

Session Titles and Descriptions
AASPA Diversity, Equity & Inclusion Summit
April 18 - 19, 2024 | Sheraton Dallas Hotel, Dallas, TX

3Rs to Support Teachers of Color

Recruitment & Retention

Presented by Dr. Jill Ardley, Associate Professor and Dr. Angela Goodloe, Agla Education & Equity Consultant, Norfolk University, Norfolk, VA
This presentation will provide school leaders with research-based strategies to secure the longevity of teachers of color within their school districts. The 3Rs represent recruitment, retention and reinforcement to support TOC. You are invited to this session that redefines the 3Rs.

Advancing Diversity, Equity & Inclusion (DEI) in K-12 Education

Strategic Leadership

Panel discussion facilitated by Kevin E. Walton, Sr, Director of Equity & Inclusion, Area Cooperative Educational Services, North Haven, CT
The DEI panel discussion aims to address crucial issues surrounding Diversity, Equity & Inclusion within PK-12 education. The panel brings together DEI practitioners, educators and leaders to engage in a comprehensive discussion on nurturing inclusive and equitable workplaces. Key topics include promoting diversity in curriculum, addressing systemic inequities, supporting marginalized students, implementing inclusive teaching practices and empowering educators with equity training and resources. Through shared insights, best practices and actionable strategies, the panel seeks to inspire meaningful change and cultivate environments where stakeholders feel valued, supported and empowered to succeed.

An Urgent Need to Improve Black Teacher Retention!

Recruitment & Retention

Presented by Tanya Dallas Lewis, Cultural Unity & Equity, Staff Development & Title IX Coordinator, Jefferson County Schools, Charles Town, WV

Why aren't school districts tending to retention strategies while they are working to recruit Black teachers? You cannot have diversity without creating an environment for learning. It decimates the Black teacher pipeline, which disables the intercultural network that supports the supply of Black teachers, impacting every group in our school community. This session will introduce three outcomes from the Brown vs. Board of Education 1954 ruling that dismissed over ten thousand Black teachers and principals in the southern United States. Support for a climate of belonging is essential to recruitment and retention of Black teachers.

By the Book: Crafting Non Discrimination & Harassment Policies to Help Guide Your District

Strategic Leadership

Presented by Holly McIntush, Partner & Leah Northener, Attorney, Thompson & Horton, LLP, Dallas, TX

A well-written anti-discrimination and harassment policy can serve as both your guidebook for creating an inclusive workplace, helping ensure that every individual feels valued, respected and safe - and as your instruction manual for responding to reports of discriminatory or harassing behavior. This presentation delves into the importance, components and implementation strategies of these crucial policies.

From Recruitment to Retention: Building a Diverse, Committed Team by Design

Recruitment & Retention

Presented by Chakesah Scott, CEO/Founder and Dr. Eric Jones, Chief of Staff, Impact Charter School, Baker, LA

Join us for an engaging exploration of effective strategies in creating a diverse and committed team, from the initial recruitment phase through successful retention. This session will delve into intentional and inclusive practices designed to attract a broad range of talents. We'll navigate the complexities of hiring with an emphasis on diversity, equity and inclusion. Furthermore, we'll explore actionable methods to foster an environment that encourages long-term commitment and satisfaction among team members. Whether you're an HR professional, a manager, or an educator, this session aims to equip you with practical insights to build and sustain a thriving, diverse team.

Growing Equity-Centered Leaders in the School District of Philadelphia

Strategic Leadership

Presented by Raymond Roy-Pace, Professional Learning Specialist and Kareem Thomas, Leadership Coach, School District of Philadelphia, Philadelphia, PA

The Leadership Development Team will share about our unique approach to leadership development, focusing on our three programs: Pathways to Leadership (a grow your own program for aspiring equity-centered school leaders), Transformative Coaching and Equity-focused Professional Development. For each program, leads and co-leads of our office will open with an overview of our progress in this area, followed by a series of discussion questions and activities to invite the audience into the conversation and solicit ideas for deepening the scope and impact of our work.

*Sessions are subject to change.

How to Connect the Community to Recruitment and Retention Efforts?

Strategic Leadership

Presented by Shon Smith, Director of Educational Services, Nardon Hills City School District, Oakwood Village, OH

The recent data demonstrates a dearth in potential educators pursuing careers in the teaching field. This session will share ways your school district can utilize internal and external resources to improve recruitment and retention of teachers in your school district!

Inclusive Excellence: Mitigating Bias from Hiring to Holding Onto Talent

Strategic Leadership

Presented by Dr. Nader Najjar, Assistant Superintendent of Equity & Innovation, IPSD 204, Aurora, IL

This session will offer a deep dive into identifying and mitigating implicit bias at each stage of the employment cycle in K-12 institutions. From the initial stages of recruiting educators to retaining and developing them, the session will provide actionable, research-based strategies to ensure a fair, inclusive and diverse working environment. Attendees will learn how to apply these strategies in their own contexts, understanding the nuances of bias in hiring, professional development, evaluation and retention processes and how to effectively address them to foster a more equitable educational setting.

It Takes One to Know One: Recruiting and Retaining Diverse Talent- Creating an Inherent Sense of Belonging

Recruitment & Retention

Presented by Dr. Tony Hemingway, Chief HR & Strategic Planning Officer, Clover School District, Clover SC

In 'It Takes One to Know One: Recruiting and Retaining Diverse Talent - Creating an Inherent Sense of Belonging,' you'll discover the key to a thriving, inclusive workplace. This session delves into the intentionality of recruiting talent from diverse backgrounds and cultures, focusing on hiring and creating a vibrant, inclusive environment. Learn the strategies to attract and retain diverse individuals and create a safe space where they feel valued, acknowledged and instrumental in achieving organizational excellence. Walk away with a toolkit of actionable insights to foster diversity, equity and inclusion in your organization, ultimately driving success through the power of belonging.

KEYNOTE: Free to Be Me: Honoring Diversity

Strategic Leadership

Presented by Kelisha Wing, CEO/Founder, Promises & Possibilities, LLC

This session would introduce attendees to 1. The Looking Glass Self, 2. The Cycle of Socialization, 3. Elements of Diversity & Identity and challenge them to discover how to incorporate these concepts into their daily practice with a call to action for their own personal next steps.

Leading DEI: the Power of Difference

Presented by Dr. Bess Sullivan Scott, Associate Professor of Educational Leadership, Doane University, Roca, NE and Dr. Monica Green, Director of Equity and Diversity, Omaha Public Schools, Omaha, NE.

Strategic Leadership

Who leads the DEI work in your district? Who facilitates DEI professional learning sessions? Explore how people who identify from different groups can model and facilitate different voices and different perspectives, leveraging the tensions generated, to produce deeper understanding, innovative solutions and authentic relationships. Leadership authenticity builds the trusting environment to have the hard conversations to address systemic inequities.

Leading with Compassionate Conversations

Strategic Leadership

Presented by Dr. Erika Brown, Equity & Education Consultant, Equity Continuum, Frederick, MD

This session fosters Compassionate Conversations, equipping participants with tools for composed communication, establishing psychological safety through boundaries, addressing empathy barriers and promoting constructive dialogue. It emphasizes cross-cultural communication, facilitating authentic exchanges of diverse perspectives. In a world where communication is paramount, it serves as a beacon for understanding and collaboration.

L.I.T Affinity Groups: Creating Employee Resource Groups that are Legitimate, Intentional and Tenacious (L.I.T)

Recruitment & Retention

Presented by Dr. Tayarisha Batchelor, Director of Equity & Inclusion, Simsbury Public Schools, Simsbury, CT

The best recruitment strategy for BIPOC staff is retention. Districts committed to increasing diversity among staff must create spaces where people identifying as BIPOC may retain their own cultural identities while developing a sense of school and community belonging. Affinity groups provide that space. They are a strategy for BIPOC recruitment and retention. If your staff can't survive and thrive, neither can you or your district. Let me show you how to make your Affinity Groups thrive by being Legitimized, Intentional and Tenacious. (L.I.T). I will walk you through some strategic moves I've made that may help you develop your own L.I.T Affinity Group.

*Sessions are subject to change.

Mentoring for Diversity: Does Your Mentoring Program Contribute to the Retention or Resignations of Your Black & Latino Teachers?

Recruitment & Retention

Presented by Tammie Knights, Principal TA Consultant, Shauntice Wheeler, Senior TA Consultant, American Institute for Research, Chapel Hill, NC and Tara Donahue, Senior Education Technical Assistance Manager, ICF, Traverse City, MI

Does your system have a one size fits all mentoring approach? Are your mentors trained in being culturally responsive mentors? This session will provide participants tools to analyze their own mentoring program and receive tools to help shift their mentoring program to a culturally responsive program.

Retaining the Whole Educator: Strategies for Inclusive Support

Recruitment & Retention

Presented by Dr. Remona Jenkins, Director of Teacher Quality, Kershaw County School District, Camden, SC and Tria Grant, Carolina CAP Director, University of South Carolina, Columbia, SC

Educator diversity matters to district and student outcomes. But strategies to diversify recruitment only make a difference if those educators are retained. In this session, participants will learn about the support model used by CarolinaCAP, an intentionally diverse alternative certification pathway based at the University of South Carolina. Facilitated discussion and activities unpack key strategies for coaching, district strategic planning and principal support that can be adapted for improving retention and support of a diverse educator workforce from day one in the classroom.

Recruiting and Retaining Diverse Candidates

Recruitment & Retention

Presented by Leah Zavala, Teach Denton Coordinator, Denton ISD, Denton, TX

In Denton ISD, we are committed to recruiting and retaining a richly diverse workforce to serve our students and our community. We recognize the value of ensuring that our students' and families' cultural heritage, language and traditions are reflected in their teachers' experiences, as well. Come hear how Denton ISD's innovative Teach Denton program is providing a teacher pipeline for Denton ISD schools. In this session you will gain the knowledge, tools and ideas on how to create and implement a "grow your own" program in your district and how to include diversity, equity and fidelity. We know that many of you share these priorities and we look forward to exchanging ideas to grow in this vital area. We want to learn from you, as well as share our own experiences. We are in this together and we will leave energized and excited!

Unlocking Potential: Mitigating Bias in Hiring for Educational Success

Recruitment & Retention

Presented by Jackie Gharapour Wernz, Legal Consultant, University of Idaho, Dallas, TX and Marsha Benjamin Moyer, Education & Leadership Director, OSP, DeSoto, TX

Bias in hiring can seriously impact educational institutions, ultimately affecting the ability to provide a fair and high-quality education. From impacts on retention and parent and community trust to legal and reputational consequences, there are many examples of how bias in hiring can limit school success in an increasingly diverse and interconnected world. This session will provide practical guidance on the risks of bias in hiring, the benefits of mitigating it and the steps you can take now to do so. Topics discussed will include auditing hiring practices to identify bias, developing clear and transparent hiring practices, providing training on recognizing and minimizing bias and more. Don't miss this opportunity to drive positive change and create a brighter, more equitable future for your schools. Join us and be part of the solution!