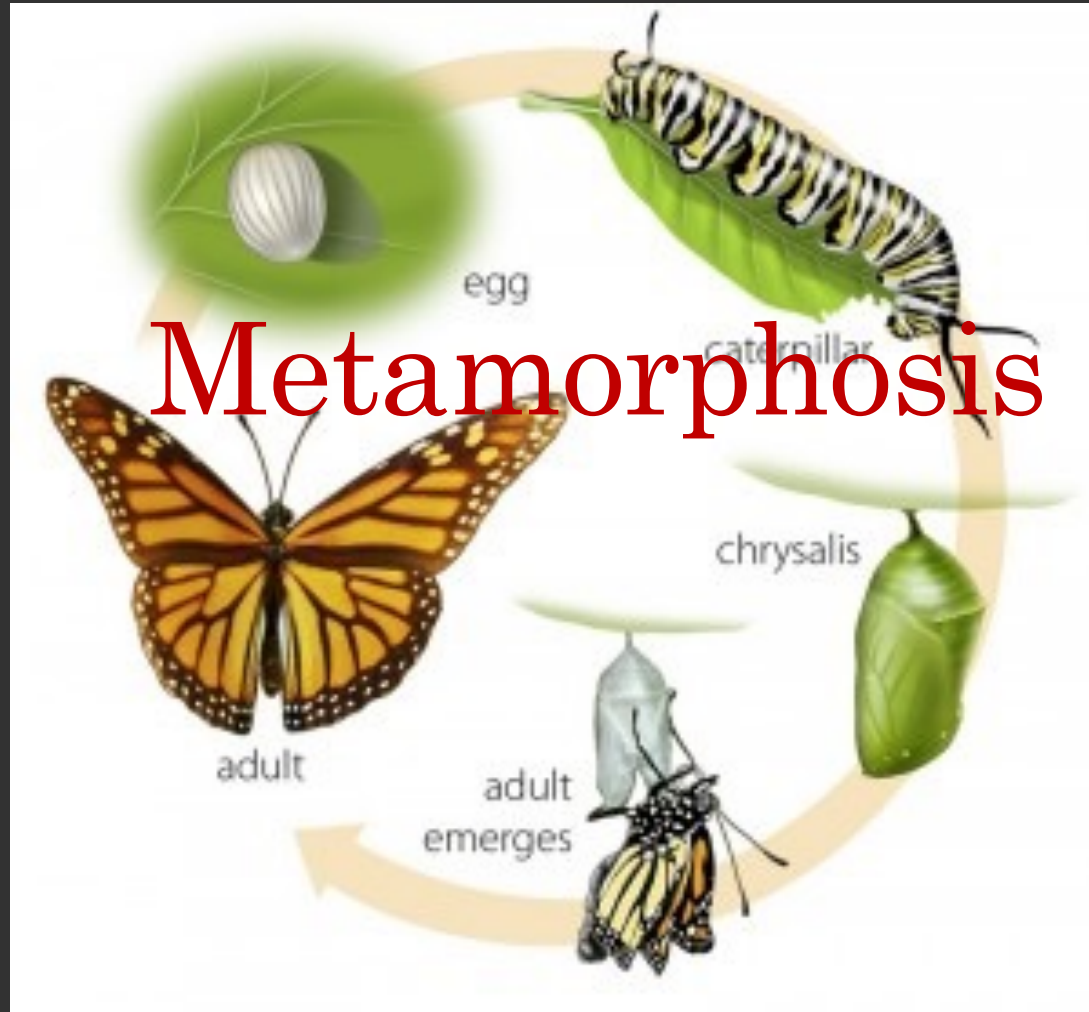
Empower educators with equitable access to professional development and resources that addresses challenges for CTE students recognized as special populations, marginalized, and underrepresented.

World belongs to humanity, not this leader, that leader or that king or prince or religious leader. World belongs to humanity.” – Dalai Lama.

My why

I have four stages in my cycle,
What am I?

Hint: I am an egg, I am pupa.



Metamorphosis

Transformation of Change

“There is no value in asking
yourself “Am I a leader?”
Instead, ask “Who am I leading?
And where am I going?”

— Benjamin Kessler, Restoring Humanity to Leadership

There's not just one philosophy of
Leadership

Leadership Styles

Directive – Hierarchy, values consistency, control and predictability

Transformative - Individualized, inspirational, motivational (ethical behavior), intellectual stimulation (Challenges assumptions)

Empowerment

Servant Leadership – Serves their team and the organization first

Participative – Builds trust and commitment, creativity– team consensus for whole systems change – Team or group skilled and wants to share their knowledge

Authoritative – Sets the tone, vision, long-term goals, values and roles of the organization or institution, - Little time to focus on group decision

Transactional Leadership – Leader and follower, followers obey the leader – clearly defined goals

My Philosophy- my purpose is to be participative in cultivating transformational change of **valuing** the **humanity** of people.

“For me, “Transformational change should occur – it is a whole systems change, not just the people” –Toney Salter

Giving Two Cents+

Great educators never stop learning

Be the leader you want to follow –
“I am not going to ask anyone to do something I wouldn't do
and doesn't align with the core values of the team and
organization.”
– Toney Salter

May I stress the need for courageous, intelligent,
and dedicated leadership... Leaders of sound
integrity. Leaders not in love with publicity, but in
love with justice. Leaders not in love with money,
but in love with humanity. Leaders who can
subject their particular egos to the greatness of
the cause - MLK

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