### Tentative Agenda
#### AASPA's Diversity, Equity & Inclusion Summit
April 30 - May 1, 2020
Orlando, FL

<table>
<thead>
<tr>
<th>THURSDAY, APRIL 30</th>
<th>RECRUITMENT</th>
<th>STRATEGIC LEADERSHIP</th>
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<tr>
<td>07:30 am – 08:00 am</td>
<td>Continental Breakfast &amp; Registration</td>
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| 08:00 am – 08:15 am | Welcome & Introductions  
*Kelly Coash-Johnson, Executive Director, AASPA*  
*Tanisha Holland, Chair, Minority Caucus Committee* | |
| 08:15 am – 09:30 am | Beyond Diversity: Equity and Inclusion – Kevin Walton | |
| 09:30 am – 10:45 am | Our Quest to Hire Teacher and Administrators of Color – *Dr. Marlene DeVilbiss* | Move the Ball: The Journey of a Suburban District to Increase Minority Teacher Recruitment and Retention – *Dr. Amy Dillon* |
| 10:45 am – 11:00 am | Networking Break | |
| 11:00 am – 12:00 pm | Teacher Pipelines and Partnerships to Enhance Recruitment Strategies – *Melissa Izatt* | It Starts with Me! Building a Positive Culture and Climate by Maximizing My Emotional Intelligence (EQ) – *Tanisha Holland* |
| 12:00 pm – 01:00 pm | Networking Lunch | |
| 01:00 pm – 02:00 pm | Recruiting and Retaining Teachers of Color: A National Problem. What to Do? – *Stephen M. Wilkins* | Leveraging External Partnerships to Ensure Equity for All Students – *Dr. Tony Brazouski* |
| 02:00 pm – 03:15 pm | Walk the Walk. A Toolkit to Promote Diversity, Inclusion and Equity Practices in Your District – *Karen Rice-Harris* | Diversity, Equity, Inclusion! Where Do I Begin? – *Dr. Cathy Donovan* |
| 03:15 pm – 03:30 pm | Networking Break | |
| 03:30 pm – 04:30 pm | TIMES UP! Changes to Immediately Support Recruitment and Retention of Diverse Candidates. – *Felicia Norwood & Toi Tanton* | Educational Equity: The HR Connection – *April Jerger & Dr. Rena Whitten* |
| 04:30 pm – 05:30 pm | Sponsor Reception | |

#### FRIDAY, MAY 1

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<td>Keynote</td>
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<td>School Based Climate Considerations in Retaining Teachers of Color – <em>D. Elise Gruber, Takia Chiles &amp; Maribel Maeso Ocasio</em></td>
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<td>Innovative Strategies to Attract and Recruit Diverse Candidates – <em>Neil Otto, Nathalie Cumbie &amp; Bonnie Toffoli</em></td>
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<td>01:30 pm – 02:45 pm</td>
<td>How Strength in Numbers Leads to Diversity, Equity and Inclusion – <em>Tom Kim</em></td>
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<td>02:45 pm – 03:00 pm</td>
<td>Networking Break</td>
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<td>03:00 pm – 04:00 pm</td>
<td>Creating a Positive Employee Experience Through Equitable Pay – <em>Emily Douglas-McNab</em></td>
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| 04:00 pm – 04:15 pm | Wrap Up & Evaluation  
*Kelly Coash-Johnson, Executive Director, AASPA* | |
Beyond Diversity: Equity and Inclusion – Strategic Alignment / Organizational Culture
Presented by Kevin Walton, HR Specialist / MTR Coordinator, Area Cooperative Educational Services, North Haven, CT
We will explore why Diversity, Equity & Inclusion is important and how districts can improve everything from culture to test scores by making Diversity, Equity & Inclusion a part of their district strategy.

Creating a Positive Employee Experience Through Equitable Pay – Compensation & Benefits / Organizational Culture
Presented by Emily Douglas-McNab, Columbus, OH
Did you know that perceived inequities in pay could be silently killing your culture, curtailing employee satisfaction and engagement, and your damaging your organizations reputation in the community? In today’s world, there are high expectations for compensation transparency and pay equity. In this session we will discuss pay practices and how to ensure that your diverse workforce is being treated equitably.

Developing the Man in the Mirror to Impact Schools – Strategic Alignment / Continuous Improvement
Participants will gain a deeper understanding of narrowing the achievement gap of minority, underprivileged, and underserved students by developing oneself as leaders in order to impact schools and create a learning environment where all students may have access to an enriching educational experience.
Presented by Dr. Wesley "Todd" Trimble, Executive Area Director; Sonya Jones, Senior Administrator & Dr. Osvaldo Piedra, Senior Administrator, Orange County Public Schools, Orlando, FL

Diversity, Equity, and Inclusion in the Professional Standards for Educational Leaders: What Does it Mean for Effective Leadership? – Strategic Alignment / Continuous Improvement
Presented by Dr. Bess Scott, Associate Professor of Educational Leadership, Doane University, Roca, NE
The Professional Standards for Educational Leaders (PSEL) articulate model standards to guide school leaders to create schools that provide each and every student with a high-quality education. NPBEA, the creators of PSEL, state that the standards are “student-centric, outlining foundational principles of leadership to guide the practice of educational leaders so they can move the needle on student learning and achieve more equitable outcomes.” Learn how Diversity, Equity, and Inclusion manifest in the standards and how you can leverage these standards to recruit, hire, develop, evaluate, and retain school leaders in your district.

Diversity, Equity, Inclusion! Where Do I Begin? – Strategic Alignment / Organizational Culture
Presented by Dr. Cathy Donovan, Director of Staffing and Talent Acquisition, Olathe Public Schools Olathe, KS
This session will allow participants to share challenges and discuss action steps to develop and implement an action plan to create a culture which embraces equity and inclusion and recruit and retain a diverse staff.

Educational Equity: The HR Connection – Sourcing & Recruiting / Selection & Placement
Presented by April Jerger, Executive Director of Human Resources & Dr. Rena Whitten, Assistant Superintendent of Student Services, Thornton Fractional School District 215
Districts who engage in the work of ensuring educational equity are committed to significant changes in policies, practices, and procedures. This breakout session focuses on applying the following definition of educational equity to the recruitment and retention of diverse staff: "True educational equity is about providing learning environments where all students feel a sense of belonging and purpose in school. All students should be able to see themselves represented in the content and in the people around them and should be able to engage in meaningful work that’s relevant to their aspirations, their communities and their humanity." (Gonzales, 2018) Participants will consider the factors that indicate a need to undertake the equity journey and the importance of recruiting and retaining a diverse group of candidates.

How Strength in Numbers Leads to Diversity, Equity and Inclusion – Strategic Alignment / Continuous Improvement
Presented by Thomas Kim, Assistant Superintendent of Human Resources, Niles Township High Schools District 219
NWPA is a consortium of 23 Chicago suburban high schools districts. Learn how this group of human resource leaders has leveraged technology, university relationships, racial equity minded leadership, and professional learning networks to impact student learning and career pathways.

Innovative Strategies to Attract and Recruit Diverse Candidates – Sourcing & Recruiting / Human Resources Branding
Presented by Neil Otto- Administrator, Nathalie Cumbie- Assistant Director, Bonnie Toffoli- Director, Talent Acquisition and HR Compliance, Orange County Public Schools, Orlando, FL
OCPS utilizes innovative strategies to showcase culture, accomplishments, leadership, and employees to recruit a diverse workforce that gives our school district the competitive edge. Through the use of effective marketing campaigns such as "Become a Hero", increased collaboration with HBCUs, growth in overall touchpoints, building relationships, and developing internal pipelines of diversity are at the forefront of our recruiting initiatives. By attending this conference session our team will share multiple strategies with you to begin implementing to recruit as well as to retain a diverse, highly qualified instructional staff.
It Starts with Me! Building a Positive Culture and Climate by Maximizing My Emotional Intelligence (EQ) – Continuous Improvement / Organizational Culture
Presented by Tanisha Holland, Equity and Compliance Officer, Prince William County Public Schools, Manassas, VA
Participants will gain awareness of the value and impact emotional intelligence has on engagement and workplace climate. We will discuss resources available to maximize your leadership potential.

Leading Restorative Work Communities – Continuous Improvement / Organizational Culture
Presented by Joyce Mundy, Director of Curriculum, Instruction, and Professional Learning, Delaware County Intermediate Unit - Morton, PA
One of the most significant issues that school leaders are facing in our diverse society is to create equitable, empathetic school communities for our children. Restorative practices have been leveraged in many schools to help build relationships among all stakeholders. The research on RP has shown that fidelity in implementation is critical for organizational climate change. Before students can be expected to live, breathe, and be restorative and civil with one another, adults must adopt the mindset and model the practices with integrity. Our RP training focuses on using the model to help adults to understand fair process, empathy, and helping individuals to take ownership for building community and resolving conflict. This has compelling connections to how organizations work to ensure that HR practices are also framed in the restorative model in policies and practices. Our model focuses on how leadership teams can implement restorative practices in a way that builds trust and community among adults and students and increases relational skills among employees. Understanding the Restorative Practices Framework can help support our efforts on conflict resolution and community building at an organizational level.

Leveraging External Partnerships to Ensure Equity for All Students – Communications / Workforce Planning
Presented by Dr. Tony Brazouski, Assistant Superintendent of Human Resources, Proviso Township, Forest Park, IL
After being unable to fill high-demand vacancies, District leadership sought and secured external partnerships to ensure equitable resources for students. Through university and post-secondary education partnerships, the District is able to not only increase the teacher pipeline, but also to develop existing teachers through meaningful, effective, and convenient educational opportunities. Opportunities include earning certifications and/or degrees in challenging areas of focus as well as professional development and learning among staffs of the university and the K-12 Districts related to equitable and inclusive best practices. In addition, partnerships with other local education agencies, businesses, the trades, and industry have afforded the District and, more importantly, students, families, and community members opportunities for employment. As a result of this session, participants learn of the Proviso Township journey and be able to identify key strategies to leverage external partnerships within their communities to increase diversity, ensure equity, and systematize inclusion.

Move the Ball: The Journey of a Suburban District to Increase Minority Teacher Recruitment and Retention – Sourcing & Recruiting / Communications
Presented by Dr. Amy Dillon, Director of Human Resources, Blue Valley Schools, Overland Park, KS
Recruiting and retaining teachers of color is a priority for many districts. In districts with limited diversity, this goal presents unique challenges. This session will describe the journey of a suburban district to increase minority teacher recruitment and retention, including information about the FORCE program started by MidAmerica Nazarene University which is designed to introduce talented men of color to prospective school districts.

Our Quest to Hire Teacher and Administrators of Color – Sourcing & Recruiting / Selection & Placement
Presented by Dr. Marlene DeVilbiss, Assistant Superintendent of Human Resources, Raytown Quality Schools, Raytown, MO
Over fifty percent of the students in our school district are African American, but most of our teachers are white. Several years ago, our Board of Education created the goal of hiring more certified staff members of color. In response to this goal, the Human Resource Department put several strategies in place. This session will share these strategies and lessons learned along the way. Some of the strategies that will be covered include our "Grow Your Own" Loan Forgiveness Program, partnerships with area universities, and an instructional assistant program that encourages current classified employees to earn certification.

Recruiting and Retaining Teachers of Color: A National Problem. What to Do? – Sourcing & Recruiting / Selection & Placement
Presented by Stephen M. Wilkins, Assistant Superintendent, Alexandria City Public School, Alexandria, VA
Academic performance for students of color improves with teachers of color. Yet there is a critical and persistent shortage of teacher diversity in the American public teacher work force. Attendees will gain a research-based review of the problem and consider some essential requirements for potential solutions at the local level.

School Based Climate Considerations in Retaining Teachers of Color – Strategic Alignment / Organizational Culture
Presented by Dr. D. Elise Gruber, Assistant Professor of Education Leadership, Stetson University, DeLand, FL, Takia Chiles, Guidance Chair & Maribel Maeso Ocasio, Resource Teacher, Orange County Public Schools, Orlando, FL
How can we retain the diverse teachers we have recruited for our K-12 schools? This presentation explores a study being conducted of African American and Hispanic teachers in regard to school climate. The study, conducted in one of the nation’s largest school districts, seeks to find implications of and strategies for developing school climates that retain diverse teachers.
Strategies for Creating Employee Experiences that Matter – Employee Engagement / Organizational Culture
Presented by Emily Douglas-McNab, Columbus, OH
It is no secret that the experience an employee has in your organization drives their engagement. With labor markets becoming more competitive, talented staffers have options and are switching jobs and careers to ones that provide advancement opportunities and support diverse and inclusive workforce. Building an experience that matters is not an easy task and must become a strategic priority across the organization. In this session, we will dive into creating employee experiences that support organizations strategy as well as diverse staff needs.

Teacher Pipelines and Partnerships to Enhance Recruitment Strategies – Workforce Planning / Sourcing & Recruiting
Presented by Melissa Izatt, Director of Educator Quality, Clarksville-Montgomery County School System, Clarksville, TN
This presentation will explore the teacher vs. student demographics in CMCSS, while looking at the declining numbers in Teacher Prep programs. We will look at core concerns in our own district, including lack of diversity and the equity gap among schools. We will explore how our participation in the Human Capital Network and focus of the Diversity Innovation Planning Grant played a role in our journey into the development of Tennessee’s first Grow Your Own programs and the impact those programs have had on our teacher shortage.

TIMES UP! Changes to Immediately Support Recruitment and Retention of Diverse Candidates – Sourcing & Recruiting / Human Resources Branding
Presented by Felicia Norwood, Supervisor of Recruitment and Specialty Programs & Toi Tanton- Administrative Coordinator of Recruitment and Retention, Prince William County Public Schools, Manassas, VA
In this session, the goal is for attendees to leave with strategies to recruit and retain diverse candidates. Utilize out of the box marketing tactics, that attract world class candidates for your instructional positions. Focus on economical ways to attract candidates via social media, customized bus tours, targeted job fairs, branding and school visits. Build relationships with high school students and student teachers to increase your applicant pool. Retain diverse employees with specialized programs.

Walk the Walk. A Toolkit to Promote Diversity, Inclusion and Equity Practices in Your District – Communications / Organizational Culture
Presented by Karen Rice-Harris, Coordinator of Human Resources and Employee Development, CCSD168, Sauk Village, IL & Sharon Curry Director of Human Resources at SPEED S.E.J.A. School District 802, Chicago Heights, IL
Commitment to Diversity, Inclusion and Equity should be experienced by all District stakeholders. From recruiting to instructional practices, a toolkit is presented to gage your District’s efforts to manifest a culture that honors diversity, inclusiveness and equity in voice, and decision making in the employee and student experience.