

Session Titles and Descriptions
AASPA Diversity, Equity & Inclusion Summit - April 22 - 23, 2021

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.

Building a District Wide Strategic Plan Reflective of Student Demographics – *Strategic Alignment / Organizational Culture*

Presented by Mickey Dargon, Director of Human Resources & Labor Relations, Woonsocket Education Department, Woonsocket, RI

The strategic plan is a powerful tool that can assist a district in staying focused on what it is, what it wants to be, and how it can achieve its goals. It represents “the set of actions an organization chooses to pursue in order to achieve its objectives. These deliberate actions are puzzle pieces that fit together to create a clear picture of how the people, activities, and resources of an organization can work effectively to accomplish a collective purpose.” (Curtis & City, 2010, p. 20). The strategic planning process affords the opportunity to seek feedback from constituents that comprise the school district: students, parents, staff, administrators, school committee, and the community, in order to best serve the educational community in the future.

Creating and Maintaining a Welcoming, Equitable and Inclusive Work Environment – *Strategic Alignment / Organizational Culture*

Presented by Dr. Andrea Anthony, Assistant Superintendent of HR and Support Services, Rutherford County Schools, Murfreesboro, TN

Our students perform better when instructed by diverse educators. As HR leaders, we must recruit, train, and retain ethnically and linguistically diverse teachers. We must ensure our network helps those diverse educators to be aware of openings and feel welcome to apply. How do we recruit and hire a racially, ethnically, and linguistically diverse workforce? It starts with our mission, vision and core values.

Creating a Positive Employee Experience Through Equitable Pay – *Compensation & Benefits / Organizational Culture*

Presented by Emily Douglas-McNab, Co-Founder & Principal, K12 Talent Institute, Delaware, OH

Did you know that perceived inequities in pay could be silently killing your culture, curtailing employee satisfaction and engagement, and you're 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.

Diversity in All of Us – *Sourcing & Recruiting / Strategic Alignment*

Dr. Ron Lewis and Dr. Rodney Lewis, Founders of The Lewis Influence

Today has opened our eyes to many concerns regarding diversity in America. Many of us want to learn more and take action, but don't know where to start. This keynote address, which will open your mind and heart to the spirit of diversity and help you to consider "diversity" as more than what we see, but instead, as who we are. Diversity in All of Us will encourage participants to learn from each other while developing a holistic perspective and respect for each other and the role diversity has on our future generations. Participants will discuss, engage and collaborate in various small group activities to cultivate teamwork, understanding and authentic connection. We will highlight the four cornerstones of diversity, the diversity connection, address implicit bias and practical steps to implement the spirit of diversity in our respective schools. Attendees will depart feeling inspired and equipped with tools to take action and create a diverse focus organization.

Diversity, Equity, Inclusion! Where Do I Begin? – *Strategic Alignment / Organizational Culture*

Presented by Dr. Cathy Donovan, Director of Staffing and Talent Acquisition; Ann Addison, New Educator Coordinator; Erik Erazo, Diversity & Engagement Coordinator and Marquis Harris, Diversity & Engagement Facilitator, Olathe Public Schools, Olathe, KS

This session will provide information pertaining to initial strategies Olathe Public Schools has implemented to focus on diversity, equity, and inclusion. The school district has a diverse student population and has a focus to better align the staff demographics to the student demographics.

The Empathetic Leader: Our Responsibility to Create Trust and Inclusivity – *Sourcing & Recruiting / Selection & Placement*

Presented by Tanisha Holland, Equity and Compliance Officer, Prince William County Public Schools, Manassas, VA

Empathy is a construct that is fundamental to leadership. Many leadership theories suggest the ability to have and display empathy is an important part of leadership. This session will explore how empathy promotes a culture of trust and inclusivity in the workplace.

Establishing & Measuring Strategically Aligned EDI Efforts in Public Schools – *Strategic Alignment / Continuous Improvement*

Presented by Brian Murphy, Transformational Leader of Strategy and Dr. Treva Jeffries, Assistant Transformational Leader of Equity, Diversity and Inclusion, Toledo Public Schools, Toledo, OH

The mission of the Toledo Public Schools' Equity, Diversity and Inclusion Department is to affirmatively foster equity, diversity, and inclusion by creating educational opportunities, raising awareness, and providing strategies and tools to bring to life the vision of inclusive excellence on our campuses and in our community. The district aligns all work to their strategic plan and board monitoring system including the efforts of the EDI department. In this session we will discuss how TPS established the EDI department, monitors its work through the collection and sharing of metrics aligned to the strategic plan, as well as how improvement efforts span students, employees, and district processes.

Focus on Unconscious Bias with Conscious Actions – *Sourcing & Recruiting / Human Resources Branding*

Presented by Tay Person, Strategic Sales Manager, Kelly Education, Linwood, NJ

Creating culturally responsive human resources teams starts with recognizing our own unconscious biases. Through a series of activities, participants will learn to reflect and re-evaluate ourselves and our unconscious actions. In this interactive workshop, we will share five conscious actions we can practice to overcome bias.

Hiring with Equity – *Sourcing & Recruiting / Selection & Placement*

Presented by Laura Collins, Recruitment Supervisor; Lynn Caldwell, Recruiter and Jonathan Mandina, Recruiter, Loudoun County Public Schools, Ashburn, VA

Your HR team has done all the work to recruit a diverse talent pool, but how do make sure your hiring teams and managers are being equitable in the selection process? This session will talk about best practices to mitigate bias, streamline processes, and ways get hiring manager buy-in as you look to grow a diverse team of teachers and staff.

Innovative Strategies to Attract and Recruit Diverse Candidates – Sourcing & Recruiting / Human Resources Branding

Presented by Bonnie Toffoli- Director, Talent Acquisition and HR Compliance & Nathalie Cumbie, Assistant Director, 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 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.

Leveraging Teachers as Equity Leaders – Strategic Alignment / Organizational Culture

Presented by Dr. Jadon A. Waller, Assistant Principal and Dr. Markisha Mitchell, Principal, School District Joliet 86, Plainfield, IL

Transformational leaders recognize the strength in cultivating teacher leaders to support, drive, and increase the success of a school's culture and climate. Leveraging teacher leaders to be culturally proficient and carry the torch for equity must be intentional and strategic. These teams are created with trust, communication, and time. Here you will find useful and tangible ways to guide your building's leadership team in becoming equity leaders as it relates to culture and climate, as well as curriculum and instruction.

Myth-Busted: Teacher Selectivity and Racial Diversity are NOT Mutually Exclusive Aims – Strategic Alignment / Organizational Culture

Presented by Kate Walsh, President, National Council on Teacher Quality, Washington, DC

Laudable momentum has picked up for improving the racial and ethnic diversity of the teacher workforce. But does it really require the lowering of academic standards to gain traction? Join Kate Walsh from the National Council on Teacher Quality (NCTQ) as she dispels the myth that teacher selectivity and diversity are incompatible aims. She'll break down NCTQ's new data and analysis that found nearly 200 teacher prep programs actively diversifying their state's workforce while also maintaining appropriate admission standards, and provide insight into the ways district personnel can augment both goals in tandem.

Recruiting and Retaining Teachers of Color – Sourcing & Recruiting / Selection & Placement

Presented by Shanita Aaron, Professor, Western Governor University, Pelham, AL

While the number of educators of color has grown, districts struggle to recruit and retain newly hired educators of color. Strategies to increase teachers of color involves intentional planning, recruiting and giving new hires support needed to stay in their positions. Grow your own initiatives to recruit and retain talent in schools provide a strategy to develop your own teachers in your own community.

Review of Hiring Practices for Diversity, Equity and Inclusion – Sourcing & Recruiting / Selection & Placement

Presented by Judy Robinson, Director of Human Resources, Orange City Schools, Pepper Pike, OH

Hiring practices will be reviewed through the lens of recruiting and hiring a more diverse workforce. This will cover what to look for in job descriptions, word choices used when creating job postings, review of in-house documents, and including current staff by assessing the needs of the district.

So, You Want to Start an Equity Committee – Strategic Alignment / Organizational Culture

Presented by Karen Harris, Coordinator of HR & Employee Development, Community Consolidated Schools District 168, Sauk Village, IL

Have you been tasked with leading your District's Equity Initiatives? This session will present a framework and tools to begin your work as an equity leader. Please bring your equity-related documents to the session.

The Solution is Already Sitting in Your Classrooms – Workforce Planning / Sourcing & Recruiting

Presented by Dr. Joshua P. Starr, CEO, PDK International, Arlington, VA

In this session participants will learn about how to get an Educators Rising program started in their community. Educators Rising is the first national CTE program that is addressing the teacher shortage and diversifying the profession by getting high school students on a path to become teachers. Educators Rising has a presence in all 50 states, with 31 state affiliate agreements and 52% of members are students of color. The program offers a comprehensive curriculum, support for clinical supervision, micro credentials and a national conference with competitions. In addition, a number of IHE's are offering dual credit for Educators Rising students. Dr. Starr will share examples of how school districts, philanthropy, state departments and institutes of higher education are creating the conditions for success to make Educators Rising a key part of their teacher shortage and diversity strategies. Participants will leave with clear action steps, based on the PDK/Educators Rising “GTP Playbook,” to start the planning and implementation process.

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.

Diversifying your Educator Pipeline Utilizing a Grow Your Own Model– Sourcing & Recruiting / Selection & Placement

Presented by Dr. Shuana Tucker, Director of Talent Management, Connecticut State Department of Education; Sandy Fraioli, Teacher Leader in Residence CSDE/Ed Rising Advisor New Britain High School and Dr. Kim Kostelis, Dean, Education and Professional Studies, Central CT State University, New Britain, CT

The State of Connecticut implemented a statewide grow your own model in 2020 as part of its diversification initiatives. Educators Rising, a division of Phi Delta Kappa International, is a professional organization supporting students interested in education related careers. School districts across the state will be implementing the EdRising Academy curriculum for high school courses and after-school clubs to introduce young people to teaching. The program was funded by a generous grant and we have 14 districts onboard with others joining in year 2. In a state where 82% of the teacher workforce is white and 52.5% of the student population are children of color, the goal is to expose youth to this profession. The success of this program is a collaboration of the state department of education, local school districts and higher education institutions. The three presenters represent each of these entities and will share how they work collectively to ensure success of the program.