

# 35 Years: Building Access, Equity, and Diversity



## Professional Development Institute


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April 7-10, 2014  
Arlington, Virginia



N A P P E

National Alliance for  
Partnerships in Equity

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# Welcome

Dear Colleagues and Friends:

On behalf of the National Alliance for Partnerships in Equity (NAPE), I welcome you to the 2014 Professional Development Institute (PDI). This year’s theme, “35 Years: Building Access, Equity, and Diversity,” pays tribute to NAPE’s early equity beginnings and celebrates our continued efforts to prepare students for high-skill and high-wage career opportunities in career and technical and STEM fields. President-Elect Teresa Boyer, the conference planning committee, and NAPE staff have worked diligently to bring fresh and pertinent offerings that maintain the quality and integrity of the annual NAPE PDI. The agenda is packed full of high-quality workshops, speakers, policy updates, and networking opportunities.

NAPE continuously strives to showcase distinguished speakers who highlight vital issues impacting your profession and the students you serve daily. To kick off the Institute, Dr. Pedro Noguera, the Peter L. Agnew Professor of Education at New York University, will give the opening keynote on transforming the culture and performance of schools. Melonie Parker, Human Resources Director of Lockheed Martin’s Mission Systems and Training Undersea Systems, will join us as Tuesday’s business partner keynote. Dr. S. Dallas Dance, Superintendent of the Baltimore County Public Schools, will provide the closing address at Thursday’s luncheon to highlight his innovative work in Baltimore County and what partnership with NAPE can achieve on behalf of all students.

A new format for Public Policy Day will be showcased this year! Director of Public Policy, Lisa Ransom and the Public Policy Committee, chaired by Kristi Enger, have energetically created a half day of briefings followed by afternoon congressional office visits. Congressman Bobby Scott is our Public Policy Day keynote luncheon speaker and a 2014 Public Policy Leadership Award Recipient. We will also hear from key administrators and legislators, such as:

Brenda Dann-Messier, Assistant Secretary, U.S. Dept. of Education, Office of Career, Technical, and Adult Education; Latifa Lyles, Director, Women’s Bureau, U.S. Dept. of Labor; and Congressmen James R. Langevin (D-RI) and Glenn Thompson (R-PA), both of whom serve as House CTE Caucus Co-Chairs.



**Tasha Kawamata Ryan**  
NAPE President

I hope you will be able to attend Tuesday evening’s NAPE Education Foundation silent auction and reception and the Birds of a Feather dinners on Wednesday evening, all of which will surely involve insightful conversations and new supportive friendships for our shared work. I encourage you to actively participate in all activities, expand your network, ask questions, and have fun with new and returning friends. We also look forward to your feedback regarding the Institute, so please take a moment to complete session and conference evaluations.

Lastly, join me in personally thanking the NAPE staff for their tireless dedication and leadership in coordinating an outstanding celebration to achieve “35 Years: Building Access, Equity, and Diversity.”

Warmest Aloha,

Tasha Kawamata Ryan  
President  
National Alliance for Partnerships in Equity

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For more information, visit <http://www.napequity.org/>  
and click on Professional Development Institute

# Schedule at a glance

Monday, April 7	Event
8:00 a.m. to 5:00 p.m.	STEM Equity Pipeline Leadership Institute
3:30 p.m. to 8:00 p.m.	NAPE Education Foundation Board Meeting
Tuesday, April 8	Event
7:00 a.m. to 4:00 p.m.	Registration
7:45 a.m. to 8:15 a.m.	Continental breakfast
8:00 a.m. to 9:00 a.m.	Opening Session
	Keynote—Dr. Pedro Noguera, Peter L. Agnew Professor of Education, New York University
9:15 a.m. to 10:30 a.m.	Workshop Session I
	I. Building the Capacity of Schools to Meet Student Needs
	II. Socioeconomic Integration: A Tool to Boost Achievement
	III. Spark 101: Inspiring Students through “Real-World” Inquiry
	IV. Improving Access to STEM Education for Deaf & Hard-of-Hearing Students
10:45 a.m. to 12:00 p.m.	Workshop Session II
	I. DATA—the Four-Letter Word That Improves Equity Outcomes
	II. Networking Session for SEA Staff
	III. Student Support Through STEM Summer Programs & College Readiness Skills
	IV. Micromessaging: A New Model for Impacting Equity in the Classroom



Tuesday, April 8	Event
12:00 p.m. to 1:45 p.m.	<p>Awards Luncheon</p> <ul style="list-style-type: none"> <li>Welcome and Introductions</li> <li>Lunch</li> <li>Keynote—Melonie Parker, Director, Human Resources, Lockheed Martin Mission Systems &amp; Training</li> <li>Awards</li> </ul>
2:00 p.m. to 5:00 p.m.	Business Alliance Council Meeting
2:15 p.m. to 3:30 p.m.	<p>Workshop Session III</p> <ul style="list-style-type: none"> <li>I. The Next Generation STEM Classroom Project: Bringing the Best of STEM Education to Every Teacher &amp; Every Student</li> <li>II. Networking Session for LEA Staff</li> <li>III. Educators Can Too! Rethinking Gender Equity at a Career and Technical Center</li> <li>IV. Increasing Achievement by Removing Social Stigmas</li> </ul>
3:45 p.m. to 5:00 p.m.	<p>Workshop Session IV</p> <ul style="list-style-type: none"> <li>I. CTE Program Delivery for Special Populations: Applying a Universal Design of Learning Framework</li> <li>II. Spotlight on Marketing Career and Technical Education to the Nontraditional Gender</li> <li>III. Using the Engineering Design Process to Develop Relationship Skills Among Underrepresented &amp; Neurodiverse Learners, K-12</li> <li>IV. Bridging Access to Community College and Employment for Women Veterans</li> </ul>
5:30 p.m. to 7:00 p.m.	Silent Auction/Reception and Entertainment

**Tuesday Workshop Session Key:**

**I—Jackson Room                      II—Jefferson Room**  
**III—Van Buren Room                IV—Commonwealth Room**

*Descriptions of Workshop Sessions Begin on Page 15*



For more information, visit <http://www.napequity.org/>  
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# Schedule at a glance

Wednesday, April 9	Event
7:45 a.m.	Meet in Lobby for Travel to Capitol Hill; Buses Depart at 8:00 a.m.
9:00 a.m. to 1:30 p.m.	Public Policy Day Breakfast and Panel—Capitol Visitor Center, Room SVC 209-08
	Luncheon—Russell Senate Office Building, Kennedy Caucus Room, 3rd Floor
2:00 p.m. to 5:00 p.m.	Members Visit with Legislators on the Hill
4:00 p.m. to 6:00 p.m.	NAPE Executive Committee Meeting
7:00 p.m.	Birds of a Feather Dinners ( <i>see page 12 for full details</i> )

Thursday, April 10	Event
7:30 a.m. to 8:00 a.m.	Continental Breakfast
8:00 a.m. to 9:00 a.m.	NAPE Membership and Board Meeting
9:15 a.m. to 10:30 a.m.	Workshop Session V
	I. Navigating the Federal Rules of Grants Management — Harrison Room
	II. Systemic Equity Work: A School District Perspective — Wilson Room
	III. Minorities in Energy/Women in Energy: Two Programs from the Department of Energy Office Economic Impact and Diversity—Van Buren Room
	IV. STEM for ALL and ALL for STEM! Counseling Tools for Student Engagement—Jackson Room



**Thursday, April 10**

**Event**

10:45 a.m. to 12:00 p.m.

Workshop Session VI

- I. Infusing Equity in Career and Technical Education Teacher Preparation Programs—Harrison Room
- II. Engineering Research Centers—Wilson Room
- III. Advancing Equity: Increasing the Ranks of Effective Title IX/Civil Rights Coordinators—Van Buren Room
- IV. The Five Judgments: Analysis of Brand & Cultural Stereotyping on Performance—Jackson Room

12:00 p.m. to 1:30 p.m.

Closing Luncheon

*Descriptions of Workshop Sessions Begin on Page 15*

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# Speakers



## **Pedro Noguera**

Peter L. Agnew Professor of Education  
New York University

Pedro Noguera is the Peter L. Agnew Professor of Education at New York University (NYU). Dr. Noguera is a sociologist whose scholarship and research focuses on the ways in which schools are influenced by social and economic conditions, as well as by demographic trends in local, regional, and global contexts. Dr. Noguera holds faculty appointments in the departments of Teaching and Learning and Humanities and Social Sciences at the Steinhardt School of Culture, Education and Development. He also serves as an affiliated faculty member in NYU's Department of Sociology. Dr. Noguera is the Executive Director of the Metropolitan Center for Urban Education and the co-Director of the Institute for the Study of Globalization and Education in Metropolitan Settings (IGEMS). From 2008 to 2011,

he was an appointee of the Governor of New York to the State University of New York (SUNY) Board of Trustees. He appears as a regular commentator on educational issues on CNN, MSNBC, National Public Radio, and other national news outlets.



## **Melonie Parker**

Director, Human Resources  
Lockheed Martin Mission Systems & Training

Melonie Parker has been employed by Lockheed Martin since June 1997 and currently serves as Director, Human Resources, for the Mission Systems and Training (MST) Undersea Systems line of business, as well as the MST Strategy and Business Development and MST Legal functions. Prior to this role she served as Director, Workforce Strategy, Analytics & Acquisition, supporting the Electronic Systems Business Area. She led the recruitment strategy and workforce planning initiatives for Electronic Systems, and she previously served as the IS&GS Talent Acquisition Director leading recruiting teams for three product lines with oversight of Lockheed Martin's Talent Acquisition Centers that are located in Crystal City, VA; Tysons Corner, VA, and Denver, CO. Ms. Parker also served as the Human Resources Lead for the Mission & Unmanned Systems business located in Riviera Beach, FL.

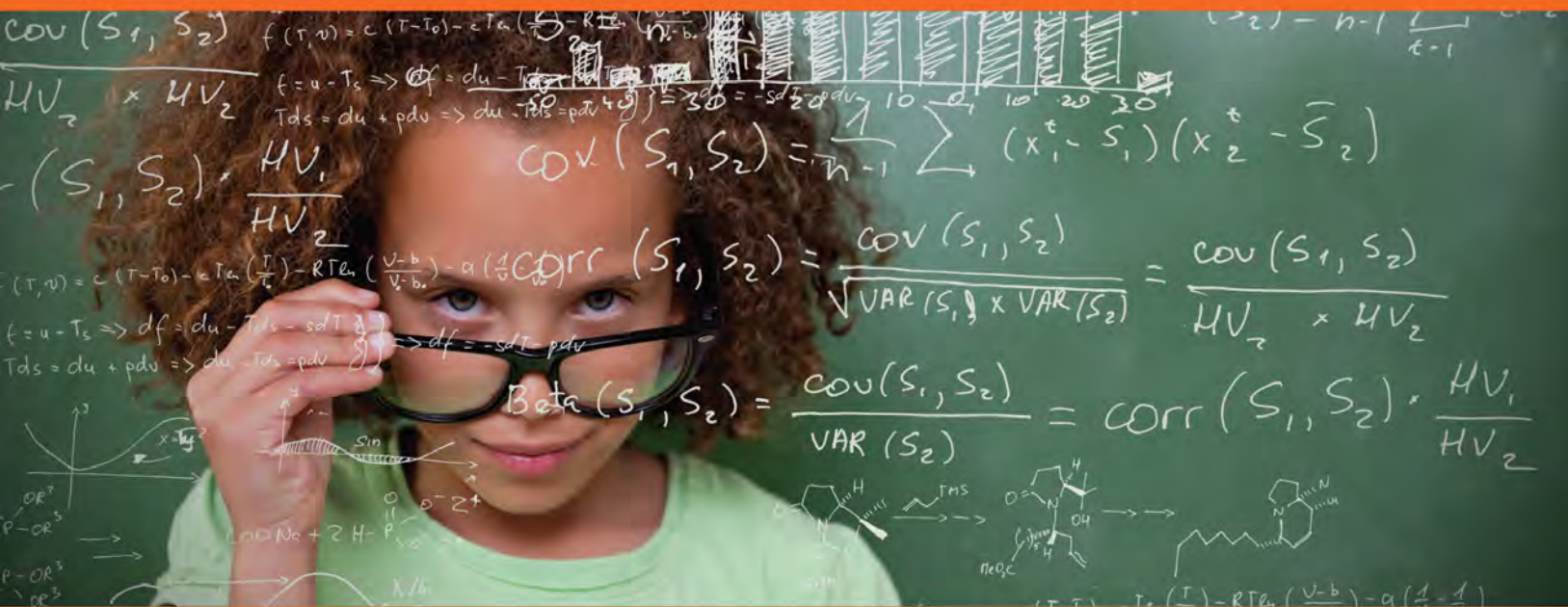
Ms. Parker has worked in human resources for more than 15 years. In that time, she has been responsible for employee relations, staffing, EEO/affirmative action, diversity programs, compensation, benefits, and K-12 outreach initiatives.

For full speaker biographies, visit our website

[www.napequity.org](http://www.napequity.org)



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# Speakers

## S. Dallas Dance

Superintendent  
Baltimore County Public Schools



Distinguished as a vibrant and driven leader, Superintendent Dr. S. Dallas Dance has united Baltimore County Public Schools students, staff, and the community into Team BCPS, a powerful force committed to deliberate excellence and to producing globally competitive graduates. Working in collaboration with Team BCPS, Dr. Dance spearheaded the development of Blueprint 2.0, a five-year strategic plan focused on improving academics, safety, communications, and organizational effectiveness.

Since assuming the superintendency in July 2012, Dr. Dance has accelerated the adoption of Common Core Curriculum, launched an audit of special education

services, restructured administration to ensure schools most in need receive support, established a new Office of School Safety and Security, and much more. At the school system's inaugural State of the Schools event, held in March 2013, Dr. Dance announced plans to move the school system to a 1:1 digital learning environment and to expand world languages so every student has equitable access to learning and developing proficiency in a second language.

Full biography available at [www.napequity.org](http://www.napequity.org)

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- Supporting Students In  
Nontraditional Pathways
- Domestic Violence
- Accommodations for  
Special Populations
- Best Practices in Student  
Engagement
- Effects of Substance Abuse  
on Behavior & Learning

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# Events

## Reception and Silent Auction

Tuesday, April 8—5:30 p.m. to 7:00 p.m.

Location: Washington Ballroom

Join us to celebrate the 35th anniversary of the NAPE Professional Development Institute. Write on the NAPE timeline, share memories with friends, network with new colleagues and learn about NAPE's diverse history. The NAPE Education Foundation will also be hosting a silent auction of a few special items as a fundraiser for program development, so be sure to bring your credit card!



NAPE would like to express gratitude to this year's advertisers and sponsors for their continued support.

NAPE thanks all of you who graciously donated items for PDI.

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## Birds of a Feather Dinners

Wednesday, April 9, 2014

Meet in Hotel Lobby at 6:30 p.m.

The Birds of a Feather dinners provide an opportunity to network with other conference attendees at venues in the Arlington area. Members of the NAPE Executive Committee will host dinners at five different locations. Sign up for a dinner at the registration table. You will only pay for your meal.





*Exhibits*

*Theatre*

*Things you might enjoy doing during your free time!*

### National Portrait Gallery

Museum Hours: 11:30 a.m. to 7:00 p.m.

Location: Eighth and F Streets, NW,  
Washington, DC 20004

Current Exhibition: Mr. Lincoln's Washington: A  
Civil War Portfolio

Phone: (202) 633-8300

Free Admission

This exhibition will use large-format reproductions of original photographs, prints, drawings, and maps to document how the Civil War affected patterns of life in the District of Columbia. Special focus will center on activities in and around the historic Patent Office Building—now home to the Smithsonian's National Portrait Gallery and the Smithsonian American Art Museum. The exhibition will include views of forts and hospitals, the Navy Yard and the Sixth Street Wharf, and landmarks such as the Capitol, White House, Ford's Theatre, and the Old Capitol Prison as well as images of notable Washington personalities—statesmen, spies, soldiers, and nurses – who gave the city a sense of national purpose, glamour and intrigue during four years of war. Curator: historian James Barber.

[www.npg.si.edu/exhibit/exhmrlinc.html](http://www.npg.si.edu/exhibit/exhmrlinc.html)

### Brief Encounter

Lansburgh Theatre

450 7th St., NW, Washington, DC 20004

Box Office: (202) 547-1122  
Toll-Free: (877) 487-8849

7:30 p.m.

Tickets from \$30 to \$75

[www.shakespearetheatre.org](http://www.shakespearetheatre.org)

### Water by the Spoonful

The Studio Theatre

1501 14th Street, NW, Washington, DC 20005

Phone: (202) 332-3300

8:00 p.m.

Tickets from \$39 to \$59

[www.studiotheatre.org](http://www.studiotheatre.org)

### Moth

The Studio Theatre

1501 14th Street, NW, Washington, DC 20005

Phone: (202) 332-3300

8:00 p.m.

Tickets from \$30 to \$75

[www.studiotheatre.org](http://www.studiotheatre.org)

*Exhibits & Theatre are non-hosted events*



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# Tours

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***Sandra Westlund-Deenihan, CEO, Quality Float Works, Inc.  
Board Member, NAPE - Education Foundation***

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# *Session descriptions*

**Tuesday, April 8, 2014**  
Workshop Session I  
9:15 a.m. to 10:30 a.m.

## I. Building the Capacity of Schools to Meet Student Needs

Speaker: Dr. Pedro Noguero, Peter L. Agnew Professor of Education, New York University

Location: Jackson Room

Description: This workshop will focus on what it takes to create conditions in schools that address the academic and nonacademic needs of children (e.g., health, nutrition, safety). This presentation will describe the process that schools can use to develop effective partnerships with community organizations and parents to further efforts to raise achievement and transform the culture and performance of schools.

## II. Socioeconomic Integration: A Tool to Boost Achievement

Speaker: Halley Potter, Policy Associate, The Century Foundation

Location: Jefferson Room

Description: Decades of research have found that we can boost student achievement by breaking up concentrations of poverty. This session will review the findings on socioeconomic integration, addressing academic benefits for low-income students as well as cognitive and civic benefits of diversity afforded to all students. Participants will also learn about practical strategies for implementing integration across a number of settings, in both K-12 and higher education, and brainstorm applications in their field.

## III. Spark 101: Inspiring Students Through “Real-World” Inquiry

Speakers: Shelley Johnson, Education Director, Spark 101  
Jane Kubasik, Founder and CEO, Spark 101

Location: Van Buren Room

Description: Spark 101 helps secondary educators bring “real-world” problems, solutions, and college/career advice—presented by a diverse group of industry experts/role models—into their classrooms to ignite interest in STEM. A free, on-demand platform, Spark 101 epitomizes how education and industry work hand-in-hand to inspire ALL students to pursue postsecondary/career opportunities. Spark 101’s 10-minute, interactive videos engage students in inquiry-based learning—integrated directly into curriculum—to build key 21st century skills like critical/creative thinking and communication/collaboration.



For more information, visit <http://www.napequity.org/>  
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# Session descriptions

**Tuesday, April 8, 2014**

**Workshop Session I**

**9:15 a.m. to 10:30 a.m.**

## IV. Improving Access to STEM Education for Deaf & Hard-of-Hearing Students: Critical Resources for Teachers, Parents, Students & Employers

Speakers: Donna Lange, Associate Professor, Rochester Institute of Technology/  
National Technical Institute for the Deaf  
Myra Pelz, Associate Professor, Rochester Institute of Technology/  
National Technical Institute for the Deaf

Location: Commonwealth Room

Description: The National Science Foundation has established a national center of excellence, DeafTEC, at the National Technical Institute for the Deaf (NTID), a college of the Rochester Institute of Technology (RIT). DeafTEC provides teachers with resources on best instructional practices, students and parents with information on STEM careers, and employers with training on successfully integrating deaf and hard-of-hearing individuals into the workforce. This presentation will share DeafTEC resources and describe its high school, community college, and industry partnerships.

**Tuesday, April 8, 2014**

**Workshop Session II**

**10:45 a.m. to 12:00 p.m.**

## I. DATA—the Four-Letter Word That Improves Equity Outcomes

Speakers: Teresa Boyer, Executive Director and Professor, Center for Women and Work,  
Rutgers, The State University of New Jersey  
Glenda Gracia-Rivera, Associate Director, Center for Women and Work,  
Rutgers, The State University of New Jersey

Location: Jackson Room

Description: The presenters will provide an overview of their approach to data-based institutional transformation for equity, currently employed in the Regional Equity and Access Development Initiative (READI) program. Participants will learn about how involved schools are using data to create institution-specific Equity Action Plans, how it has been helpful, and what challenges were faced. Included in the workshop are recommendations for data sources and a demonstration of data-analysis tools.





**Tuesday, April 8, 2014**  
**Workshop Session II**  
**10:45 a.m. to 12:00 p.m.**

## II. Networking Session for State Education Agency Staff

Speakers: Bill Hatch, Educational Consultant, North Carolina Department of Public Instruction  
Karen Showers, Education Director, Counseling & Student Services, Wisconsin  
Technical College System Board

Location: Jefferson Room

Description: Do you coordinate state-level equity activities? Are you the nontraditional or special populations coordinator? Coordinator for students with disabilities? MOA coordinator? Join this workshop to network with your peers! This session will be a facilitated, lively discussion so you can share with others who have the same roles and responsibilities: What is working well in your state? What are your challenges? What are your needs?

## III. Student Support Through STEM Summer Programs & College Readiness Skills

Speaker: Kathy Arno, Project Manager, AVID Center

Location: Van Buren Room

Description: In this session, participants will learn how the schoolwide AVID system promotes equity in and access to rigorous academic courses for all students, especially the student groups often underrepresented in colleges. They will also learn about the AVID Math and Science Summer Bridge Programs for middle school students. Throughout the presentation participants will explore the effective AVID methodologies that support greater academic performance for K-12 students as well as college freshmen.

## IV. Micromessaging: A New Model for Impacting Equity in the Classroom

Speakers: Claudia Morrell, NAPE COO  
Lisa Williams, Director, Office of Equity and Cultural Proficiency, Baltimore County  
Public Schools  
Tegwin Pulley, NAPE Texas Director

Location: Commonwealth Room

Description: After four years of experience, NAPE has formalized a model for impacting equity in the classroom. That model called the Culture Wheel is the foundation for NAPE's training for educators—Micromessaging to Reach and Teach Every Student®—and has rigorous qualitative and quantitative educator and student outcome data to indicate its validity. This interactive session will highlight the cutting-edge nature of this program and how critical it is for every educator to understand this body of knowledge if we are to increase underrepresented students in STEM and CTE classrooms.



For more information, visit <http://www.napequity.org/>  
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# Session descriptions

**Tuesday, April 8, 2014**  
Workshop Session III  
2:15 p.m. to 3:30 p.m.

## I. The Next Generation STEM Classroom Project: Bringing the Best of STEM Education to Every Teacher & Every Student

Speaker: Madhura Kulkarni, Interim Assistant Director, Center for Integrative Natural Science & Mathematics, Northern Kentucky University

Location: Jackson Room

Description: The Next Generation STEM Classroom Project (ngSC) is an embedded professional development program in STEM education offered through Northern Kentucky University's Center for Integrative Natural Science and Mathematics. It is geared toward teachers and pre-service teachers and takes place in 19 school districts across the Northern Kentucky region. It emphasizes instructional strategies to reach every student and has had a demonstrably positive impact. In fall 2013, it reached 22,537 students and educators!

## II. Networking Session for Local Education Agency Staff

Speakers: Tasha Kawamata Ryan, PEEC/IKE Retention Specialist, Honolulu Community College  
Lynn Vera, CTE School Counselor, Center for Technology, Essex

Location: Jefferson Room

Description: Do you coordinate local equity activities? Are you the nontraditional or special populations coordinator? Coordinator for students with disabilities? Join this workshop to network with your peers! This session will be a facilitated, lively discussion, so that you can share with others who have the same roles and responsibilities: What is working well at your school or college? What are your challenges? What are your needs?

## III. Educators Can Too! Rethinking Gender Equity at a Career and Technical Center

Speakers: Bob Travers, Director, Center for Technology, Essex  
Kathy A. Johnson, Gender Equity Consultant, Vermont Works for Women/Center for Technology, Essex  
Carolyn Dickinson, Assistant Director, Center for Technology, Essex

Location: Van Buren Room

Description: This session describes unique ways that a career and technical center partnered with a nonprofit organization to shift practices and beliefs about gender equity in nontraditional classrooms. Hear about and experience aspects of a professional development structure that involves all staff. Explore system changes, philosophy, strategies, and lessons that this Center discovered. Hear firsthand stories of educators' struggles and successes to recruit, support, and retain nontraditional students, as well as thoughts for the future.



#### IV. Increasing Achievement by Removing Social Stigmas

Speakers: Michael Cermak, Special Populations in CTE, Illinois State University  
Reid Davenport, Journalist/Documentarian

Location: Commonwealth Room

Description: Removing social stigmas for students in special populations creates a welcoming classroom environment and sets the stage for learning. Moreover, the steps to remove stigmas are often easier than one might think. Using tenets of culturally relevant pedagogy, information from both practitioner and student lenses will offer insights for counselors, teachers, and administrators.

**Tuesday, April 8, 2014**  
**Workshop Session IV**  
**3:45 p.m. to 5:00 p.m.**

#### I. CTE Program Delivery for Special Populations: Applying a Universal Design of Learning Framework

Speaker: Lakshmi Mahadevan, Assistant Professor, Texas A&M AgriLife Extension Service

Location: Jackson Room

Description: Incorporating the Universal Design for Learning approach, the Career Technical Special Populations Training & Resource Education Center in Texas has determined four main areas and corresponding standards that public school CTE programs should strive to meet in order to comprehensively serve special populations. Participants attending this session will get acquainted with these standards and will have the opportunity to provide feedback to the presenter so that the Universal Design for Learning in Career Technical Education Programs Model can be utilized in future research and advocated for within educational settings.

#### II. Spotlight on Marketing Career and Technical Education to the Nontraditional Gender

Speaker: Susie Wheeler, Project Director, Perkins Texas Leadership Grant, Amarillo College

Location: Jefferson Room

Description: Traditional awareness raising recruitment methods may not be enough to influence the nontraditional gender into CTE. Brochures, talks, and demonstrations alone are not enough. Your gender equity team will get ideas for working with marketing professionals to boost the profile of CTE programs and attract the nontraditional student. Strategies for a positive campaign will be presented.



For more information, visit <http://www.napequity.org/>  
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# Session descriptions

**Tuesday, April 8, 2014**

**Workshop Session IV**

**3:45 p.m. to 5:00 p.m.**

## III. Using the Engineering Design Process to Develop Relationship Skills Among Underrepresented & Neurodiverse Learners, K-12

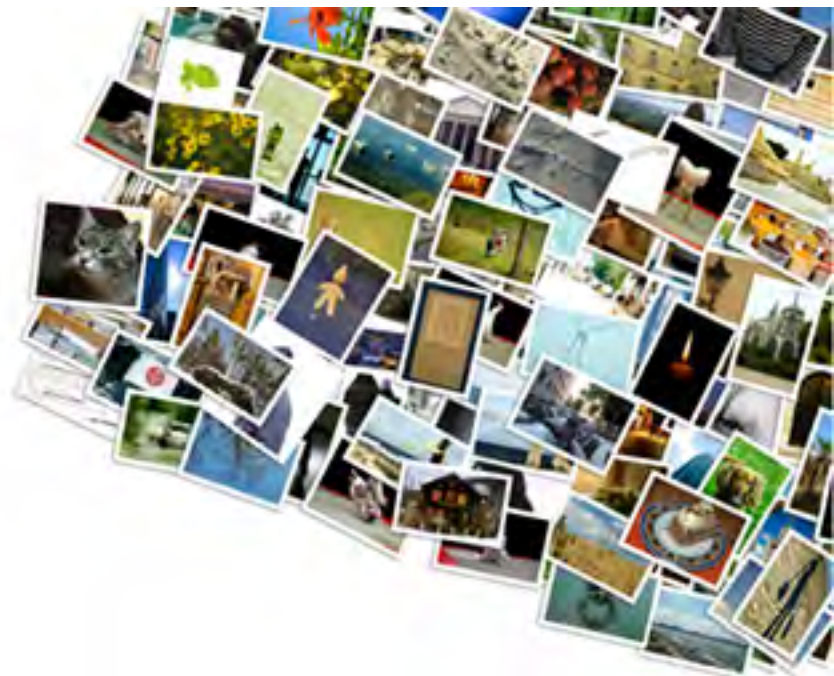
Speaker: Ann McMahon, Engineer and K-12 Educator, Custom K-12 Engineering

Location: Van Buren Room

Description: Use the engineering design process as a context for social and emotional exercises that build relationship skills. Learn about relevant research and developmental milestones in the fields of neuroscience and social/emotional learning. Then apply what you learn to craft engineering learning opportunities that capitalize on and develop the neurodiverse strengths of your K-12 students. This integration of engineering practices and social/emotional development has received the American Psychoanalytic Association's highest award for interdisciplinary research and practice.

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IV. Bridging Access to Community College and Employment for Women Veterans

Speakers: Nancy Glowacki, Women's Veterans Program Manager, U.S. Department of Labor  
Anna Crenshaw, Assistant Director of Veterans Benefits Administration Outreach,  
U.S. Department of Veterans Affairs

Location: Commonwealth Room

Description: This session will explore the barriers that women veterans face when transitioning from military life to civilian life. Best practices to increase access to education and employment and the support needed to ensure success will be discussed. Experts from the Department of Labor's Women's Veterans program and the Veterans Administration will share resources and services available that every educator needs to know about when working with this population.

**Thursday, April 10, 2014**  
Workshop Session V  
9:15 a.m. to 10:30 a.m.

I. Navigating the Federal Rules of Grants Management

Speaker: Michael Brustein, Partner, Brustein & Manasevit, PLLC

Location: Harrison Room

Description: If your responsibility includes the development of a budget or application using federal funds, or reviewing budgets and applications, then you will want to participate in this hands on workshop. Michael Brustein, a nationally recognized authority on federal grants management, will walk attendees through the Education Department General Administrative Regulations (EDGAR), as well as the OMB Circulars on Cost (A-87, A-21, A-122) and OMB Circular on Audits (A-133). He will profile the basic standards of financial management and will discuss the requisite internal controls on inventory, cash, procurement, and time and effort management.



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# Session descriptions

**Thursday, April 10, 2014**

**Workshop Session V**

**9:15 a.m. to 10:30 a.m.**

## II. Systemic Equity Work: A School District Perspective

Speakers: Dr. Lisa Williams, Director  
Office of Equity and Cultural Proficiency, Baltimore County Public Schools  
Dr. Tracey Durant, Special Projects Manager  
Office of Equity and Cultural Proficiency, Baltimore County Public Schools  
Jennifer Audlin, Resource Teacher  
Office of Equity and Cultural Proficiency, Baltimore County Public Schools  
Elizabeth Candor, Teacher  
Office of Equity and Cultural Proficiency, Baltimore County Public Schools  
Candice Logan-Washington, Specialist  
Office of Equity and Cultural Proficiency, Baltimore County Public Schools

Location: Wilson Room

Description: Baltimore County Public Schools is undertaking systemic equity work to ensure that all students graduate globally competitive by raising the bar and eliminating achievement gaps. The Office of Equity and Cultural Proficiency has a deliberate focus on enhancing the capacity of staff throughout the organization to apply the lens of cultural competence to meet the needs of all learners. This presentation will describe (1) the adaptive nature of the systemic process, (2) specific support offered to schools, and (3) ongoing professional development designed to enable staff across the organization to apply an equity lens.

## III. Minorities in Energy/Women in Energy: Two Programs from the Department of Energy Office Economic Impact and Diversity

Speaker: Joshua Sneideman, Albert Einstein Distinguished Educator Fellow, Department of Energy

Location: Van Buren Room

Description: For the United States to stay competitive in the global clean energy economy and effectively address the challenges of climate change, we need to draw upon all the talent available in this country. The Minorities in Energy Initiative strives to ensure that our energy workforce more fully reflects the diversity and strengths of the country. Women@Energy, showcases talented and dedicated employees who are helping change the world, ensuring America's security and prosperity through transformative science and technology solutions.



IV. STEM for ALL and ALL for STEM! Counseling Tools for Student Engagement

Speaker: Meagan Pollock, Consultant, National Alliance for Partnerships in Equity

Location: Jackson Room

Description: STEM careers are in demand, and opportunities are available for every student. This interactive session will empower counselors to effectively communicate to students the breadth of opportunities and pathways in STEM careers through the use of NAPE's STEM Career Counseling Toolkit. Counselors will leave with a variety of tools at their fingertips, ready to use for introducing, directing, and encouraging students to learn about and consider careers in STEM.

**Thursday, April 10, 2014**  
Workshop Session VI  
10:45 a.m. to 12:00 p.m.

I. Infusing Equity in Career and Technical Education Teacher Preparation Programs

Speakers: Ruth Durkee, Assistant Director for Adult Education & Adjunct Faculty Member, Vermont State College System, Randolph Technical Career Center  
Gerry Reymore, Environmental Resource Management Instructor and Adjunct Faculty Member, Vermont State College System, Randolph Technical Career Ctr.

Location: Harrison Room

Description: Learn how Vermont is addressing issues of equity in its CTE Teacher Preparation Program. The presenters have developed and co-teach a required course for new teachers that focuses on creating safe and respectful learning environments; recruiting, supporting, and retaining students in programs that are nontraditional for their gender; and intentionally addressing the poverty-based achievement gap. This course has also led to the development of training for school administrators on these topics.

II. Engineering Research Centers (ERC): Developing School-Community-ERC Partnerships to Engage African-American Girls in Science, Technology, Engineering & Math (STEM)

Speaker: Shelly Renee Brown, Education and Outreach Coordinator, University of Pittsburgh

Location: Wilson Room

Description: African American women are underrepresented in STEM professions, despite demonstrating aptitude and interest as K-12 students. This underrepresentation is an economic issue and a matter of social justice. The jobs of the 21st century require a technologically ready workforce; yet, an entire sector of the population is being ignored. Engineering Research Centers present unique opportunities for school-community-university collaborations on initiatives that engage African American girls in STEM. This workshop will explore these partnerships and replication options.



For more information, visit <http://www.napequity.org/>  
and click on Professional Development Institute

# Session descriptions

**Thursday, April 10, 2014**  
Workshop Session VI  
10:45 a.m. to 12:00 p.m.

## III. Advancing Equity—Increasing the Ranks of Effective Title IX/ Civil Rights Coordinators

Speakers: Sue Klein, Education Equity Director, Feminist Majority Foundation  
Karen Humphrey, Retired Administrator/Equity Consultant, CA Dept. of Education

Location: Van Buren Room

Description: OCR is providing a new opportunity to encourage the appointment of Title IX and other civil rights coordinators by requesting their contact information in the universal mandatory Civil Rights Data Collection starting in 2014. Workshop participants will brainstorm on using past successes and new strategies to seize this opportunity to create and sustain effective Title IX coordinators at all governmental and educational levels from SEAs to individual schools and from preschool to graduate school.

## IV. The Five Judgments: Analysis of Brand & Cultural Stereotyping on Performance

Speaker: Debjani Biswas, Author, *Unleash the Power of Diversity*

Location: Jackson Room

Description: The Five Judgments is an original framework that analyzes the impact of diversity on personal effectiveness. Using groundbreaking new connects from her book *Unleash the Power of Diversity: Multi Cultural Competence for Business Results*, the presenter will show participants how easily cultural stereotyping can occur in the classroom. The Five Judgments are Reputational Currency, Physical Impact, Auditory Cues, Distinguishing Markers, and Work Product. Armed with these new concepts, it will become easier to answer the questions: Does being different work for, or against, our diverse students? How can our students be more successful in STEM careers by understanding, and inoculating against, bias and stereotype? This is an interactive, entertaining session, which past participants have categorized as “life altering.”





# NAPE *People*

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At Xerox, diversity is more than a goal, it's a way of life. We've always been home to a wide range of people with different ways of thinking and seeing the world. That's why we're proud to support NAPE in their efforts and achievements in advancing greater access, equity, and diversity in education and the workforce for every individual. Because at the end of the day, it's not who stands where, it's about how high you can reach when you stand together.

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# Navigator



## Shuttle

There is complimentary shuttle service from the hotel to the Metro. The shuttle picks up outside the main entrance on the Lower Lobby Level on 11th Street and leaves for the Metro every 30 minutes. (Metro maps are included in your packets.)

## Taxi Services

Recommended by the Hotel:  
Red Top Taxi (703) 522-3333  
Yellow Cab (703) 522-2222

## Hotel Address & Phone

300 Army Navy Drive  
Arlington, Virginia 22202  
(703) 416-4100

## Pentagon City Metro

- Walking directions from the Metro to the hotel (10-15 min walk):
- Exit the Pentagon City Metro onto S. Hayes St. in front of the Pentagon City Mall
  - Turn left onto S. Hayes St. Pass the shopping mall and walk along S. Hayes St. until you reach Macy's facing Army Navy Dr.
  - Turn right onto Army Navy Dr. and walk three blocks. DoubleTree will be on right.





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At Lockheed Martin, when we envision the future, we see a world of never-ending possibility. But that future will never be realized unless we prepare today's students for tomorrow's challenges. That's why it is so vitally important for educators, parents, and companies like ours to encourage young people to study science, technology, engineering, and math. And it's also why Lockheed Martin is proud to support the National Alliance for Partnerships in Equity (NAPE) 2014 Professional Development Institute.

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