



Equity

SYMPOSIUM

February 3, 2018 • Washington, D.C.

*Identifying and Eradicating Discriminatory Practices,
Prejudices and Beliefs in Education Policy*



#NSBAEquity

www.nsba.org/equity



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Equity

SYMPOSIUM

The Equity Symposium is a one-day event that provides a forum for school board members and other stakeholders (such as public-school advocates, community leaders, etc.) to examine and discuss strategies, current trends, research, and best practices that are positively impacting the educational outcomes of EVERY student in traditional K-12 public settings.

This educational equity focused event is conducted by the National School Boards Association and supported by the National Council of American Indian/Alaska Native School Board Members, National Black Council of School Board Members, National Hispanic Council of School Board Members, and the Council of Urban Boards of Education.

NSBA's Vision for Equity in Public Education

We affirm in our actions that each student can, will, and shall learn. We recognize that based on factors including, but not limited to, disability, race, ethnicity, and socio-economic status, students are deprived of equitable educational opportunities. Educational equity is the intentional allocation of resources, instruction, and opportunities according to need, requiring that discriminatory practices, prejudices, and beliefs be identified and eradicated.



See Pages
10-11 for
Equity Focused
Programming

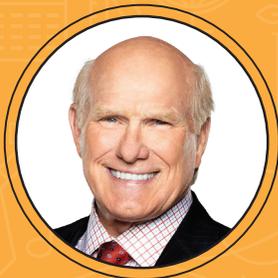
SAN ANTONIO

April 7-9, 2018

Be **EXTRAORDINARY**

THE CONFERENCE FOR PUBLIC EDUCATION LEADERS

General Session Speakers



SATURDAY, APRIL 7

Terry Bradshaw

"Why Not Your Best"

Co-host and Analyst,
FOX NFL Sunday and NFL Legend



SUNDAY, APRIL 8

Ann Compton

Legendary ABC News'
White House Correspondent
(1973-2014)



MONDAY, APRIL 9

Julián Castro

Secretary of Housing and
Urban Development (2014-2017)
Mayor of San Antonio, Texas
(2009-2014)

REGISTER TODAY

www.nsba.org/conference

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CEU Credits

To help you track professional development and CEU requirements, we will provide proof of your attendance at the NSBA Equity Symposium. Please check in at the Equity Symposium Registration table for more information.

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We want your feedback!

Evaluations are at the registration table or look for an electronic version in your email after the event.

Equity Professional Learning for Schools & Districts

Generation Ready partners with schools and districts to promote educational equity through cultural proficiency, providing a model for individual transformation and organizational change. Our needs assessment, customized implementation plan and professional development solutions ensure that a school's staff, policies, and practices provide the opportunity for effective interactions among students, educators and community members.

Like you, our ultimate goal is to create a school environment that fosters academic achievement for every student.



The Path to Cultural Proficiency

Generation Ready will support your journey towards fostering a positive and inclusive environment that enables each student to reach their maximum potential. Our methodology, design and approach is multi-dimensional and customized to the unique needs of each school or district.

Ongoing Professional Development

An integral part of our work is to provide ongoing learning opportunities that are specific to the needs of your staff and your goals for improvement. These sessions help your staff become experts in culturally responsive teaching, which creates a pathway to a positive, equitable learning environment.

- ▶ *Equity Walk*
- ▶ *Equity Institute*
- ▶ *Introductory Workshop*
- ▶ *Job Embedded School Support*
- ▶ *Job Embedded District Support*

WELCOME



Kevin Ciak
President
*National School Boards
Association (NSBA)*

Thank you for joining us at NSBA's 3rd annual Equity Symposium!

Today's kindergartners are the high school graduating Class of 2030, and the priorities we, as school board members and district leaders, set in place now will impact that class and their readiness for the workplace and global society of tomorrow.

How do we foster a culture of civil discourse that enables students to freely debate diverse perspectives and collaborate to create better outcomes? How do we provide the necessary supports to ensure that all students can perform at high levels, regardless of their culture, ethnicity, or zip code? How do we ensure students of undocumented immigrants feel safe at school? How do we ensure that suspensions and other disciplinary measures are not unfairly weighted toward certain groups of students?

Your attendance at this year's Equity Symposium is a great step toward helping address these challenges. The real work however, begins when you return home and help your school board place equity at the heart of all you do.



Thomas J. Gentzel
Executive Director & CEO
*National School Boards
Association (NSBA)*

Public education continues to change in exciting ways. The combination of technology and learning heralds a new era of public education, with innovations coming that we cannot yet image.

Amidst the many changes, what remains critical is the issue of equity in education. In other words, ensuring that all students have what they need to learn and succeed, whether that means equitable access to resources and opportunities, or individualized instruction.

School boards can be a model for the leadership we expect from every other level of government. This is particularly important in addressing injustices and inequities. Fortunately, school officials have many resources to guide their efforts. NSBA's publications and events such as the Equity Symposium are just two means of disseminating success stories and best practices. State school boards associations also provide numerous opportunities for learning and sharing.

To school board members and school leaders who are joining us at this event and have stepped up to close achievement and opportunity gaps in their states and local districts, I thank you!

AGENDA

Identifying and Eradicating Discriminatory Practices, Prejudices and Beliefs in Education Policy

7:00 am – 1:00 pm

Registration

7:00 am – 8:00 am

Continental Breakfast

Hosted by



8:00 am – 8:20 am

Welcome

Liberty Ballroom



Kevin Ciak
President
National School Boards
Association (NSBA)



Thomas J. Gentzel
Executive Director & CEO
National School Boards
Association (NSBA)

8:30 am – 10:00 am

Opening General Session

Liberty Ballroom

The Intersection of School Segregation and Housing Policy



Nikole Hannah-Jones
New York Times Magazine Staff Writer, 2017 MacArthur Genius
Grant Fellow, and Winner of the National Magazine Award

Hannah-Jones investigates the way racial segregation in housing and schools is maintained through official action and policy. This session will explore school resegregation across the country and the utter disarray of hundreds of school desegregation orders.

10:00 am – 10:15 am

Coffee Break

Liberty Ballroom Foyer

10:15 am – 11:30 am

Concurrent Clinic Sessions

Leading for Equity: A Practical Framework for Board Discussion and Action

[Archives](#)

Using a framework developed by the Arizona School Boards Association, participants will unpack five essential and interrelated areas through which school boards can lead for equity, consider key questions within each, and identify actions board members can take individually and as a leadership team to ensure personal or social circumstances such as gender, ethnic origin or family background of students in their district are not obstacles to achieving educational potential.

Presenters: **Tracey Benson**, Associate Executive Director, Arizona School Boards Association, and **Heidi Vega**, Director of Communications, Arizona School Boards Association

Partnering for Educational Equity for Native American Students

[Capitol Congress](#)

A panel of educators and community leaders from Terrebonne Parish, Louisiana share how they have been able to agree on and commit to educational priorities that meet the needs of Native American students in their community. The panel will discuss the consultative design process and how they came to agreement on the plan of action. Session attendees will have the opportunity to learn about the path to designing equitable solutions from different stakeholder perspectives. Session attendees will have the opportunity for Q and A with the panel.

Panel Members: **Cyril (Kirby) Verret**, Terrebonne Parish School District (TPSD) Title VI Coordinator, **John Solet**, TPSD Native American Community Project (NYCP) Project Liaison, **Jamie Billiot**, TPSD NYCP Literacy Interventionist, and **Jennifer Bergeron**, TPSD Federal Programs/TPSD Grant Liaison

Moderator: **Meesha Brown**, General Manager, South Region, Generation Ready



Pre-K: An Effective Strategy to Prepare All Kids for Success and Strengthen our Economy

[Independence A-C](#)

In order to maintain our place in the global economy, the business community has a vested interest in the successful education and development of our nation's student population. The first component of this success is Pre-K programs that provide high quality early education to all students—particularly those from disadvantaged backgrounds. Decades of research have shown that the seeds of success are sown before children enter kindergarten. Quality Pre-K programs not only level the educational playing field, but also prepare students to enter kindergarten ready to learn, increasing their success in school and life. This session explores early brain development and its connection to future workforce development.

Presenters: **Nancy Fishman**, Deputy Director, ReadyNation (DC), and **Thomas J. Gentzel**, Executive Director & CEO, NSBA

K12 and the Workforce: Whose Business is it Anyway?

Independence D

Why do businesses care? Today's elementary, middle, and high school students are tomorrow's workers. The quality of their education directly impacts the competitiveness of our workforce and strength of our economy. This session focuses on strategies needed to embrace the business community as a critical friend and ally of school districts.

Presenters: **Janelle Duray**, Senior Vice President, Jobs for America's Graduates, **Allie Bateman**, Community Relations, Ford Next Generation Learning, and **Melissa Sandlin**, Manager Corporate Citizenship, Northrop Grumman Corp.

Moderator: **Heather Dean**, Deputy Executive Director & Chief Operating Officer, NSBA

11:45 am – 1:30 pm

Lunch and Panel Discussion

Liberty Ballroom

Join us as we present a panel of students leaders who will provide the audience an opportunity to hear directly from them about their educational equity experience. These students have experienced many adverse conditions that are not conducive to an optimum learning environment and will share their personal educational journey. While discussions about socio-economic status, race, disability and other differences are difficult, we want to raise awareness to the varied issues that impact a student's ability to be successful resulting from inequitable practices, policies and behaviors. School boards have broad latitude and leverage in the creation of mission, vision, and policy in school districts across the country. They can make a difference—our goal is to illuminate best practices as well as policies and practices that may impede student learning through student voice.

Moderator: **Marnell Cooper, Esq.**, Partner, Palmer, Cooper, Hopkins, LLC and recent school board member, Baltimore City Public Schools (MD)

1:45 pm – 3:00 pm

Concurrent Clinic Sessions

Social and Emotional Learning and Equity

Archives

In this workshop participants will gain an understanding of the intersection of Social-Emotional Learning (SEL) and Equity. Attendees will develop their knowledge base related to: SEL principles; Adverse Childhood Experiences (ACEs); Toxic Stress; Vicarious (Secondary) Trauma; and Trauma-Informed Practices in order to make policy and resource allocation decisions supporting students impacted by these issues.

Presenter: **Mary Fertakis, M.Ed.**, NSBA Educational Consultant (WA)



Achieving Educational Equity through Career and Technical Pathways Capitol Congress

Rashid Davis, Principal of New York City's P-Tech (Pathways in Career and Technical Education) High School, shares the details of his pioneering school model that provides a pathway for historically underserved students to complete high school, an associates degree in applied computer science, and gain access to 'new collar' jobs at IBM—all at no cost to students or their families. Session attendees will have the opportunity to learn about the P-tech model and pose questions to Principal Davis.

Presenter: Rashid Davis, Principal, Pathways in Career and Technical Education (P-Tech) High School (NY)

Moderator: Meesha Brown, General Manager, South Region, Generation Ready



Diversity in Leadership: How and Why Leadership Impacts Latino/Hispanic Student Opportunities and Success Independence A-C

Do you have an increasing Latino/Hispanic population and actions that are in place are just not working? Join Dr. Lewin as she brings insight and best practices that make a difference in a world of changing demographics. Take home some practical solutions that will impact your students' success and their connectivity to your school district!

Presenter: Nancy Lewin, Ed.D., Executive Director, Association of Latino Administrators and Superintendents (ALAS) (DC)

Supporting Equitable Access to Excellent Educators Independence D

Decades of research show that students of color and low-income students are more likely to be taught by teachers who have not demonstrated a track record of success, who are not credentialed in their field, and who have less experience. In 2014, under the Obama administration, the U.S. Department of Education required states to develop Comprehensive Educator Equity Plans to ensure that every student had access to effective teaching. The Every Student Succeeds Act contains similar language to the Equity Plan requirements and states are leading the way on developing systems to understand the equity gaps and devise solutions to eliminate them. States and districts are grappling with the data needed to make policy decisions on defining "effective teachers", measuring equity gaps, and developing policies that lead to more sustainable change. Having accurate and more reliable data will be integral to school board members as they craft policy to ensure an excellent education for every student. The presenters will focus on how equity-related data and analytics have supported Wake County and districts across 13 states to better serve disadvantaged students and ensure equity of opportunity for all.

Presenters: Keith Sutton, School Board Member, Wake County Public School System, (NC), **Jennifer Bell**, Senior Education Consultant, SAS Institute (NC), and **Rashid Davis**, Principal, Pathways in Career and Technical Education (P-Tech) High School (NY)



White Fragility



Robin DiAngelo, PhD
American Academic, Lecturer
and Author

White people in the U.S. live in a racially insular social environment that builds our expectations for racial comfort while at the same time lowering our stamina for enduring racial stress. DiAngelo terms this lack of racial stamina “White Fragility.” White Fragility is a state in which even a minimal challenge to the white position becomes intolerable, triggering a range of defensive moves including: argumentation, invalidation, silence, withdrawal and claims of being attacked and misunderstood. These moves function to reinstate white racial equilibrium and maintain white control. This talk will provide an overview of the socialization that inculcates white fragility and the perspectives and skills needed for white people to build their racial stamina and engage constructively across race.

Save the Date

2019
Equity
SYMPOSIUM

Hilton Washington
Washington, D.C.
Saturday, January 26

nsba
National School Boards Association



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SPEAKER BIOGRAPHIES

NIKOLE HANNAH-JONES



Nikole Hannah-Jones covers racial injustice for *The New York Times Magazine*, and has spent years chronicling the way official policy has created—and maintains—racial segregation in housing and schools. Her deeply personal reports on the black experience in America offer a compelling case for greater equity. She has written extensively on the history of racism, school resegregation, and the disarray of hundreds of desegregation orders, as well as the decades-long failure of the federal government to enforce the landmark 1968 Fair Housing Act. She is currently writing a book on school segregation called *The Problem We All Live With*, to be published on the One World imprint of Penguin/Random House.

Her piece “Worlds Apart” in *The New York Times Magazine* won the 2017 National Magazine Award for “journalism that illuminates issues of national importance” as well as the Hillman Prize for Magazine Journalism. In 2016, she was awarded a Peabody Award and George Polk Award for radio reporting for her *This American Life* story, “The Problem We All Live With.” She was named Journalist of the Year by the National Association of Black Journalists, and was also named to The Root 100. Her reporting has also won Deadline Club Awards, Online Journalism Awards, the Sigma Delta Chi Award for Public Service, the Fred M. Hechinger Grand Prize for Distinguished Education Reporting, the Emerson College President’s Award for Civic Leadership, and was a previous finalist for the National Magazine Award.

Hannah-Jones co-founded the Ida B. Wells Society for Investigative Reporting with the goal of increasing the number of reporters and editors of color. She holds a Master of Arts in Mass Communication from the University of North Carolina and earned her BA in History and African-American studies from the University of Notre Dame. For the Institute for Advanced Journalism Studies, she investigated social changes under Raul Castro and the impact of universal healthcare on Cuba’s educational system. She was also selected by the University of Pennsylvania to report on the impact of the Watts Riots for a study marking the 40th anniversary of the Kerner Commission report, 2007. Along with The New York Times, her reporting has been featured in *ProPublica*, *The Atlantic Magazine*, *Huffington Post*, *Essence Magazine*, *The Week Magazine*, *Grist*, *Politico Magazine*, and on *Face the Nation*, *This American Life*, *NPR*, *The Tom Joyner Morning Show*, *MSNBC*, *C-SPAN*, *Democracy Now*, and radio stations across the country.

Hannah-Jones is a 2017 award winner of the MacArthur Foundation “Genius Award.”

Hannah-Jones was named a 2017 MacArthur Genius Grant Fellow (one of only 24 people chosen, globally) for “reshaping national conversations around education reform” and for her reporting on racial re-segregation in our schools.

ROBIN DIANGELO



Robin DiAngelo has been a consultant and trainer for over 20 years on issues of racial and social justice. DiAngelo was appointed to co-design the City of Seattle's Race and Social Justice Initiative Anti-Racism training with Darlene Flynn. She has worked with a wide-range of private, non-profit, and governmental agencies.

DiAngelo received her PhD in Multicultural Education from the University of Washington in Seattle in 2004. She was a tenured professor at Westfield State University, teaching courses in Multicultural Teaching, Inter-group Dialogue Facilitation, Cultural Diversity & Social Justice, and Anti-Racist Education.

DiAngelo's area of research is in Whiteness Studies and Critical Discourse Analysis, explicating how Whiteness is reproduced in everyday narratives.

DiAngelo is a two-time winner of the Student's Choice Award for Educator of the Year.

DiAngelo is currently serving as a Lecturer at the University of Washington. Her work on White Fragility has been featured in Salon, NPR, Slate, Alternet, *The Atlantic*, *The New York Times*, and the *Seattle Times*.



SAN ANTONIO

April 7-9, 2018

2018 Equity Programming

Council of Urban Boards of Education

Saturday, April 7 – 10:30 AM - 11:45 AM

Ensuring the Success of Male Students of Color Across Educational Sectors

Presenter: **Dr. Victor Saenz**, Chair, Department of Educational Leadership & Policy, The University of Texas at Austin

The session will offer an interactive discussion of the gender gap in educational attainment for male students of color as well as showcase promising strategies for addressing this growing state and national imperative. In particular, our session will spotlight two initiatives that have grown out of our expansive research efforts in Texas: 1.) the award-winning Project MALES (Mentoring to Achieve Latino Educational Success) initiative, and 2.) the Texas Education Consortium for Male Students of Color (Consortium), made up of school districts, community colleges, and four-year institutions across the state. These initiatives each stem from the synthesis of prior research efforts that explore the educational pathways of Latino and other male students through high school, college, and beyond.

The session will describe the inception of these two initiatives, goals, infrastructure, and funding models. Furthermore, we will highlight how we use the strategy of collective impact to align existing programmatic efforts and stimulate new capacity-building initiatives both locally and across sectors of education, focused on male student success.

For more information:
www.nsba.org/conference

National Black Council of School Board Members

Sunday, April 8, 2018 – 8:30 am – 9:45 am

Trauma-Informed Systems in Schools: How to Support Black Students Through Mental Health

Presenters: **Karen Peterson**, Consortium for Educational Change, and **Julie Shellberg**, Superintendent, Ridgeland School District 122 (IL)

Studies have shown that prolonged exposure to a traumatic environment can impact brain development and impair learning ability. Black students, in particular, are at increased risk of trauma-related symptoms, due to many factors, including systemic racism and bias, exposure to violence, and historical trauma. For example, the current political climate has led to a rise in white supremacy hate crimes that are spilling into school environments and having a traumatic impact on Black students. This session will explore the impact of traumatic events on Black students' ability to learn and explore options for districtwide policies and programs that will provide the conditions that these students need to succeed.

National Hispanic Council of School Board Members

Sunday, April 8, 2018 – 1:30 pm – 2:45 pm

Representing All Students Through an Ethnic Studies Curriculum

Presenter: **Dr. Angela Valenzuela**, Professor, Department of Educational Leadership & Policy, University of Texas at Austin

The jury is in. Ethnic Studies is yielding strong, positive, and consistent impacts in public education. The recent victory on Ethnic, specifically, Mexican American Studies in the Tucson Unified School

District affirms as much. Yet a massive gap remains with respect to the demand for Ethnic Studies and the capacity of districts to offer it. This session shows what the evidence suggests and calls for community-anchored, partnership-based, board-supported, grow your own educator approaches.”

Joint Council Clinic Session

The Digital Age in Schools: The Good, the Bad, and the Ugly

Monday, April 9, 2018 – 8:30 am – 9:45 am

As schools increasingly rely on technology, social media, and the Internet to connect with students, families, and the community, how do districts ensure a safe and accessible digital environment for ALL students? Join us for a discussion around how districts can use these tools and resources to enhance learning and engagement, while protecting students and promoting a positive online environment.

American Council of American Indian/Alaska Native School Board Members

Monday, April 9, 2018 – 10:00 am – 11:15 am

School and Community Collaboration Supporting the Education of American Indian Students

Presenters: **Dr. Beverly Payne**, Assistant Superintendent, Cherokee Central Schools and **Jennifer Thompson**, Board Member, Cherokee Central Schools and AIAN Southern Regional Director

Come learn how Cherokee Central Schools (CCS) and the Eastern Band of Cherokee Indians (EBCI) developed the Qualla Education Collaborative (QEC) to support the needs of EBCI children, cradle to career. The QEC provides a formalized way to promote collaboration across schools and existing tribal and community-based programs serving EBCI students. The QEC prevents duplication of services, improves efficiencies, provides a forum for strategic education planning and strengthens community engagement. Cherokee Central Schools’ Blended Learning through ESTEAM (Entrepreneurship, Science, Technology, Engineering, Arts, and Mathematics) initiative is the first project added to the QEC portfolio.

Equity Meal Events

Council of Urban Boards of Education (CUBE) Luncheon

Saturday, April 7, 2018, 12:00 pm – 2:00 pm
Grand Hyatt San Antonio

Keynote Speaker: **Dr. Christopher Emdin**, Professor of Mathematics, Science and Technology at Teachers College, Columbia University

National Council of Hispanic School Board Members Luncheon

Saturday, April 7, 2018, 12:00 pm – 2:00 pm
Henry B. Gonzalez Convention Center

Keynote Speaker: **Henry Cisneros**, American Politician, Businessman, and Former Secretary of Housing and Urban Development

National Council of American Indian/Alaska Native School Board Members Breakfast

Sunday, April 8, 2018, 8:00 am – 9:30 am
Henry B. Gonzalez Convention Center

Keynote Speaker: **Jennifer Loren**, Emmy Award Winning Journalist

National Black Council of School Board Members Luncheon

Sunday, April 8, 2018, 12:00 pm – 2:00 pm
Grand Hyatt San Antonio

Keynote Speaker: **Ernest Green**, Member of the Little Rock Nine

National School Boards Association



Annual Conference

September 27-29, 2018
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