



$$E^2=P^3$$

Equation for Excellence = Partnerships, Policy, Practice

2015 Professional Development Institute

April 21-23, 2015 • The Westin, Alexandria, VA





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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 2015 Professional Development Institute (PDI). This year, we have focused the event on our Equation for Excellence: Partnerships, Policy, Practice ($E^2=P^3$). President-Elect Jay Ramsey, the conference planning committee, and NAPE staff have worked diligently to create an exciting agenda that carries forward the traditions of quality and integrity of the annual NAPE PDI. The agenda is packed full of opportunities for our members and participants to form Partnerships, learn about Policy, and enhance our professional Practice.

NAPE continuously strives to showcase distinguished speakers who highlight vital issues impacting our profession and the students we serve daily, and this year's PDI is no exception. Our opening keynote represents a change from past years, in that we will be hearing directly from the students who are the focus of our equity efforts. Three current and former students, Emma Eaton, Fadumo Osman, and Kiva Uhuru, and one faculty member, Tara Sikorski, from San Jose High School (SJHS) in California, will present mini-talks based on their experiences in our PIPE-STEM program. Tuesday's keynote will boost our entrepreneurial spirits as we hear from Estella Mims Pyfrom, former career and technical education teacher, now CEO and founder of Estella's Brilliant Bus, an organization aimed at helping children in underserved areas get educational training, empowering experiences, and access to technology. Our closing keynote, Anton Treuer, PhD, Executive Director of the American Indian Resource Center at Bemidji State University, will shed light on a special population that often gets lost among the others, American Indians. This diverse group of keynotes each highlights ways to enhance your own practice in your "Equation for Excellence," and I am sure you will be pleased with the results.

On Wednesday, we will focus on the "Policy" factor of our Equation. Our Director of Public Policy, Lisa Ransom, and the Public Policy Committee, chaired by Lou Ann Hargrave, have created a half day full of briefings followed by afternoon congressional office visits. The slate of speakers, including representatives and policy advocates, will keep us informed about the latest initiatives to enhance public policy for equity in education.

In addition to the fabulous speakers and workshops that will enhance your professional "Practice" and "Policy" knowledge, we have taken great care to provide ample opportunity for you to boost your excellence through forming your own Partnerships. Be sure to take advantage

of these opportunities, reconnecting with old friends and making new ones at events such as Tuesday evening's NAPE Education Foundation silent auction and reception and Wednesday evening's Birds of a Feather dinners. The connections I make and the conversations I have with my fellow equity professionals always leave me feeling rejuvenated and excited to continue my work—and I know they will for you as well.



We hope your experience at the PDI is as exciting and fruitful as we planned, but we want to hear from you. As our fellow members and constituents, we strongly value your feedback as we continuously strive for excellence in service. To that end, please be sure to 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 event for our "Equation for Excellence: Partnerships, Policy, and Practice." They continue to demonstrate this excellence in their own work, and help us do ours.

With warmest wishes,

Teresa M. (Terri) Boyer
President
National Alliance for Partnerships in Equity

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Schedule at a Glance

Sunday, April 19, 2015	
Bell Room	
9:00 am - 5:00 pm	NAPE Education Foundation Board Meeting
Curie Room	
3:00 pm - 7:00 pm	Workshop for Prospective Consultants
Monday, April 20, 2015	
Edison EFG	
9:00 am - 5:00 pm	STEM Equity Pipeline Leadership Institute
Bell Room	
9:00 am - 5:00 pm	Pre-Conference Session
Whitney Room	
5:00 pm - 7:00 pm	New Member Reception
Banneker Room	
7:00 pm - 9:00 pm	NAPE Trainer and Consultant Reception (by invitation only)
Tuesday, April 21, 2015	
Inventors Foyer	
7:00 am - 4:00 pm	Registration
7:30 am - 8:30 am	Continental Breakfast
Edison DEFG	
8:15 am - 9:00 am	Opening Session: The STEM Equity Pipeline in Action
Workshop Sessions	
9:15 am - 10:30 am	Banneker/Bell/Whitney/Wright/Edison AB
10:45 am - Noon	Banneker/Bell/Whitney/Wright/Edison AB
Edison DEFG	
Noon - 1:45 pm	Awards Luncheon: Speaker – Estella Mims Pyfrom
Curie Room	
2:00 pm - 5:00 pm	Business Alliance Council Meeting
Workshop Sessions	
2:15 pm - 3:30 pm	Banneker/Bell/Whitney/Wright/Edison AB
3:45 pm - 5:00 pm	Banneker/Bell/Whitney/Wright/Edison AB



Schedule at a Glance

Tuesday, April 21, 2015 (cont.)	
Edison EFG	
5:30 pm - 7:00 pm	Silent Auction/Reception
Wednesday, April 22, 2015: Public Policy Day	
8:00 am - 8:40 am	Travel to the Hill
8:40 am - 9:15 am	Continental Breakfast on Capitol Hill
9:15 am - 12:30 pm	Public Policy Day Program
1:30 pm - 5:00 pm	Visit With Legislators on the Hill
Whitney Room	
4:00 pm - 6:30 pm	NAPE Executive Committee Meeting
Lobby	
6:45 pm	Meet for Birds of a Feather Dinner
Off Site	
7:00 pm	Birds of a Feather Dinner
Thursday, April 23, 2015	
Inventors Foyer	
7:30 am - 8:00 am	Continental Breakfast
Edison EFG	
8:00 am - 9:00 am	NAPE Membership and Board Meeting
Workshop Sessions	
9:15 am - 10:30 am	Banneker/Bell/Whitney/Wright
10:45 am - Noon	Banneker/Bell/Whitney/Wright
Edison EFG	
Noon - 1:30 pm	Closing Luncheon: Anton Treuer, PhD
Whitney Room	
2:00 pm - 5:00 pm	Assembly of Trainers (by invitation only)

Workshop Sessions at a Glance

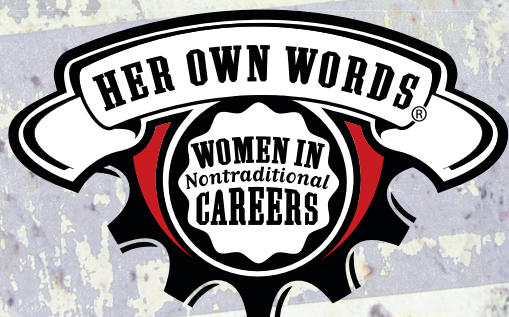
Tuesday, April 21, 2015: Session I, 9:15 am - 10:30 am	
Banneker	Developing Racial Consciousness to Enhance Participation in STEM Careers
Bell	Successful Practices, Solutions to Common Challenges and Resources: Findings from 10 Years of NSF Funding for Students with Disabilities in STEM Postsecondary Education
Whitney	Creating Community Partnerships for Education Equity
Wright	You're Hired!—Looking at the Impact of an Authentic STEM Experience Based on Gender
Edison AB	What You Don't Know About the Federal Policy Pipeline May Hurt You!
Tuesday, April 21, 2015: Session II, 10:45 am - Noon	
Banneker	Unleash the Power of Diversity for STEM Success
Bell	Improving Access to STEM Education and Employment for Deaf and Hard-of-Hearing Students
Whitney	A Canary in the Coal Mine: Taking a Deeper Look at the Race-based Achievement Gap and What Must Be Done to Effectively Address It
Wright	Access, Equity, and Diversity in Local Workforce Programs
Edison AB	A Blueprint for Embedding Micromessaging in Teacher Preparation Programs
Tuesday, April 21, 2015: Session III, 2:15 pm - 3:30 pm	
Banneker	Supporting Underrepresented Males in CTE Programs
Bell	If You Have Their Hearts, You Have Their Heads: Using AVID Strategies to Create Positive Relationships with Underserved Students
Whitney	White Privilege 101
Wright	The Do's and Don'ts of Harassment Investigations: Ensuring Safe and Respectful Learning Environments
Edison AB	Building Capacity for Race-Conscious Decision Making
Tuesday, April 21, 2015: Session IV, 3:45 pm - 5:00 pm	
Banneker	Ensuring Equity in State STEM Initiatives/Success with Sustainability: The Ohio STEM Equity Pipeline
Bell	Cisco's Public/Private Partnership Delivers STEM Curricula Mapped to Employment
Wright	Moving the Needle: Women in Engineering and Computing
Edison AB	Not All College Majors Are Created Equal: A Plan to Recruit Undecided College Majors to STEM Fields



Workshop Sessions at a Glance

Thursday, April 23, 2015: Session V, 9:15 am - 10:30 am	
Banneker	Introducing NAPE's New Explore Nontraditional Careers Toolkit
Bell	California Community College Special Populations Collaborative Project
Whitney	Everything You Wanted to Know About Indians But Were Afraid to Ask
Wright	Creating Pipelines for Under-Represented Populations for High Demand Occupations
Thursday, April 23, 2015: Session VI, 10:45 am - Noon	
Bell	Equitable Instructional Strategies for Improving Special Population Outcomes in CTE
Banneker	Women and Engineering: Building Confidence and Interest
Wright	Bringing a Gender Lens to Job Training

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Jocelyn Riley, Producer
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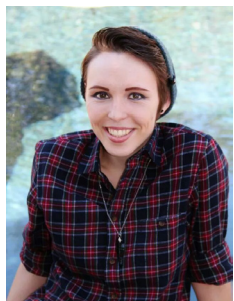
Speakers

Opening Session



Tara Sikorski has been a public educator for 11 years, with 9 years of experience teaching biology and Project Lead The Way (PLTW) engineering at San Jose High School (SJHS). Her passion for providing all students with high-quality science instruction is evident in her collaborative, rigorous, and project-based learning environment. Ms.

Sikorski's involvement at San Jose High School extended beyond the classroom. She was the PLTW and CTE department chair, and she participated in the SJHS STEM Equity Pipeline professional learning committee. In 2012, she received the Santa Clara County Office of Education & Texas Instruments Innovations in STEM Teaching Award. Ms. Sikorski recently transitioned to the role of district instructional science coach, supporting teachers in San Jose Unified School District as they shift to the Next Generation Science Standards. Her passion for equity in science education continues as she works with teachers to ensure that all students have access to high-quality science instruction.



Emma Eaton was born and raised in San Jose, California, where she attended San Jose High School. During high school she completed the Project Lead The Way curriculum and International Baccalaureate program, while being immersed in the diverse Bay Area community. During her senior year, Ms. Eaton along with several other students became involved

with the NAPE STEM Equity Pipeline and organized a TED-talks-style equity conference. Ms. Eaton has always been passionate about human rights issues and served as the president of her school's Gender and Sexuality Alliance (GSA) where she worked to spread acceptance of the queer community. She is currently enrolled as a freshman in Cornell's College of Arts and Sciences, where she is pursuing a major in psychology with minors in Spanish, feminist gender and sexuality studies, and Global Health. Ms. Eaton hopes to become a school psychologist as well as to work on implementing policy to create a more equitable school environment.



Fadumo Osman is a freshman majoring in computer science at New York University (NYU). She was first exposed to the different disciplines in engineering in her Project Lead The Way courses in high school. After winning an aspirations award from NCWIT (National Center for Women & Information Technology), she started to dedicate her time

toward pushing for strategies to ensure that other girls and minorities enroll in STEM-based courses. Working with NAPE on the student task force at San Jose High School motivated her to pursue computer science in college. She currently serves on NYU's Technology and Research Committee and board for the Women in Computing Group. Her free time is spent on her photography, hiking, or checking out a new coffee shop.



Kiva Uhuru is an 18-year-old Bay Area content producer and a senior at San Jose High School, with a trained eye for the cutting edge in artificial intelligence, virtual reality, and STEM equity. She spoke to the importance of diversity in STEM at the Project Lead The Way Summit in Indianapolis this past November. For Ms. Uhuru, part and parcel

to studying computers and robotics is understanding the nuanced tech industry surrounding her hometown of San Jose, California, and how that relates to class, race, and gender. When she is not producing music, animating, or studying, she is pouring her life into bluesy notes over her acoustic guitar. She brushes up on the latest and greatest in video games each year to prepare to teach game development in the summer at Digital Media Academy's Stanford location. Stanford University is her dream college, and there she hopes to continue to champion spaces of support and inclusion for girls, members of the LGBTQ+ and non-binary community, and individuals of all races, abilities, and social strata.



Speakers

Awards Luncheon



Estella Mims Pyfrom is an educator and founder and CEO of Estella's Brilliant Bus, a customized mobile learning center that travels throughout Palm Beach County in Florida. The mission of Estella's Brilliant Bus is to create a network of opportunities that provide educational training and self-help experiences in underserved areas to empower children and

families with life-long learning and access to technology. This mission stems from Ms. Pyfrom's passion to help unprivileged families improve their standard of living.

Ms. Pyfrom was one of seven children. Her father was a migrant worker, crew leader, and camp manager. Her mother assisted her husband with the crew and operated a sandwich wagon in the fields. Neither parent had more than a fourth grade education.

Ms. Pyfrom earned bachelor's and master's degrees in elementary education, vocational home economics, and administration and supervision from A&M University in Tallahassee, Florida. She received a certification in guidance and counseling from Florida Atlantic University in Boca Raton, Florida.

Ms. Pyfrom's experience as an educator is extensive. She served as a K-12 classroom teacher for 3 years, a guidance counselor for 31 years, a summer school principal for 2 years, and an area resource teacher for 6 years for the School District of Palm Beach County. She also worked as an adult education instructor for 26 years. During her tenure with the school district, she chaired many departments, served on Superintendent's Advisory Committees to review all new programs and materials, and acted as auxiliary coach for the Glades Central High School Band.

Ms. Pyfrom was a group home owner and operator for mentally and physically challenged individuals and provided long-term care for 28 years. As Guardian Ad Litem for 7 years, she advocated for neglected and abused children. As a trained Supreme Court Certified Mediator and member of the District Crisis Assistance Team, she helped many families through difficult situations.

Ms. Pyfrom recently organized and operated a food pantry and is now a partner with Feeding South Florida, which distributes food to approximately 3,000 individuals each month. In addition, she piloted a tutoring program for children of homeless families. She extended the program's services to include college students so that they can work on assignments and to adults who are searching for jobs and housing.

Ms. Pyfrom has received numerous awards for her work, including CNN Hero, Toyota Standing Ovation, and Woman of Worth. She was included in the 2012 Who's Who Global Directory, and she was hosted by the President and First Lady at the White House. Estella's Brilliant Bus has been featured on national TV programs and in a recent Microsoft Super Bowl commercial.

Closing Session



Anton Treuer, PhD (pronounced troy-er) is Executive Director of the American Indian Resource Center at Bemidji State University and author of 13 books. He has a BA from Princeton University and an MA and PhD from the University of Minnesota. He is Editor of the *Oshkaabewis* (pronounced o-shkaah-bay-wis) *Native Journal*, the only academic journal of the Ojibwe

language. Dr. Treuer has presented all over the United States and Canada and in several foreign countries on *Everything You Wanted to Know About Indians But Were Afraid to Ask*, *Cultural Competence & Equity*, *Strategies for Addressing the "Achievement" Gap*, and *Tribal Sovereignty, History, Language, and Culture*. He has sat on many organizational boards and has received more than 40 prestigious awards and fellowships, including ones from the American Philosophical Society, the National Endowment for the Humanities, the National Science Foundation, the MacArthur Foundation, the Bush Foundation, and the John Simon Guggenheim Foundation. His published works include *Everything You Wanted to Know About Indians But Were Afraid to Ask* ("Minnesota's Best Read for 2010" by The Center for the Book in the Library of Congress), *The Assassination of Hole in the Day* (Award of Merit Winner from the American Association for State and Local History), *Atlas of Indian Nations*, *Mino-doodaading: Dibaajimowinan Ji-mino-ayaang*, *Naadamaading: Dibaajimowinan Ji-nisidotaading*, *Wijikiwending*, *Ezhichigeyang: Ojibwe Word List*, *Awesiinyensag: Dibaajimowinan Ji-gikinoo'amaageng* ("Minnesota's Best Read for 2011" by The Center for the Book in the Library of Congress), *Living Our Language: Ojibwe Tales & Oral Histories*, *Aaniin Ekidong: Ojibwe Vocabulary Project*, *Indian Nations of North America*, and *Omaa Akiing*.

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Session Descriptions

Tuesday, April 21, 2015

Workshop Session 1
9:15 am - 10:30 am • Banneker

Developing Racial Consciousness to Enhance Participation in STEM Careers

Lisa Williams, PhD

Director

Baltimore County Public Schools

This presentation will help participants understand that the ability to negotiate and navigate challenges related to diversity in social identity (specifically racial identity) is a critical competency in engaging underrepresented populations to pursue STEM careers. The connection between cultural competency and advancing access to the types of curricular experiences needed to prepare marginalized groups for active participation at the high school and college levels in rigorous STEM offering will be examined. **A special book signing will follow.**

Workshop Session 1
9:15 am - 10:30 am • Bell

Successful Practices, Solutions to Common Challenges and Resources: Findings from 10 Years of NSF Funding for Students with Disabilities in STEM Postsecondary Education

Linda Thurston

Associate Dean for Research

Kansas State University

Students with disabilities enter postsecondary STEM education at the same rate as their peers, but their retention and successful completion of degree programs is substantially lower. This workshop will include successful practices, resources and common challenges and solutions that were findings from a decade of NSF projects in the Research in Disabilities Education Program.

Workshop Session 1
9:15 am - 10:30 am • Whitney

Creating Community Partnerships for Education Equity

Janine Ingram

VP of Philanthropic Partnerships

MIND Research Institute

Zafar Brooks

*Director, Corporate Social Responsibility and
Diversity Inclusion*

Hyundai Motor America

Philanthropic partnerships can leverage resources to attack big problems, but they are often challenging to create. Through an interactive panel composed of philanthropists, corporations, and school district leaders, participants will explore how a common goal of educational equity can create strong community partnerships. Participants will gain knowledge of pitfalls and best practices, investigate why companies should devote time and resources to community partnerships, discuss how corporations can benefit from partnerships, and share examples of successful partnerships.

Workshop Session 1
9:15 am - 10:30 am • Wright

You're Hired!—Looking at the Impact of an Authentic STEM Experience Based on Gender

Kristin Brevik

STEM Outreach Specialist

North Dakota State College of Science

With the growing need for qualified employees in STEM-based careers, it is important to develop activities for students to increase their awareness of opportunities in these areas. With proper design, increasing awareness of STEM-based careers in conjunction with overcoming current stereotypes can lead to a change in attitudes toward these various careers. The presenter will review the impact that the "You're Hired!" program had on students based on gender.

Session Descriptions

Workshop Session 1
9:15 am - 10:30 am • Edison AB

What You Don't Know About the Federal Policy Pipeline May Hurt You!

Lou Ann Hargrave

Student Service Coordinator
Oklahoma Department of Education

Debra Huber

Administrator of Dept. of CTE
North Dakota Department of CTE

Ever wonder how we got here and how we will continue equity in Career and Technical Education? In this session presenters will provide a brief overview of past and current equity legislation that has changed career and technical education; how equity legislative language was protected and in some cases eliminated; the legislative economic impact on equity initiatives; and what we must do to ensure equity legislation continues.

Workshop Session 2
10:45 am - Noon • Banneker

Unleash the Power of Diversity for STEM Success

Debjani Biswas

Author
Coachieve

NAPE welcomes back Debjani Biswas, author of *Unleash the Power of Diversity* and popular session presenter at the 2014 NAPE PDI. Leveraging real-life examples from 20 years of experience across 17 countries, Ms. Biswas, NAPE trainer, author, and international speaker, will bring original concepts to life in a fun, safe environment. How can we leverage diversity for STEM success, building resilience and reducing bias? Participants will take a "Diversity Foray" and learn about a practical toolkit of do's and don'ts. Previous participants have called Ms. Biswas' sessions "life altering." **A special book signing will follow.**

Workshop Session 2
10:45 am - Noon • Bell

Improving Access to STEM Education and Employment for Deaf and Hard-of-Hearing Students

Donna Lange

Associate Professor, Center Director
DeafTEC, RIT/NTID

Myra Pelz

Associate Professor
RIT/NTID

The National Science Foundation established a national center of excellence, DeafTEC, at the National Technical Institute for the Deaf, a college of the Rochester Institute of Technology. DeafTEC provides teachers with resources on best instructional practices, students and parents with information on STEM careers, and employers with training on successfully integrating d/hh graduates into the workforce. This presentation will update participants on new DeafTEC resources and describe its high school, community college, and industry partnerships.

Workshop Session 2
10:45 am - Noon • Whitney

A Canary in the Coal Mine: Taking a Deeper Look at the Race-based Achievement Gap and What Must Be Done to Effectively Address It

Heather Hackman, EdD

Founder and President
Hackman Consulting Group

This workshop exposes the deeper roots of the race-based achievement gap with the intention of helping educational practitioners chart a more successful course in responding to it. Specifically, the session identifies key structural barriers in education regarding race, racism, and white privilege and poses a framework for addressing them individually, interpersonally, and systemically.



Session Descriptions

Workshop Session 2 **10:45 am - Noon • Wright**

Access, Equity, and Diversity in Local Workforce Programs

Daria Daniel

Associate Legislative Director
National Association of Counties

Carolyn Coleman, Esq.

Director of Federal Advocacy
National League of Cities

The National Association of Counties (NACo), the National League of Cities (NLC), and their members have had longstanding commitments to provide equal access to education and training programs, and to ensure diversity and equity within these programs. These objectives are important to the success of the Workforce Innovation and Opportunities Act (WIOA), the successor to the Workforce Investment Act (WIA), and should be reflected in the outcomes of local workforce programs. This session will focus on ensuring access, equity, and diversity in local WIOA programs and will provide examples from local programs that are working to achieve these outcomes.

Workshop Session 2 **10:45 am - Noon • Edison AB**

A Blueprint for Embedding Micromessaging in Teacher Preparation Programs

Floyd Dorsey

Clinical Professor
University of Texas at Dallas

Tegwin Pulley

Texas Director
NAPE

UTeach Dallas and NAPE collaborated to create a blueprint to overlay/integrate NAPE's

Micromessaging into the UTeach Dallas curriculum. UTeach Dallas is a highly successful STEM teacher preparation program at the University of Texas at Dallas that recruits STEM undergraduates to teach secondary mathematics and science. The blueprint provides rich knowledge for program improvement in pre-service teacher preparation programs. The NAPE and UTeach collaboration was made possible by a grant from the Communities Foundation of Texas.

Workshop Session 3 **2:15 pm - 3:30 pm • Banneker**

Supporting Underrepresented Males in CTE Programs

Eva Scates-Winston

CTE Equity Specialist
MN State Colleges and Universities

Retaining male students from underrepresented populations in career and technical education programs is a challenge, especially in programs considered nontraditional for males. Addressing this challenge is critical in building career pathways that transition secondary students into appropriate postsecondary programs and on to livable wage careers. This session will highlight new perspectives in supporting male enrollment into community colleges. Participants will share and discuss strategies related to increasing participation and retention of males from low socioeconomic groups and communities of color.

Session Descriptions

Workshop Session 3
2:15 pm - 3:30 pm • Bell

If You Have Their Hearts, You Have Their Heads: Using AVID Strategies to Create Positive Relationships with Underserved Students

Jody Ratti
AVID Site Coordinator
Anne Arundel County Public Schools

Rob Gira
Executive Vice President
AVID Center

In this presentation, participants will learn about AVID's proven strategies for establishing strong relationships for student achievement and strategies for keeping those relationships productive. Participants will use a variety of strategies to practice building and maintaining positive relationships, focused on college readiness. The presentation will use recent educational research to show the importance and effectiveness of strong relationships on increasing student achievement across all student groups and socioeconomic backgrounds, along with the power of the positive peer group and a focus on college readiness.

Workshop Session 3
2:15 pm - 3:30 pm • Whitney

White Privilege 101

Eddie Moore Jr.
Director
The Privilege Institute

This interactive, informational, challenging, and energetic session examines and explores white privilege/oppression and the imperative that those promoting diversity must "get in on the conversations." Participants will leave with the skills and knowledge necessary to begin addressing issues of white privilege/oppression individually and institutionally.

Workshop Session 3
2:15 pm - 3:30 pm • Wright

The Do's and Don'ts of Harassment Investigations: Ensuring Safe and Respectful Learning Environments

Ruth Durkee
Assistant Director for Adult Education
Randolph Technical Career Center

Gerry Reymore
Environmental Resource Management Teacher
Randolph Technical Career Center

Vermont law affords parents the right to request an independent review of how schools have handled harassment complaints. This process has shown that many responsible for conducting investigations are well-intentioned but lack the skills or training to conduct effective investigations. This workshop will explore what makes a good investigation, investigation do's and don'ts, and common mistakes to avoid. It will also provide an opportunity for participants to hone their investigation skills by participating in a "live" investigation.

Workshop Session 3
2:15 pm - 3:30 pm • Edison AB

Building Capacity for Race-Conscious Decision Making

Lisa Williams
Director of Equity and Cultural Proficiency
Baltimore County Public Schools

Jennifer Audlin
Office of Equity and Cultural Proficiency
Baltimore County Public Schools

Tracey Durant
Special Projects Manager/Office of Equity and Cultural Proficiency
Baltimore County Public Schools



Session Descriptions

Candace Logan-Washington

*Specialist/Office of Equity and Cultural Proficiency
Baltimore County Public Schools*

Baltimore County Public Schools stepped into the challenge of achieving systemic equity in 2013. Join the presenters to explore the first 2 years of the systemic racial equity transformation process and the impact on STEM Equity. Leave this session with information and insights about how you can begin to address racial disparities systemically in your school district.

Workshop Session 4

3:45 pm - 5:00 pm • Banneker

Ensuring Equity in State STEM Initiatives/ Success with Sustainability: The Ohio STEM Equity Pipeline

Jennifer Jirous

*Adult Partnerships Initiatives Manager
Colorado Department of Education*

Ben Williams

*Director of Special Projects
National Alliance for Partnerships in Equity*

Since 2011, Ohio has had great success in expanding the work started through the NSF-funded STEM Equity Pipeline Project. Through a unique partnership between Ohio Department of Education, Columbus State Community College, and NAPE, PIPE-STEM has been implemented with 14 different career centers and their educational and business partners; Micromessaging to Reach and Teach Every Student has been implemented with two different teams; and Counselor Training has been provided. Learn more about the structure and successes of this exciting expansion project!

Workshop Session 4

3:45 pm - 5:00 pm • Bell

Cisco's Public/Private Partnership Delivers STEM Curricula Mapped to Employment

Marie Zwickert

*Business Development Manager
Cisco*

Louis D'Alessandro

*Director of GMU Academy Support
George Mason University*

David Hall

Montgomery College

Nancy Null

*Support and Training Manager
Towson University, Cisco ASC/ITC*

Shade Adeleke

Center of Applied Technology North

The 'T' in STEM is for Technology. The United States faces a serious technology skills gap in the workforce as IT jobs go unfilled. To strengthen regional, community, and individual success, Cisco Networking Academy participates in public-private partnerships with high schools, community colleges, and universities, delivering IT and networking courses to bring economic empowerment to students of all ages. Courses lead to industry-recognized certifications, better salaries, and more career options for new graduates of secondary and postsecondary, returning adults, military, veterans, and their families. Students have a variety of career development opportunities, including skills competitions, real-world experience, and networking with Cisco engineers. Learn how the program was established and is successfully expanding in your area, and how it uses fun videos to build curiosity for IT careers.

Session Descriptions

Workshop Session 4
3:45 pm - 5:00 pm • Wright

**Moving the Needle:
Women in Engineering and Computing**

Catherine Hill

Vice President for Research

American Association for University Women

This presentation will address leveling the playing field for women in engineering and computing by describing the latest evidence that stereotypes and gender bias affect outcomes for women in engineering and similar fields. This presentation is based on a literature review of more than 750 publications on the topic of women in engineering and computing across multiple disciplines conducted for the AAUW research report *Moving the Needle: Women in Engineering and Computing*, funded in part by the National Science Foundation. Research highlighted in this report includes recent findings on gender bias and evaluations, gender bias and self-concepts, gender differences in priority placed on working with and helping others, the importance of professional role confidence, stereotype threat in the workplace, and changes in college and workplace environments that support women's representation in engineering and computing. The presentation will also include recommendations to address remaining barriers and move the needle on women's representation in engineering.

Workshop Session 4
3:45 pm - 5:00 pm • Edison AB

**Not All College Majors Are Created Equal:
A Plan to Recruit Undecided College
Majors to STEM Fields**

Sarah Miller

Assistant Professor of Mathematics

Community College of Baltimore County

This project, began through the author's participation in NAPE's Educator's Equity in STEM Academy, encourages college algebra students to consider careers in STEM. Anecdotal evidence from students indicates that this project helped them to remain engaged in the course and to better see the value of what they were learning. Statistical increases in the numbers of self-reported STEM majors were recorded each semester in which this project was implemented. Within this project, specific focus was given to the recruitment of females and underrepresented minorities to STEM. This project could be easily adopted for use in other mathematics courses as well as other disciplines.



Session Descriptions

Thursday, April 23, 2015

Workshop Session 5
9:15 am - 10:30 am • Banneker

Introducing NAPE's New Explore Nontraditional Careers Toolkit

Ben Williams, PhD
Director of Special Projects
NAPE

NAPE is rolling out the new "Explore Nontraditional Careers Toolkit" this May 2015. Come to this session to learn about its content and how you and your colleagues can use this new NAPE product to increase the participation, persistence, and program completion of students in nontraditional secondary and community college career and technical programs.

Workshop Session 5
9:15 am - 10:30 am • Bell

California Community College Special Populations Collaborative Project

Laurie Harrison
*Project Manager, Special Populations
Collaborative Project*
Foothill Associates

The California Community College Special Populations Project develops research-based products for serving special populations. The products contain information on student needs, educator strategies, and resources. They include Make a Difference for Special Population Students, Make a Difference for Limited English Proficient Students, Make a Difference for Nontraditional Students, Attract Women to STEM Careers, and the newly developed, The Case for Converting STEM to STEAM. Workshop participants will receive, review, and discuss these documents.

Workshop Session 5
9:15 am - 10:30 am • Whitney

Everything You Wanted to Know About Indians But Were Afraid to Ask

Anton Treuer, PhD
Executive Director
American Indian Resource Center/Bemidji State
University

Dr. Anton Treuer, Executive Director of the American Indian Resource Center at Bemidji State University will lay out the challenge we face in equity work in our communities and schools and some innovative efforts to address them today. Bring your questions for an interactive session and a fresh perspective on the greatest challenge of our times. **A special book signing will follow.**

Workshop Session 5
9:15 am - 10:30 am • Wright

Creating Pipelines for Under-Represented Populations for High Demand Occupations

Mallory Jensen
Advanced Manufacturing Coordinator
Hawkeye Community College

Keanna Levy
Admissions Representative
Hawkeye Community College

In 2013, a group of retired African-American engineers partnered with Hawkeye Community College to form a committee to address the needs of minorities in manufacturing. The presenters will discuss how the committee partnered with local workforce and industry partners, developed a unique application process, created short-term training programs that merged into the community college's credit program, and placed students immediately into high-demand manufacturing jobs after completion of the program.

Session Descriptions

Workshop Session 6
10:45 am - Noon • Bell

**Equitable Instructional Strategies
for Improving Special Population
Outcomes in CTE**

Charlotte Gray

Education Program Development Specialist
NJ Department of Education Office of Career and
Technical Education

This presentation will describe achievement gaps for special education, socioeconomic status, English language learners, and nontraditional students in CTE programs. It will provide equitable instructional strategies that address outcome gaps, and it will offer formative assessment tools for measuring strategy effectiveness.

Workshop Session 6
10:45 am - Noon • Banneker

**Women and Engineering:
Building Confidence and Interest**

Shawna Fletcher

Director, Women in Engineering Program
Texas A&M University

Women in Engineering programs have existed for more than 30 years, yet women's interest for engineering has not seen dramatic results. This presentation will center on 30 years' worth of effective practices and outcomes that have proven results. It will also explore how to find programs in your community and create partnerships to get long-term results for female students entering engineering majors.

Workshop Session 6
10:45 am - Noon • Wright

Bringing a Gender Lens to Job Training

Katie Onachila

*Program Manager, National Center for Women's
Employment Equity*
Wider Opportunities for Women

Carissa Schutzman

Dean of Workforce Solutions
Gateway Community and Technical College

Amanda Duncan

VP & Chief Business Development Officer
Workforce Alliance of South Central Kansas

The workshop will shine a light on policies and practices that can serve to help place traditionally under-represented workers in high-wage, high-skill jobs. The session will focus on how community colleges and job training programs can improve women's access to and retention in jobs and job training for nontraditional employment. The interactive workshop will highlight equity strategies for placing women and diverse populations in nontraditional fields. Examples of successful initiatives that tap into diversity goals will be featured, including partners from a community college and a workforce investment board. Both of these partners serve as the job training providers in WOW's Opportunities for Women in Nontraditional Employment Initiative.



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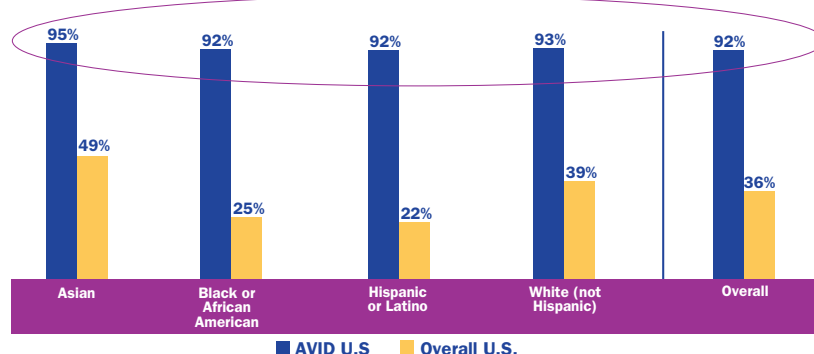
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AVID. (2014). AVID senior data collection: Study of 36,450 AVID seniors [Electronic Database].
Greene, J.P. and Forster, G. (2003). Public high school graduation and college readiness rates in the United States (Report No. 3). New York: Manhattan Institute for Policy Research. *Filipino and Other not classified by Greene and Forster (2003)
National data represents the most current comprehensive data available



AVID is a nonprofit organization that provides educators with proven, real-world strategies to accelerate the performance of underrepresented students so that these students and all students across the entire campus succeed in college, career, and life.

explore www.avid.org to learn more

Events

Silent Auction

Tuesday, April 21, 2015

Edison Ballroom

5:30 pm - 7:00 pm

Bidding on items will take place from 5:30-7:00 PM during the networking reception. Check out the unique donations, state-specific products, or equity-related items that are donated to our silent auction. All proceeds are used to support the NAPE Education Foundation and its projects and are tax deductible. This event is included in your registration fee.

Birds of a Feather Dinners

Wednesday, April 22, 2015

Off Site

7:00 pm

The Birds of a Feather dinners are a chance for you to dine with other conference attendees at venues in the Alexandria, VA, area. Members of the NAPE Executive Committee will host dinners at different locations. Sign up for a dinner at the registration table. You will pay only for your meal. Meet in the hotel lobby at 6:45 pm. All groups will leave from the hotel together at 7:00 pm.

Book Signings



Tuesday, April 21, 2015

Banneker Room

10:30 am - 10:45 am

Lisa Williams

When Treating All Kids the SAME Is the REAL Problem

Book Price: \$30



Tuesday, April 21, 2015

Banneker Room

Noon - 12:15 pm

Debjani Biswas

Unleash the Power of Diversity

Book Price: \$20



Thursday, April 23, 2015

Whitney Room

10:30 am - 10:45 am

Anton Treuer, PhD

Everything You Wanted to Know About Indians But Were Afraid to Ask

Book Price: \$20

NAPE would like to express extreme gratitude to this year's sponsors for their continued support and to all of you who graciously donated items for the annual silent auction!

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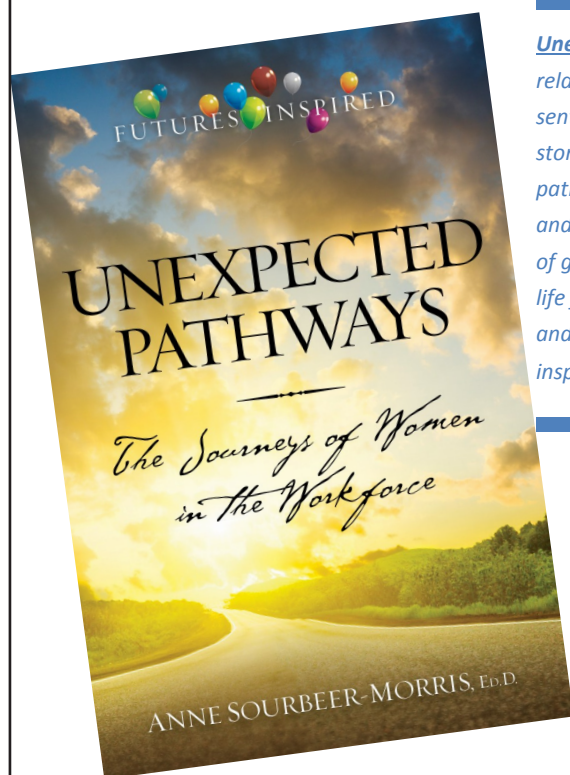


"As Quality Float Works, Inc. celebrates our centennial anniversary in the manufacturing industry, I look forward to offering continued support for NAPE-EF STEM initiatives and inspiring the next generation of women leaders."

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

Quality Float Works, Inc.

www.metalfloat.com | www.floatvalve.net



Unexpected Pathways: The Journeys of Women in the Workforce presents stories relating the career pathways of twenty-three multi-generational women representing diverse occupations, experiences and backgrounds. The stories reflect the stories of many women, expressing the intimate connection between one's career pathway and life journey. "Unexpected Pathways" shares stories of determination and perseverance - courage and resilience. "Unexpected Pathways" shares stories of greatness and fragility - survival and victory! And in the context of the career-life journey, "Unexpected Pathways" shares stories of healing and love. The stories and the five inspired lessons offered by the chapter authors, encourage hope and inspiration to women present and future.

Unexpected Pathways: The Journeys of Women in the Workforce

Anne Sourbeer Morris, Ed.D.

Available Now on Amazon.com

A. Morris Consulting, LLC acting as Futures Inspired

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"Create Futures by Inspiring Futures"





Navigator

Conference Hotel

The Professional Development Institute will take place at the Westin Alexandria located at 400 Courthouse Square, Alexandria, VA, 22134. The phone number of the hotel is (703)253-8600.

Registration

Registration is located in the Inventors Foyer, which is on the meeting level. It will be staffed the following hours:

Monday, April 20, 7:00 am - 5:00 pm
Tuesday, April 21, 7:00 am - 5:00 pm
Wednesday, April 22, 8:00 am - 9:00 am
Thursday, April 23, 7:00 am - Noon

Badges

You will receive your name badge, which is required for all meal functions, when you register. Please wear it at all times, on and off site.

Food and Drink

Your PDI registration fee includes: Tuesday breakfast and lunch, Wednesday breakfast on the Hill, Thursday breakfast and lunch, and various breaks throughout the conference.

Trademark—You'll enjoy contemporary American cuisine in the hotel's new restaurant, Trademark, which is open for breakfast, lunch, and dinner. Transform your day from the start with a SuperFoodsRx™ menu.

M-F 6:30 am - 11:00 pm

Starbucks—All your favorites conveniently located at the hotel. M-F 6:30 am - 6:00 pm

Bus Departures

Transportation to Capitol Hill on Wednesday will depart promptly at 8:00 am. Please meet in the hotel lobby at 7:45 am. Transportation back to the hotel will be your responsibility.

Evaluations

NAPE needs and appreciates your feedback. An overall Institute evaluation will be e-mailed to you after the PDI.

Business Center

The hotel's FedEx business center is located on the 2nd floor next to the Executive Offices. FedEx services are available M-F, 9-5. All other services are available 24 hours a day with a guest room key.

FedEx

The nearest FedEx Print and Ship Center is located at 2241 Eisenhower Ave, Alexandria, VA, 22314, which is about 2/10 of a mile from the hotel. Its hours are M-F, 7:30 am - 9:00 pm. Its number is (703) 299-6186.

Hotel Shuttle

The Hotel offers a shuttle service that makes a loop around Old Town. Please call the front desk to request a pick up.

Taxi Information

The Westin Alexandria is serviced by the Alexandria Yellow Cab. It's available 24 hours a day. Its number is (703) 549-2500. It takes about 15 minutes and \$15.00 to travel to Ronald Reagan Airport.

Get engaged in the online conversation!

Tag your PDI pictures and posts on social media with #NAPE2015. We will stream the pictures during the reception on Tuesday night.



HOLD THE DATE!

HOLD THE DATE!



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- Preconference workshops; topics include Career Pathways Leadership Certification
- Exhibits of the latest products and services in career and technical education

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- Policymakers
- Workforce Development

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Common Core • Common Technical Core • Teaching and Learning • Career Guidance



Questions?

Sheila Wilson • swilson@cord.org
Debbie Mills • dmills@cord.org

www.ncpn.info



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