



## WILLIAM JAMES COLLEGE

**Re:** WJC/BHELS Superintendent Leadership Conference on Teacher Diversification

**When:** July 30, 31, and August 1, 2024

**Where:** William James College located in Newton, Massachusetts

**Audience:** 12 school districts from across the Commonwealth of Massachusetts. District superintendents can bring 2 additional district leaders to create a team of 3. Total number of participants: 36-45

**Project Lead:** Kris Taylor, EdD

### **Background Information**

The mission and vision of William James College (WJC) is to provide an experiential education for its students and to diversify the field of psychology for the surrounding community. Consistent with this mission, WJC extended this same vision to the field of education through the Center for Behavioral Health, Equity and Leadership in Schools (BHELS). Our *Leadership Licensure Program/Graduate Certificate in School Leadership Program (LLP/GCSL)* is a workforce diversity initiative. Our first and current cohort of graduate students in our school leadership program as well as WJC doctoral students who participate in selected courses designed for school leaders, are racially diverse, include career changers, and identify as first- generation graduate students. For example, 50% of students in the first cohort of GCSL are black. [Our first cohort of graduates can be seen here](#). BHELS has first-hand knowledge and skills regarding pipeline development along with program management and expert facilitation skills to develop a well-prepared workforce to meet the educational challenges of our time.

### **Teacher Diversity Professional Learning Community (TD PLC) Grant**

In the fall of 2023, WJC/BHELS was awarded and presented year 1 of a 3-year renewable grant, totaling 1.175 million dollars, to offer professional development to diversify the educator pipeline by leading the Teacher Diversity Professional Learning Community (TD PLC) in collaboration with the Massachusetts Department of Elementary and Secondary Education (DESE). Over 100 districts across the Commonwealth are enrolled.

### **Summer Opportunity: July 30, 31, August 1**

#### **Superintendent Team Leadership Conference – Teacher Diversification:**

WJC/BHELS was awarded an additional DESE grant to host a Superintendent Leadership Conference focused on Teacher Diversification, *featuring keynote speaker, Glenn Singleton from Courageous Conversations*. On the following page, you will find a draft agenda, additional background information concerning the conference and logistical information for limited district spots available at no cost.

# Draft Agenda

## Superintendent Team Leadership Conference focused on Teacher Diversification Summer 2024

(15) district teams with up to (3) participants per team  
36-40 participants

Tuesday, July 30	Wednesday, July 31	Thursday, August 1
<p><b>8:00–9:00 AM</b> Arrival and Breakfast</p> <p><b>9:00–11:00 AM</b> Keynote Speaker 1</p> <p><b>11:00 AM–12:00 PM</b> Lunch</p> <p><b>12:00–5:00 PM</b> Coaching Breakout Sessions Hotel check-in</p> <p><b>5:30 PM</b> Dinner</p>	<p><b>8:00–9:00 AM</b> Arrival</p> <p><b>8:30 AM–12:15 PM</b> Coaching Breakout Sessions Lunch</p> <p><b>12:30–2:30 PM</b> Keynote Speaker 2</p> <p><b>2:30–3:00 PM</b> Closing</p>	<p><b>8:00–9:30 AM</b> Checkout Arrival Breakfast</p> <p><b>9:30–11:30 AM</b> Keynote 3</p> <p><b>11:30 AM–12:30 PM</b> Lunch</p> <p><b>12:30–1:00 PM</b> Team Deliverable Closing</p>

### Program Components

- Professional learning on how to diversify the work force
- Individualized coaching
- A follow up data webinar to assess and track implementation and progress
- A focus group session to gather feedback and insight
- A wellness guide focused on teacher well-being as it relates to school climate and culture; a retention strategy

### Professional Learning and Support

- The conference will include nationally recognized speakers to build the capacity of leaders who serve at the very top of educational institutions.
- Expert coaching to district teams. District teams must be willing to be coached with another team and share data.
- District teams must be willing to be paired with another school district for 1 coaching session and the data webinar as this will be offered as follow-up support.

### Participants will:

- Have access to national experts on creating the conditions for transparent conversations about race and educational equity.
- Have access to local experts on organizational change and reform that leads to improved outcomes for all students.
- Receive expert coaching from national and local experts.

**Related outcomes include:**

- Understand the research and underlying challenges to teacher diversification recruitment and retention including root causes and data-based resources to address these challenges.
- Organizational theory to understand one’s own district from multiple perspectives. Participants will explore the environment and whether it attracts high quality diverse talent. This will entail organizational design principles that intersect with social justice leadership, equity and social dominance.
- Utilize adult social emotional competencies to reframe practices that allow for connection, belonging and authentic engagement, and how to pilot and scale new learning. This added layer of planning will give participants a road map to enhance existing practices.

**Coaching with Glenn E. Singleton and Ruby Ababio-Fernandez, national expert on race and equity from Courageous Conversation.\***

Individual District Coaching

\*Available to first 10 district registered (must be willing to be coached with another district if applicable).

District teams must commit to 2 follow-up sessions (a data webinar and a coaching session with local based coaches).

**July 30, 2024**

12:00–1:30 PM	1:45–3:15 PM	3:30–5:00 PM
District 1 District 2	District 1 District 2	District 1 District 2
Follow up coaching date with local expert:	Follow up coaching date with local expert:	Follow up coaching date with local expert:

**July 31, 2024**

8:30 – 10:00 AM	10:45 AM – 12:15PM
District 1 District 2	District 1 District 2
Follow up coaching date with local expert:	Follow up coaching date with local expert:

## Summer Coaching Schedule with Local Expert

July 30, 2024

12:00 – 1:30 PM	1:45 – 3:15 PM	3:30 – 5:00 PM
District 1 District 2	District 1 District 2	District 1
Follow up coaching date with local expert:	Follow up coaching date with local expert:	Follow up coaching date with local expert:

## Location, Lodging and Food

Note: Expenses for the conference, including lodging and food will be paid by the grant. There is no cost for participants.

### Conference Location

William James College (WJC)

1 Wells Avenue

Newton, MA 02459

617-327-6777

[www.williamjames.edu](http://www.williamjames.edu)

### Exact Room Location at WJC

Whole Group: 3rd Floor, Rooms 335/336

Breakout Rooms: W 332, W 333 and W 334

Guest WIFI Password: Welcome2WJC

There is plenty of parking at the college and parking is free.

### Hotel Reservation

Sheraton Boston – Needham Hotel

100 Cabot Street

Needham, MA 02494

- Each registered participant will have their own hotel room during the conference at no cost.
- Upon check-in, you will need to submit a credit card for incidentals.
- Those who desire lodging must complete a registration form that includes their full name and an email address.

Check in: July 30, 2024, after 3:00 PM

Check out: August 1, 2024, by 12:00 PM

Parking at the hotel will be complimentary

Hotel WIFI will be shared upon arrival

### Food

All meals will be served at WJC.

Any additional snacks, meals and any alcoholic beverages will not be covered.

Any additional costs incurred while staying at the hotel will be paid by the participant.