

Phoenix 4th Annual

Teacher Leadership Summit

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June 20th - 21st, 2018

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WELCOME!



On behalf of AzABSE, I would like to welcome you to the Arizona Alliance of Black School Educators 4th Annual Teacher Leadership Summit in Phoenix. This is a promising time for AzABSE as we advance towards demonstrating the importance of this great organization and ensuring its sustainability in the future. AzABSE is committed to advocating education equity, and through its programs such as the Teacher Leadership Summit, we are able to join together to discuss strategies that will advance opportunities in the education arena. It was about thirty years ago that our founders understood the need for this organization. It is today that we carry the torch with a vision of the brightest future. We believe that we are to lead the path to cultural competency in providing education excellence for children of African descent in Arizona, as well as the nation.

As we engage in the various sessions of this Summit, we hope that you will be engaged, inspired, and make connections. Thank you to our partners, vendors, and sponsors for your continued support in the growth of AzABSE.

Looking forward to great Summit!

Zel Fowler
President
Arizona Alliance of Black School Educators

OPENING KEYNOTE JUSTIN CAMPBELL



As native of Detroit, MI, Justin grew up being youngest of three in an educationally driven family. He began working with the youth of Detroit in 2001 as a counselor for the People's I Am Loveable And Capable (IALAC) Summer Program. After working closely with the executive and program director, he was asked to be the Assistant Director/Behavior Specialist. Working extensively with the youth led Justin to obtain a B.S. in Secondary education and Mathematics with a minor in Communications. After College, Justin was promoted to Director of the IALAC program while working for Phoenix Elementary School District as a middle school mathematics instructor during the scholastic year. In 2013, Justin was asked to join the administration team for Michigan's Methodist Youth program where he noticed a lack in cultural competency and understanding of the youth. Upon returning to teach for the following school year, he also began to recognize a need for better prepared educators in the schools. Wanting more time to focus on preparing and developing our stakeholders to effectively work with students, Justin stepped away from teaching, began working for Pearson Education and (along with his wife, Kristen Campbell) founded The Urban Connection Project, where the belief is that some of the greatest minds in the world are waiting to be discovered, molded and encouraged. The Urban Connection Project has worked with many inner city schools and school districts in both Phoenix and Detroit, MI to mentor in the areas of cultural competency, classroom management, creating relatable content, incorporating restorative practices, breaking down standards to the objective level and much more. Their work often results in less referrals and Out-Of-School Suspensions, sometimes a decrease as high as 50%, but most importantly confident teachers who are ready to impact the lives of their students. Most recently, Justin published a book titled *Confessions of an Inner City Teacher: A story about his transition into teaching to give a real view on what it takes to be successful*. It takes a village to raise a child, which is why Justin is committed to prepare that village to bring up a new generation of leaders.

OPENING KEYNOTE

CODY WILLIAMS



Justice of the Peace Cody Williams, South Mountain Justice Court (SMJC) was born and raised in Phoenix, AZ. Cody Williams is a graduate of the University of Oklahoma, Arizona State University, and Harvard's John F. Kennedy School of Government. After receiving his degree in Finance, with an Accounting minor, Mr. Williams worked as a Stock Broker with Paine Webber, a Commercial & Consumer Loan Officer with MeriBank, in Human Resources with Security Pacific Bank and Intel and as Coordinator of the Minority and Woman owned business program for the City of Phoenix. In the summer of 1993, Mr. Williams resigned from the City of Phoenix employ in order to run for a City Council seat in Phoenix, AZ. He was elected in November and served as a Council member for the eight years from 1994 to 2002, where representing over 165,000 citizens in the city's 8th District. Before he left the Council, Williams was credited with bringing over \$6 billion in new development and resources to the once frowned upon area he grew up in.

After term limits ended his stint as Council member in January of 2002, Mr. Williams took the reins of the Greater Phoenix Black Chamber of Commerce (GPBCC) in March 2002. For nearly five years Mr. Williams helped grow the Chamber into one of the most recognized and respected business and commerce organizations in the state of Arizona. In 2003, he became the fifth African American to be inducted into the State of Arizona's Democratic Hall of Fame. In 2004, He was also recognized for his dedicated services as a member of the Governor's African American Advisory Council. He was the ASU College of Architecture and Environmental Design's 2002 Convocation Award winner for distinguished achievement. That award honored him for his vision and revitalization efforts in District 8 and the City of Phoenix. Annually, he is recognized as being one of the Valley's most influential citizens by The Business Journal and other statewide publications.

On August 20, 2007, Williams was appointed to the position of Maricopa County Justice of the Peace, South Mountain Justice Court (SMJC). Mr. Williams is the only African American Justice of the Peace in the 26 Justice Courts in Maricopa County. Judge Williams is currently running in his 4th election for the position in August of this year. The SMJC is roughly bounded by South Mountain on the south, the Salt River on the north, 83rd Avenue on the west, and 48th Street on the east. The SMJC handles over 12,000 cases annually in the areas of Civil Suits, Protection Orders, Criminal Misdemeanors, Civil and Criminal Traffic Violations, Forcible Detainers, Jury Trials, and Weddings. The SMJC also generates over \$2 million dollars in collected revenues annually.

Judge Williams is married to Jeri Williams, the first female Chief of Police for the City of Phoenix, AZ. He has three children Alanna JaQuey, Alan Travis, and Cody Jerard, and one grandson Michael Griffin.

CLOSING KEYNOTE

CONSTANCE P. HARGRAVE, PH.D.



Constance P. Hargrave is an associate professor of learning technologies and social justice education in the School of Education at Iowa State University. Her research examines the social, structural, and cultural factors that empower students of color to study in STEM fields. Hargrave is the former director of Iowa State University SCIENCE BOUND – the only program in Iowa designed to equip pre-college students of color to pursue degrees and careers in STEM disciplines at predominantly White institutions. Working on the grass roots, school, and institutional levels, Hargrave’s scholarship addresses the systemic failures of U.S. socio-educational systems to produce STEM professionals of color. Her scholarship has been nationally recognized by Excelencia in Education for accelerating Lantinx student success at the bachelorette level; and in 2017 she was inducted into the Iowa African American Hall of Fame. In her free time, Hargrave enjoys performing stand-up comedy, and when her students don’t laugh, she calls it a lecture.

CLOSING KEYNOTE

DR. MICHELE THOMAS



Dr. Michele Thomas is from the Bronx, New York and currently resides in Chandler, Arizona. She is an Assistant Director at Arizona State University (ASU) with Access ASU under the Education Outreach and Student Services umbrella. She is responsible for developing partners with the Faith-Based community, community organizations, and non-target districts to prepare students and families for college through a variety of college preparation initiatives, events and programs offered throughout the year. She was married to the late Bishop Alexis Thomas, former pastor of Pilgrim Rest Baptist Church, Arizona.

Dr. Thomas enlisted in the United States Air Force in December 1990. After enlisting, she trained as a Communications-Computer Systems Control Specialist. In September 2000, she earned her commission through Officer Training School. As a Communications Officer, she has held various positions to include Officer-in-Charge of Network Infrastructure, Mission Support Group Executive Officer, Command Post Chief, Cognitive Models and Agents Branch Chief, and as an Air Force Reserve Officer Training Corps Assistant Professor at Arizona State University. While assigned in Arizona, she deployed to Herat, Afghanistan as a Communications Officer mentor to the Afghan National Army. Her final assignment was at the United States Cyber Command in Maryland where she held the positions of Joint Plans Analyst and Executive Assistant in the Plans and Policy Directorate.

Her military career has taken her abroad to various countries such as Afghanistan, Belgium, China, Egypt, France, Germany, Italy, Japan, Kyrgyzstan, Okinawa, Republic of South Korea, Saudi Arabia, the State of Kuwait, United Arab Emirates, and the United Kingdom. She is a retired Major after almost 25 years of service to her country.

Dr. Thomas has a Doctorate in Counseling Studies through Capella University; a Master's in Human Relations through the University of Oklahoma; and a Bachelor of Science in Workforce Education and Development through Southern Illinois University.

Dr. Thomas is a member of Delta Sigma Theta Sorority, Incorporated, a non-profit organization of college-educated women with an emphasis in public service primarily serving the African-American community. Within the organization, she is an active member of the Tempe Alumnae Chapter in Arizona where she serves on the fundraising and scholarship committees. During her assignment in Maryland, she was a member of the Columbia-Maryland Alumnae Chapter. Since her retirement and transition back to the West coast, she received an appointment to the Far West Region Chaplain Council.

Dr. Thomas is a licensed minister currently working on the ministerial staff at Pilgrim Rest Baptist Church in Phoenix, Arizona. During her tenure, she has served in various capacities within the ministry. She is the founder of Ladies Empowered to Embrace Destiny, a mentoring program for young adult women to reinforce life skills and character development. She was the coordinator of I4NewU, a Christian Charm school designed to coach girls, ages 12-17, on etiquette accompanied with practical life skills training and spiritual education. In addition, she was the director of the Discipleship Training Institute, a program designed to promote excellence in mind, character, and behavior through Christian education. A major accomplishment was organizing three retreats and two conferences supporting over 3,000 women.



LUNCHEON KEYNOTE DR. ANTHONY J. PERKINS

Dr. Anthony J. Perkins was born and raised in Connecticut. He presently resides in Buckeye, Arizona. He is in his 24th year as an educational leader which he served as a teacher, vice-principal, principal, district director, and now superintendent for the Gila Bend Unified School District. He holds a Master's Degree in Education with an emphasis in Diverse Learners and a Doctorate Degree in Educational Leadership. In addition to his school experience, Dr. Perkins is a part-time professor for Northern Arizona University and author of two books, *Make Leadership COUNT* and *The Wild, Wonderful, and Perfectly in Process...Leadership*. Dr. Perkins interests include physical fitness, golf, and jazz music. However, he enjoys spending most of his time with his teenage daughter.



LUNCHEON KEYNOTE DR. LOUIS LAFFITE, JR.

Dr. Louis Laffite, Jr., is an instructional trailblazer who partners with thought leaders across the country to improve outcomes for learners of all ages and demographics. With more than two decades dedicated to the field of education, Laffite's critical insight into what drives teaching and learning has benefited students and colleagues alike.

With a career path focused on empowering the disenfranchised, Laffite has been a voice and advocate for change, which has benefited the many leadership roles he's undertaken as an educator. These roles include principal, special education director, human resources director and assistant superintendent. He is currently the superintendent at an award-winning school system in Arizona. In addition to his leadership responsibilities, Laffite is also an adjunct lecturer at a college in Arizona. Laffite received his Ed.D. from Pepperdine University in Educational Leadership.

Summit Schedule

Wednesday, June 20th

7:30 AM

Breakfast/Registration

8:45 - 9:00 AM

Welcome: Dr. Patricia Neff
Master of Ceremonies Introduction (Devin Del Palacio)
Invocation

9:00 - 9:45 AM

Keynote Speaker: Justin Campbell

9:55AM - 12:05 PM AM

Cultural Responsiveness (ROOM 316)

9:55 - 10:55 AM -- Dr. Lynette Brunderman
11:05 AM - 12:05 PM -- Dr. Tamika Sanders

School Leadership Strand: Superintendent/Principal & Aspiring Administrator Strand (ROOM 317)

9:55 - 10:55 AM -- Dr. James Driscoll
11:05 AM - 12:05 PM -- Dr. Amy Strefling
Innovative Educational Practices (ROOM 337)

9:55 - 10:55 AM -- Dr. Courtney Johnson
11:05 AM - 12:05 PM -- David Jefferson

12:15 - 1:30 PM -- Founding Member's Luncheon

Sponsors Presentation: Legal Shield and Cartright School District
Legislative Update
Keynote Speaker: Dr. Anthony J. Perkins

1:40 - 2:40 PM

Breakout Sessions

Dawn Demps - Don't Believe the Hype: A Visual Ethnographic Journey through Anti-Blackness and Exclusion
LaTonya Jones Starks - Social Justice and Literacy: Using Data to Diagnose and Combat Low Reading Skills in Title I Schools
Gerri Bohanan - Let's Laugh! Because It Will Change Our Lives

2:50 - 3:50 PM

General Sessions

Richard Cruz & Calvin Terrell - Changing the Achievement Paradigm

4:00 - 4:45 PM

Keynote: Dr. Constance P. Hargrave

4:45 - 5:00 PM

Closing Remarks

Summit Schedule

Thursday, June 21st

7:30 AM

Breakfast/Registration

8:45 - 9:00 AM

Welcome: Dr. Patricia Neff
Master of Ceremonies Introduction (Devin Del Palacio)
Invocation
Student Performer

9:00 - 9:45 AM

Keynote Speaker: Cody Williams

9:55AM - 12:05 PM AM

Cultural Responsiveness (ROOM 316)

9:55 - 10:55 AM -- Dr. Eva Marie Shivers

11:05 AM - 12:05 PM -- Matín Perez

School Leadership Strand: Superintendent/Principal & Aspiring Administrator Strand (ROOM 317)

9:55 - 10:55 AM -- Craig Gilbert

11:05 AM - 12:05 PM -- Brian Johnson

Innovative Educational Practices (ROOM 337)

9:55 - 10:55 AM -- Colin Seale

11:05 AM - 12:05 PM -- Dr. Constance P. Hargrave

12:15 - 1:30 PM -- Founding Member's Luncheon

Sponsors Presentation: Grand Canyon University and Legal Shield

Student Performance

Keynote Speaker: Dr. Louis Laffite

1:40 - 2:45 PM

Data Discussion Round Table: Let's Discuss!

David Schapira, Dr. Carlian Dawson, & Janelle Wood -
Suspensions & Expulsions

Dr. Richard Daniel & Tonya Norwood- College Readiness &
Completion

Rachel Yanof & Deborah Colbert - Testing & Assessments

2:55 - 3:40 PM

Keynote Speaker: Dr. Michele Thomas

3:40 - 4:00 PM

Closing Remarks



Student Performer

Torrion Landfair

Great-grandson of the
founder of The Dukays,
Mr. Earl Edwards, Sr.

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Workshop Descriptions

Understanding & Teaching Social Change and Social Justice – **Dr. Tamika Sanders**

In the wake of current political and social problems, the need for educators to understand and teach social justice issues has never been greater! However, in order to teach social justice issues, educators must fully understand what social justice issues are and how they create social change. This workshop will equip participants with resources and activities that can be used in K-12 or College classrooms to teach students about social justice and enable them to create social change effectively in areas they feel it is needed.

A Teacher's Guide to Navigating the Special Education Process -- Things You Can do to Make a Difference for Struggling Students Today! - **David Jefferson**

This session will provide an overview of the procedural mandates of the special education process. It will explore what is “required” under the federal regulations and compare those requirements to some common misinformation educators are often given as it relates to the referral, evaluation and identification of children with special education needs. Gaining a deeper understanding of the procedural mandates of the Individuals with Disabilities Education Act, (“IDEA”) will equip educators to more effectively advocate for the children they teach and support. The presentation will also offer participants with a parent perspective of the special education process and provide insights into the difficulties families face as they attempt to advocate for their children who attend a public school. These insights and a deeper understand of the IDEA procedural requirements will equip participants to more effectively work with parents and colleagues to ensure the needs of all children are being met, which will lead to better outcomes for children and educators alike.

Managing Federal Funds under ESSA: Civil Rights vs. The Status Quo - **Dr. Amy J. Strefling**

Civil rights have long been at the heart of American federal education policy. ESSA reauthorized the Elementary and Secondary Education Act, a civil rights law originally passed in 1965 that was designed to raise the academic achievement of marginalized student groups, including the poor, the disabled, racial and ethnic minorities, and non-native English speakers. With the formal roll-out of ESSA in this upcoming 2018-2019 school year, will states be prepared to make the difficult, but necessary, changes to ensure an equitable and excellent education for *every* student in our nation?

Wednesday, June 20th

Workshop Descriptions

Don't Believe the Hype: A Visual Ethnographic Journey through Anti-Blackness and Exclusion – Dawn Demps

School to Prison Pipeline (STPP) scholarship has come to acknowledge the racial disproportionately of punitive responses by schools to perceived misbehaviors which most readily impacts African-American children. Unfortunately, the practices and policies that contribute to the ushering of Black students from the educational system into this “Pipeline” are only the latest iteration of historical patterns of educational exclusion that have been experienced by Black children and their families since their ancestors landed on these shores. No examination of the exclusionary practices experienced by African-American students can be properly considered outside of the historical context of being a Black person in chase of education in the United States. Deficit based policies have historically been crafted and put in place to maintain the unequal treatment of students of color in this country. The rhetoric of safe schools and appropriate school behavior cannot be divorced from the tropes of savage brutes, dull coons or the lascivious jezebels of old. Media, art and other forms of visual propaganda have cemented these images as accurate portrayals of Blackness. This presentation will utilize the tools of visual ethnography to take participants on a journey through the indoctrination of the American psyche as it wrestled with the “Negro Problem” and into present day realizations of African-American student push-out.

Let's Laugh! Because It Will Change Our Lives - Gerri Bohanan

Laughter Yoga is not about jokes, comedy, or humor. It's not just a physical exercise. There is evidence that it provides wisdom, intelligence, and positive attitudes within the body-mind wellness of children, adults and seniors. Once the body and mind starts laughing on a regular basis, it will automatically bring attitudinal changes in one's behavior. This is a way to become more loving, caring and forgiving. Not only will you laugh in the laughter session, you will carry the spirit of laughter throughout the day. Laughter Yoga methods will give you guidelines and practical skills to do laughter with students, family and others. Once the body gets the intelligence of laughing without a reason, people can even laugh all by themselves anytime and anywhere. There are ways Laughter Yoga will bring happiness to yourself and others.

Social Justice and Literacy: Using Data to Diagnose and Combat Low Reading Skills in Title I Schools - LaTonya Jones Starks, NBCT

This workshop will examine the inherent connection between social justice and literacy. Statistics show that low reading skills contribute to societal ills like poverty, incarceration, and school dropout rates. African-Americans are disproportionately represented in many of these areas. African American students in Arizona have the lowest literacy rates with 59% performing below proficiency in reading. Learn ways to use data to diagnose and combat low reading skills and save our children.

Wednesday, June 20th

Workshop Descriptions

Becoming Culturally Responsive: Starting with Me – Lynnette Brunderman

Explore how personal reflection can lead teachers & staff to identify and plan concrete steps to create and maintain a culturally inclusive educational environment. Cultural inclusiveness starts with how we treat one another. Educators serve as role models for the students, and we set the standards for our schools. This has a ripple effect into the community. Creating culturally inclusive educational environments and communities will help foster our students' social and emotional development, as well as create a safe learning environment. For this reason, culturally inclusive practices encompass professional development, curriculum and instruction, as well as school climate/environment. It is after personal reflection, specifically through Mezirow's trans-formative learning, that educators can truly understand how implicit bias works. Participants will critically reflect on and challenge their own biases and assumptions, and then engage in rational discourse about how those assumptions may be affecting behavior.

Math Fluency in Problem Solving - Dr. Courtney Johnson

Math has its own language and helping students to become fluent in that language will occur with these researched based strategies! Conferees will discover an array of fluency techniques that WILL strengthen the mathematical intelligence of ALL students. This experience will help teachers, school leaders, and central office leaders become aware of neurological, phonological, and retention techniques that will help teachers ensure all students retain information and improve their mathematic achievement!

Interview 101: Make your dream job a reality! - Dr. James Driscoll

Each year thousands of candidates interview for school administration jobs across the United States. According to US Department of Education (2013), over 20 percent of principals left their schools and over 70 percent of principals have less than five years at their current schools. Put another way "A quarter of the country's principals quit their schools each year, according to the report, and nearly 50 percent leave in their third year (Superville, 2014)." The turnover rate of principals has provided a need for qualified school administrators especially in high-poverty districts. In this session participants will receive strategies for preparing for a principal interview. Participants will gain knowledge of current issues and trends in the principal-ship.

Wednesday, June 20th

Workshop Presenters

Wednesday, June 20th



Dr. Tamika Sanders' passion is arts education and creating strategic partnerships between students, learning institutions, and the communities in which they reside in. To further her goal of integrating arts education into schools and communities, Dr. Sanders started her company *Savvy Pen* in 2009. The primary goal of *Savvy Pen* is to create interactive programs that incorporate arts learning and training to bridge cultural and socioeconomic divides between educators and students.

Dr. Sander's work in the community earned her an invitation to speak at the TEDx Phoenix Salon about community sustainability in 2012, a Community Luminary Award in 2014, and a nomination for the 2015 Humanities Rising Star Award for individuals using creative approaches to engage the public in humanities topics. Her goal is to continue using innovative programs to break barriers, empower youth, and create social change.



David Jefferson is the founder of Parent Support Arizona, an organization that assists families across the state of Arizona by ensuring children and young adults with disabilities are supported as they seek resources through the public-school system, State Developmental Disability System and State Behavioral Health System. This support is offered through direct advocacy services; parent training; professional development; providing tangible resources and facilitation of parent support groups.

David has devoted the past 10 years of his life to supporting children and young adults with disabilities. He has done this as a foster parent, adoptive parent, advocate and community leader. David believes all children deserve an opportunity to reach their full potential and he works hard to offer families and professionals who work with children the resources, support and advocacy they need to ensure these children can excel at home, at school and in the community.



Dr. Amy J. Strefling grew up on Pittsburgh's west end and became a first-generation college graduate when she earned her Bachelor of Fine Arts degree from Arizona State University. She continued her education as a Sun Devil, receiving a master's degree in educational administration and a doctoral degree in educational leadership and policy studies. (*Dissertation: The Influence of Integrated and De Facto Segregated Schools on the Racial Attitudes of White Students Toward African Americans.*)

Dr. Strefling is the product of the Pittsburgh Public School System, where efforts to racially balance schools has been both a priority and a point of controversy. While the experience of attending racially integrated schools provided Dr. Strefling and her peers with opportunities to build and nurture strong relationships across cultural lines, it also placed Dr. Strefling in a position to witness overt prejudice and intentional discrimination toward African American children and adults. Through these experiences, she learned that those who are born with "white privilege" have a moral responsibility to promote justice in places where racist attitudes and systemic oppression breed hatred and hopelessness within our diverse society.

Workshop Presenters

Wednesday, June 20th



Dawn Demps is a PhD student at Arizona State University in the Education Policy and Evaluation Program of the Mary Lou Fulton Teachers College. She is the mother of 3 growing gifts, an artist and youth organizer with over 20 years of community and family advocacy in her hometown of Flint, Mi.



LaTonya Jones Starks is a Community Literacy Advocate who firmly believes that literacy is social justice. She has spent more than 20 years in education as a literacy coach, reading specialist, and most importantly, a classroom teacher to gifted, regular, and special education students. She is a National Board certified teacher in Early/Middle Childhood Literacy. She is also a certified K-12 reading interventionist and National Education Association Master Teacher. LaTonya has never met a child she could not teach to read. She has created reading curriculum for local and national organizations. She currently works with community organizations who recognize that many children in impoverished areas are unable to read on grade level. She assists them by providing training and identifying resources to help them analyze and assess reading skills in order to fill the gaps and move them to proficiency.



Gerri "Ayize" Bohanan is a former NABSE Instruction & Instructional Support (IIS) Commission Chair, Communicator and current NABSE IIS co-sponsor of the Teacher Leadership Summits in different NABSE affiliate states including AzABSE. Gerri officially retired in January 2018! Yay! She continues to process her life in a productive joyful matter. Since January 2018, she spreads Laughter Yoga exercises: Let's Laugh! sessions around the world, teach online courses as an adjunct instructor at Baltimore City Community College, as well as created and sponsored CSU Toastmasters at Coppin State University in 2016 and continues to serve it.

In addition, to a Johns Hopkins University masters degree, Bohanan is certified in several areas including Johns Hopkins University graduate Mind, Brain and Teaching in 2014 and Laughter Yoga International University Laughter Yoga Leadership in 2017. Over several years, Gerri has received awards including NABSE Living Legend Award in 2017.

Workshop Presenters

Wednesday, June 20th



Lynnette Brunderman is a Professor of Practice in the Department of Educational Policy Studies and Practice at the University of Arizona. Dr. Brunderman coordinates the Master's program in Educational Leadership, and oversees the principal and superintendent certification programs. She works across the state with leadership development and capacity building in high-poverty, low-performing schools. Additionally, Dr. Brunderman has served as a team member with AdvancED since 2014, as well as on the Arizona Executive Council for that organization, participates with Arizona School Administrators-Higher Ed Division, and represents the University of Arizona with the Education Coalition. She attained her doctorate in Educational Leadership and through her work, Dr. Brunderman seeks to prepare K-12 educational leaders to understand and navigate the political, social and cultural climate to ensure positive student outcomes and sustain educational change. Dr. Brunderman has conducted research with both successful and underperforming schools to look at leadership practices that build school capacity, ultimately resulting in improved outcomes for students. Through her career in education, Dr. Brunderman has taught in both regular and special education classrooms, as well as serving as a building principal and central office director. She has presented her work at local, state, national and international conferences.



Dr. Courtney Johnson spent nearly 20 years in schools collecting experiences as a teacher, math instructional coach, and administrator. Dr. Johnson taught every grade level from pre-kindergarten thru grade 8. He spent time as a math instructional coach where he was able to perfect the same skill sets that are being used in "Math Fluency in Problem Solving Gr. 3-5." After his time as a math coach, Dr. Johnson spent 5 years as an administrator at the elementary and secondary levels.



Dr. James Driscoll currently serves as the Assistant Superintendent for East Area K-8 schools in the Mesa Unified School District in Mesa, Arizona. He has teaching experiences at a variety of levels K-8 in the suburban and urban settings as well as a faculty associate professor for Arizona State University. Dr. Driscoll's administrative experience includes being a Dean of Students, Assistant Principal, Principal, Director of Special Education, and a District Hearing Officer. He has extensive experience in evaluation processes, developing equitable/challenging learning experiences for all students, and identifying strengths and weaknesses in collaborative learning communities. Dr. James Driscoll holds a Bachelor of Arts in Elementary Education, a Master's degree in Educational Leadership, a Master's degree in Human Relations, a Master's degree in Special Education, and a doctoral degree in Educational Leadership.

General Sessions

Changing the Achievement Paradigm

Education and Philanthropy have invested millions of dollars to "close the achievement gap", and despite our best efforts, it still persists. Maybe the problem is in the paradigm. There is no achievement gap, there is a gap in the systemic delivery of solutions for students of color. This experience will engage participants to reimagine education in ways that create equity and navigate obstacles disrupting our students pathway to fulfilling their greatest potential.



Richard Crews is a social justice advocate and educator that has worked from the streets of South Phoenix to the Boardrooms and Backrooms of Corporate America to best facilitate results for communities of color.



Calvin Terrell is a Social Justice Warrior who has traveled the country for over 30 years, working with communities and schools to deepen equity and disrupt Systemic Racism and White Supremacy in our schools. He is currently the founder and Program Coordinator of his Non Profit The SocialCentric Institute (Pronounced as Sky)



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Questions, call Gary Rafe at 310. 535.2363 reference Arizona Alliance of Black School Educators (AABSE).

Workshop Descriptions

Mindfulness in Early Childhood Education: Disrupting Bias – Dr. Eva Marie Shivers, J.D., Ph.D.

How are early childhood educators starting to benefit from working with coaches and consultants who use mindfulness strategies? What role does this work play in closing racial disparities and reducing implicit bias in discipline? Join us in an important conversation about racial equity in early childhood education and how personal, mindful transformation can translate into effective practice and policy. We will discuss some of the new trends in mindfulness and education, why/how we think it's working, and how leaders in education are embracing the mindfulness movement.

The State of Critical Thinking: What Students are Saying and What it Means for African American Students - Colin Seale, Esq.

Critical thinking is the essential 21st century skill, but we still treat it as a luxury good - reserving this instruction for the most elite students at the most elite students. Learn the scope of this issue and practical tools to unleash the critical thinking potential of all students (especially African American students) from critical thinking expert Colin Seale, who has survey results measuring the mindsets and habits of 1000+ students who used his award-winning thinkLaw program.

How Can Administrators Increase Student Academic Opportunities? - Craig L. Gilbert, Ed. D.

In order to empower students with the knowledge necessary to successfully navigate the educational systems of school, opportunities of access must be a continuous focus. This strand will give ideas on how administrators can create opportunities to engage students and parents to enhance the educational experience. This can be done through monitoring student academic success, ensuring open access to educational programming and increasing enrollment in honors level courses. Access to the appropriate education increases opportunity.

Thursday, June 21st

Workshop Descriptions

Dismantling the School-to-Prison Pipeline: Tips for Change – Martín Perez, Jr.

"Sometimes those who care deeply about social justice are guilty of spending more time admiring the problem than solving the problem." –Dr. John King, Jr., Acting U.S. Secretary of Education

This workshop will analyze the school to prison pipeline's devastating consequences on students, its causes, and its disproportionate impact on students of color. More importantly, it will identify and describe specific, evidence-based tools to dismantle the school-to-prison pipeline that school administrators and teachers can immediately support and implement.

#PlusWhat: Empowering students to raise the bar on their personal and collective engagement and performance - Constance P. Hargrave, Ph.D.

You're either helping or you're hurting; there is no neutral ground. This workshop is designed to overcome the personally debilitating tendency of "going through the motions" that often defines students' school experience. We will explore how to use the #PlusWhat rubric to guide students' actions and cultivate their mindset and ability to pursue excellence. The #PlusWhat approach puts students on a success trajectory where they define and take specific actions to achieve personal success and generate group success. Used by college athletic teams, STEM corporations, clubs and classrooms, #PlusWhat helps people acknowledge and embrace their power to contribute at high levels.

The Power of Stories in Education - Brian E. Johnson

We all have a story. As educators, it's important that we share our stories with those we impact. Studies show that we are wired to remember stories much more than data, facts and figures. Stories are an effective tool to advocate for your ideas, especially when you can weave facts and figures into your story. Stories shape how others see you. Stories are tools of power. Stories persuade. How does your education story reach your students, families and colleagues to make a positive impact on overall student achievement?

Thursday, June 21st

Workshop Presenters

Thursday, June 21st



Dr. Eva Marie Shivers, J.D., Ph.D. is the executive director of *Indigo Cultural Center*, a non-profit action research firm located in Phoenix, AZ. Dr. Shivers' work at Indigo Cultural Center focuses on the developmental niche of early childhood development and education to explore the evolution of frameworks for understanding families' culturally adaptive responses to poverty, systemic racism, and historical marginalization. Prior to relocating to Arizona, Dr. Shivers was a faculty member in the School of Education at the University of Pittsburgh. She received her Ph.D. from UCLA's Department of Education, Psychological Studies in Education. Dr. Shivers also holds a law degree from Howard University School of Law, and a BA in English Literature from Arizona State University. Dr. Shivers has numerous peer-reviewed publications, and presents her research on equity, child care, and professional development initiatives throughout the country.

She currently provides early childhood racial equity training and consultation to early childhood community agencies and state departments around the country. For the past fifteen years, Dr. Shivers has provided child care research policy consultation to federal, state and local government agencies and administrators. She also provided early childhood racial equity policy consultation to the Obama administration.



Colin Seale, Esq. is an education advocate and critical thinking expert who has merged his passion and experience for education, law, and social justice into thinkLaw (www.thinklaw.us), an award-winning program that helps educators teach critical thinking through standards-aligned, real-life legal cases and powerful and personalized professional development to help teachers implement engaging Socratic strategies across all grades and subject areas.



Craig L. Gilbert, Ed. D. After graduating from the University of Arizona with a Bachelor of Science in Health Related Professions, he began his teaching career in Tucson.

In 1998 he moved to Chandler and began teaching and coaching at the Chandler Unified School District. In the fall of 2000, he joined Hamilton's administrative team and in the spring of 2005, he was named principal of Payne Junior High School.

In the spring of 2007, he was selected to the position of Director of Secondary Education and in 2012, was named Assistant Superintendent of Secondary Education. In his current position he is responsible for supervising seven junior high schools, six high schools, two alternative schools and one online school totaling over 22,000 students. During this time, he also received his doctorate of education from Arizona State University.

Workshop Presenters

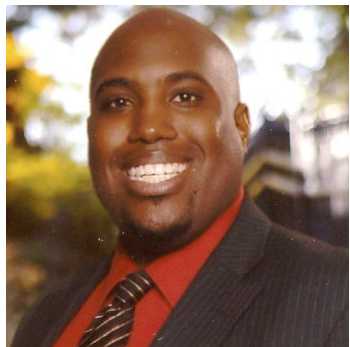
Thursday, June 21st



Martín Perez, Jr. grew up in Compton, California, and was the first in his family to attend and graduate college. After receiving his undergraduate degree from the University of California at Berkeley, he joined Teach For America in the Alhambra School District. He currently serves as the Assistant Principal of Operations & Academic Services at Academia Del Pueblo with Friendly House, Inc. Martin has extensive experience engaging students in a trans-formative, constructive and integrative learning style. He was recognized as one of Arizona's 40 Under 40 Hispanic Leaders for his community and state-wide leadership. In 2014, Martín was named Alhambra School District's Teacher of the Year. On his free time Martin enjoys exploring the outdoor adventures Arizona offers, spending time with his beautiful wife and best buddy- boxer puppy, Canelo.



Constance P. Hargrave is an associate professor of learning technologies and social justice education in the School of Education at Iowa State University. Her research examines the social, structural, and cultural factors that empower students of color to study in STEM fields. Hargrave is the former director of Iowa State University SCIENCE BOUND – the only program in Iowa designed to equip pre-college students of color to pursue degrees and careers in STEM disciplines at predominantly White institutions. Working on the grass roots, school, and institutional levels, Hargrave's scholarship addresses the systemic failures of U.S. socio-educational systems to produce STEM professionals of color. Her scholarship has been nationally recognized by Excelencia in Education for accelerating Lantinx student success at the bachelorette level; and in 2017 she was inducted into the Iowa African American Hall of Fame. In her free time, Hargrave enjoys performing stand-up comedy, and when her students don't laugh, she calls it a lecture.



Brian E. Johnson has spent nearly 20 years in schools as a teacher and administrator. Originally from Michigan, Mr. Johnson began his education career as an elementary school teacher ranging from grades 2-5. He has spent the last ten years of his career as an administrator in Arizona where he currently serves as the Principal at John F. Long Elementary (K-5) in the Cartwright School District in Phoenix.

Think Tank Panel/Discussion Session: Let's Discuss! Suspensions & Expulsions



Janelle Wood is a woman who loves and reverences the Lord. She is in love with her husband of 23 years and has been blessed to have a beautiful son and family. Janelle earned her Bachelors of Science degree in Economics from Arizona State University and her Masters of Arts degree in Biblical Leadership from Phoenix Seminary. She currently works in the insurance industry in the Claims Department and is a part of the management team. She has always had a heart for those in need and a passion to build up the people within her community. Janelle is the founder of Black Mothers Forum, Inc., a movement of black mothers coming together to end the bloodshed in the black community, especially our black sons. She is also the founder of a homeless ministry and served as a teacher, coach and mentor to women released from prison who desired to serve the Lord; restore broken relationships; and who desired to become positive influences within their respective communities. She has served as a pastor in the women's prison, various boards, Chief of Staff for the Phoenix City Council, Interim CEO of a women's international leadership development ministry, as well as, provided leadership development training to Christian women leaders from Egypt, Iraq, Jerusalem and Jordan. She is a member of Valley Leadership and Flinn Brown Civic Leadership, which are organizations that promote community development and growth. Janelle's prayer is that she will be a radiant light in dark places and leave a trail of hope, peace and love.



David Schapira began his career as a high-school teacher and later taught at Arizona State University (ASU). For the last four years, David has worked as a high-school administrator at the East Valley Institute of Technology, a public school district offering career and technical education to students in Eastern Maricopa County. In addition to his career as an educator, David also serves his community in public office. Elected to the Tempe City Council in 2014, David has partnered with local school districts, non-profits and local businesses to increase access to educational opportunities for all students. Prior to the Tempe City Council, David served in the Arizona House of Representatives and as Minority Leader in the State Senate. Throughout David's time in the legislature, he served on the Education Committee, including four years as the ranking member. During and after his time in the Senate, David was also an elected member of the Tempe Union High School District Governing Board. David has a master's degree in Education Leadership from ASU. David and his wife, also a public-school educator, live in Tempe with their two daughters.



Dr. Carlian Dawson is a skilled leader and builder of leadership teams for school districts, post-secondary institutions and businesses with more than thirty-five years broad-based experience in education and organizational development. Demonstrated success in revitalizing underperforming organizations and improving instructional leadership while attaining academic objectives through effective intervention strategies and process improvements. Dr. Dawson has invaluable experience in facilitating climate and culture discussions. As a seasoned facilitator, her training sessions are highly experiential, practical and informative. For the last 10 years she has added early education to her portfolio, leading two teams of women working with unregulated/in-home childcare providers and community-based training for parenting education for children birth to 5 years. Dr. Dawson is recognized as an efficacious leader who can generate and facilitate a positive working atmosphere where people become goal-focused and feel invested in policy, with win-win relations prevailing among employees. She has two Master's Degrees in Multicultural Education and School Administration from Arizona State University and a Doctorate in Educational Leadership, Illinois State University.

Think Tank Panel/Discussion Session: Let's Discuss! Testing & Assessments



Deborah R. Colbert, AIM, AU, CTT+ CPC, MAOM is devoted to improving education and the standards used to prepare our children and youth, she is also committed to community development and growth that promote businesses and community sustainability. Deb serves on several boards and volunteers in the areas of housing access and affordability; mentoring, coaching and inspiring young professionals and students in the Dallas, Atlanta and Phoenix areas; she has developed & facilitated programs and curriculum related to leadership and self-development for girls and youth directing programs such as the Daughters of Destiny, the Sankofa Leadership Project, Community Resource & Affinity Groups. With more than 35 years of experience as a leader at a Fortune 50 Company, Deb has successfully led start-up operations and new business ventures that have increased profit, decreased expenses or improved the customer experience. Most recently, she launched CoCo365- Colbert Consulting, where she is the Executive Consultant with a focus on human development and organizational performance.

As a proven leader and consultant on youth & adult learning, teambuilding, innovation, strategic planning, and operational effectiveness, Deb provides creative solutions that impact business, education & community outcomes utilizing assessments, relationship management and data analytics. Relationships are very important to Deb, she works collaboratively regardless of location or geography and is sought after for her vision, problem-solving, process & systematic thinking concepts, culture change and inspirational leadership that helps leaders and their teams increase engagement, elevate empowerment of individuals at all levels utilizing the power of relationships, and mentoring to identify strengths improving their lives and the lives of others. Known for her passionate and inspiring words, Deb motivates and encourages others helping them to gain confidence in their abilities and then excel through action and transformation. Deb enjoys learning new things, reading, travel, sports, music and working in the yard. Family and Friends are very important to Deb, who is married to her love and friend, Jon; 2 Children, Ashley(Brian) and Jon II (Marta); 5 fabulous grandchildren, beloved pet Juvie.



Rachel Yanof is the first Executive Director of Achieve60AZ, the grass-roots, community-based, statewide attainment goal. Rachel came to Arizona in 2003 as a Teach For America corps member. Rachel taught eighth grade history at C.O. Greenfield in the Roosevelt School District for four years. Following that life-changing experience, Rachel was accepted to the Building Excellent Schools Fellowship and from that founded Phoenix Collegiate Academy in 2009 in South Phoenix serving a 95% Title I population. Phoenix Collegiate Academy, under Rachel's leadership, was the Arizona Charter School of the Year in 2011 and saw over 80% of high school graduates go to a 4-year university. Upon choosing to move on from PCA, the school had expanded to three campuses and a full K-12 offering. As a passionate educator, Rachel sits on various boards such as First Things First Phoenix South, Support My Club, and the Arizona State Board for Charter Schools. Rachel earned her BA from Georgetown University, and her MA from Arizona State University. She has been married to Joe since 2010 and they have three amazing and energetic young children.

Think Tank Panel/Discussion Session: Let's Discuss! College Readiness & Completion



Dr. Richard Daniel is the Chief Operating Officer of College Success Arizona. His responsibilities include: implementing the organization's five-year strategic plan; developing and executing the annual operational planning; identifying partnership opportunities for growth and impact; ensuring that programmatic and operational/administrative budgets match organizational priorities. Daniel brings more than 29 years of higher education experience as he has served in various administrative positions in the areas of Institutional Advancement, Student Affairs, and Academic Affairs. He has devoted much attention in his career in helping provide access and opportunities for first generation college students.

Prior to his role at College Success Arizona, Daniel served for more than 20 years in senior leadership positions at public research universities and community colleges. Most recently, Daniel served as the Vice President for Institutional Advancement at Saint Michael's College (SMC). In that role, he oversaw a comprehensive advancement operation responsible for raising \$3.4 million annually. During his tenure, he successfully reorganized the Office of Institutional Advancement by aligning efforts toward a model of fundraising that was unified, focused and strategic. Daniel served as the Associate Vice President for University Advancement and Special Projects and Executive Director for Alumni Relations at The University of Texas at El Paso (UTEP). In this role, he was instrumental in the development and implementation of the At the Forefront: The Centennial Campaign for UTEP which resulted in the completion of a fundraising campaign in 2014 raising \$226 million. Daniel's work experience in Arizona also include a 15-year career at Arizona State University (ASU) where he served in various administrative positions. In addition, Daniel served as the Director of Recruitment and Advisement at South Mountain Community College. Daniel's commitment to serving the community has included serving on the board of directors of the: Los Diablos Alumni Association; El Paso Hispanic Chamber of Commerce Education Foundation; Foundation for the Diocese of El Paso; United Blood Services Advisory Council; St. John Vianney School Development Fund.



Tonya Norwood holds a Master of Business Administration degree (MBA) in Marketing and a Bachelor of Arts (BA) degree in International Relations and Economics. She has extensive experience in the area of Strategic Marketing Coordination (strategy development and tactic creation).

Ms. Norwood has taught on the high school and college levels. Additionally, she has worked on behalf of government, corporate and non-profit interests.

Mrs. Norwood's resume includes: The City of Phoenix Workforce and Economic Development Board Member, Advisor to the Mayor through the African American Round Table and President of the Phoenix Metropolitan Chapter of the National Organization for Women (NOW).

Emcees



Devin Del Palacio began work as a Community Organizer in 2012. In that year alone, he helped register over 34,000 new minority voters that were engaged throughout the 2012 election cycle. That success continued in 2013 as Devin served as a community organizer throughout South Phoenix & West Phoenix working to increase civic engagement in communities of color. In 2014, Devin ran for a seat on the Tolleson Union High School District Governing Board. In which Devin won his election and was voted Vice President by his fellow board members. In his first 120 days of being in office, Devin championed President Obama's My Brothers Keeper initiative which focused on changing the life outcomes for males of color. It was Devin's leadership which led to the passage of the Males of Color Pledge; making Tolleson Union High School District to be the first school district in the state to adopt the pledge. The Males of Color Pledge works to increase graduation rates, reduce suspension rates, and decreases high school drop out rates among Latino and African American boys. In addition to serving as a school board member; Devin was also elected in 2015 to serve as the Regional Pacific Director for the National Black Council of school board members. As a Pacific Regional Director, overseeing 5 states; Devin works to increase academic achievement from ethnic and racial minority groups. Most recently Devin was elected to serve as the Arizona School Board Association Black Caucus President.



Lloyd Hopkins is an organizational leader with extensive experience in community and nonprofit work. He has worked in and around education for 18 years. He graduated from Arizona State University with his degree in Nonprofit Management and Leadership. He took his passion for ensuring quality education for all to launch the teacher recruitment and retention program, Million Dollar Teacher Project



Kiana Maria Sears, M.P.A, Mesa Governing Board member is an engaged energy and public policy professional who has dedicated her life to serving the public and small business. When she moved to Arizona, Sears was impressed by the affordability of Arizona. This is the reason she strives to keep rates low or ratepayers in Arizona. Sears has 6 years of experience as an executive 2 consultant in the Utilities Division at the Arizona Corporation Commission where she worked with water and wastewater. She also has over a decade of experience creating public policy and solar policy to benefit Arizonans. Sears believes in clean politics, clean energy, and clean air. When elected to office her highest priorities include reducing energy bills for hardworking Arizonans and small business owners, especially in the months of August and September. Another priority is to address the decaying water infrastructure in our entire state, but especially in rural counties. Sears believes that investing in renewable energy is imperative to the sustainable growth and health of Arizona.

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