



DEVELOPING A REPRESENTATIVE & INCLUSIVE **VISION FOR EDUCATION**

P R O G R A M



OFFICE OF GOVERNOR
ROY COOPER



THE DRIVE SUMMIT

HOSTED BY



OFFICE OF GOVERNOR
ROY COOPER



WITH SUPPORT FROM



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NC STATE

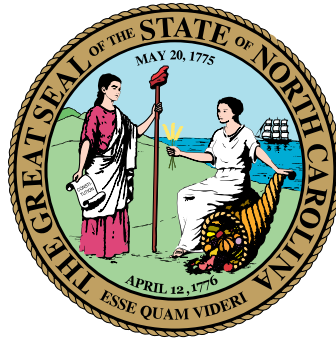
College of Education

IN PARTNERSHIP WITH



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#DRIVESummit



Dear Summit Participant,

North Carolina is a growing state and a magnet for talent, and our diversity is one of our greatest strengths. To give our children the best possible opportunities, our educators need to be as diverse as the students they teach.

Research shows that all students, and particularly students of color, are more successful when they have diverse and representative teachers leading their classrooms. Unfortunately, North Carolina has not been able to develop and recruit enough teachers of color into our public schools.

That's why my office is excited to partner with the North Carolina Business Committee for Education and The Hunt Institute to host the DRIVE Summit: Developing a Representative and Inclusive Vision for Education. This Summit establishes North Carolina's commitment to better recruiting, developing, supporting, and retaining educators of color in North Carolina.

A more diverse teacher workforce is one strategy that can improve outcomes for hundreds of thousands of students across our state. It is our hope that everyone gathered for this Summit will be empowered by the many opportunities for growth in this field and leave with a better understanding of how to create and support a diverse educator workforce. The Summit will also highlight the work that many organizations are already doing to support this mission.

I challenge all of you here today to work together to develop strategies to ensure more equitable representation of educators in classrooms across North Carolina.

Thank you for engaging in this critical work.

Sincerely,

ROY COOPER
Governor

TUESDAY, DECEMBER 10, 2019 | TALLEY STUDENT UNION | NORTH CAROLINA STATE UNIVERSITY

7:30 AM – 8:15 AM

Networking Breakfast & Gathering

STATE
BALLROOM

8:15 AM – 8:45 AM

Welcome and Opening Remarks

STATE
BALLROOM

Dr. Randy Woodson, Chancellor, NC State University

The Honorable Roy Cooper, Governor of North Carolina, 2017-present

Sonja Gantt, Emcee, Executive Director, Charlotte-Mecklenburg Schools Foundation

UNDERSTANDING THE ISSUE

Establishing a foundation of understanding for all attendees.

8:45 AM – 9:45 AM

History of Racial and Ethnic Diversity in North Carolina Public Education

STATE
BALLROOM

INTRODUCTORY REMARKS

The Honorable Zack Hawkins, North Carolina General Assembly, House District 31

MODERATOR

James E. Ford, Executive Director, Center for Racial Equity in Education; Member, State Board of Education

Dr. Dudley Flood, Former Associate State Superintendent, North Carolina Department of Public Instruction

The Honorable Howard Lee, Former North Carolina Senator; Former Chairman, North Carolina State Board of Education; Board Member, The Hunt Institute

The Honorable Frances Cummings, Former State Representative; Former NCAE President

9:45 AM – 10:00 AM

Break

10:00 AM – 11:00 AM

Looking to the Evidence: The Impact of Educators of Color

STATE
BALLROOM

INTRODUCTORY REMARKS

Eric Davis, Chair, North Carolina State Board of Education

MODERATOR

Dr. Aaliyah Samuel, Vice President, Policy and Advocacy, NWEA

Dr. Anna Egalite, Assistant Professor, Department of Educational Leadership, Policy, and Human Development, College of Education, NC State University

Dr. Constance Lindsay, Assistant Professor, School of Education, UNC-Chapel Hill

Mireya Ruiz, Fifth-Grade Teacher, Lake Myra Elementary School, Wake County Public School System

11:00 AM – 11:15 AM

Break & Transition

IDENTIFYING KEYS TO SUCCESS

Attendees have pre-selected a breakout session that aligns with their work and/or interests.

11:15 AM – 12:15 PM

Recruiting a Racially and Ethnically Diverse Educator Workforce

OCRACOKE
ROOM

MODERATOR

Donnell Cannon, North Edgecombe High School, Edgecombe County Public Schools; K-12 Advisor, The Hunt Institute

Dr. Ellen McIntyre, Dean, Cato College of Education, UNC-Charlotte

Dr. Tom Tomberlin, Director, Educator Recruitment and Support, North Carolina Department of Public Instruction

Dr. Miriam Wagner, Interim Dean, College of Education, North Carolina A&T State University

11:15 AM – 12:15 PM

Preparing a Racially and Ethnically Diverse Educator Workforce

CURRITUCK
ROOM

MODERATOR

Dr. Fouad Abd-El-Khalick, Dean, School of Education, UNC-Chapel Hill

Dr. Anthony Graham, Provost, Winston-Salem State University

Dr. Leslie Locklear, Project Coordinator, First Americans' Teacher Education Program, UNC-Pembroke

Arasi Adkins, Assistant Superintendent of Human Resources, Durham Public Schools

11:15 AM – 12:15 PM

Retaining a Racially and Ethnically Diverse Educator Workforce

HATTERAS
ROOM

MODERATOR

Christina Spears, Special Assistant, Office of Equity Affairs, Wake County Public School System

Dr. Ronda Taylor Bullock, Co-founder and Executive Director, we are

Amanda Fernández, CEO and Co-founder, Latinos for Education

José Vilson, Executive Director, EduColor

12:15 PM – 12:30 PM

Break & Transition

12:30 PM – 2:00 PM

Lunch and Keynote

STATE
BALLROOM

INTRODUCTION

The Honorable James B. Hunt, Jr., Governor of North Carolina (1977-1985; 1993-2001); Board Chair, The Hunt Institute

KEYNOTE

Secretary John B. King, Jr., President & CEO, The Education Trust

Rodney Robinson, 2019 National Teacher of the Year

VISION SETTING
AND CHARGE

Sonja Gantt, Emcee, Executive Director, Charlotte-Mecklenburg Schools Foundation

2:00 PM – 2:10 PM

Break & Transition

DEVELOPING A COLLECTIVE FRAMEWORK FOR ACTION

Attendees will select a professionally-aligned breakout session where they will hear from leaders in the field and engage in goal-setting.

2:10 PM – 3:10 PM

Professional Perspectives and Brainstorming

EDUCATORS

ROOM 3285

FACILITATORS

NaShonda Bender-Cooke, Special Education Teacher, Carroll Magnet Middle School for Leadership and Technology, Wake County Public School System

Dayson Pasi6n, Equity Specialist, Chapel Hill-Carrboro Schools

RESOURCE EXPERTS

Keiyonna Dubashi, Director, Classroom Culture and Community, Teach For America

LaAlice Hopkins, Instructional Advocacy & Policy Specialist, North Carolina Association of Educators

Jason Terrell, Co-founder, Profound Gentlemen

Xavier Acuña, Third-Grade Teacher, Speas Global Elementary School, Winston-Salem/Forsyth County Schools

SCHOOL

LEADERS

CURRITUCK ROOM

FACILITATOR

Donnell Cannon, North Edgecombe High School, Edgecombe County Public Schools; K-12 Advisor, The Hunt Institute

RESOURCE EXPERTS

Dr. Mary Hemphill, Co-Founder, Rebrand NC Education

Carmen Concepci6n, Principal, Charlotte East Language Academy, Charlotte-Mecklenburg Schools

Shaunda Sandford, School Board Chair, Asheville City Schools

HUMAN
RESOURCE
PROFESSIONALS

ROOM 3223

FACILITATOR

Edna Wallace, Education Consultant, RTI Education Services

RESOURCE EXPERTS

Aliyah Abdur-Rahman, Co-founder, DEI Works Collective

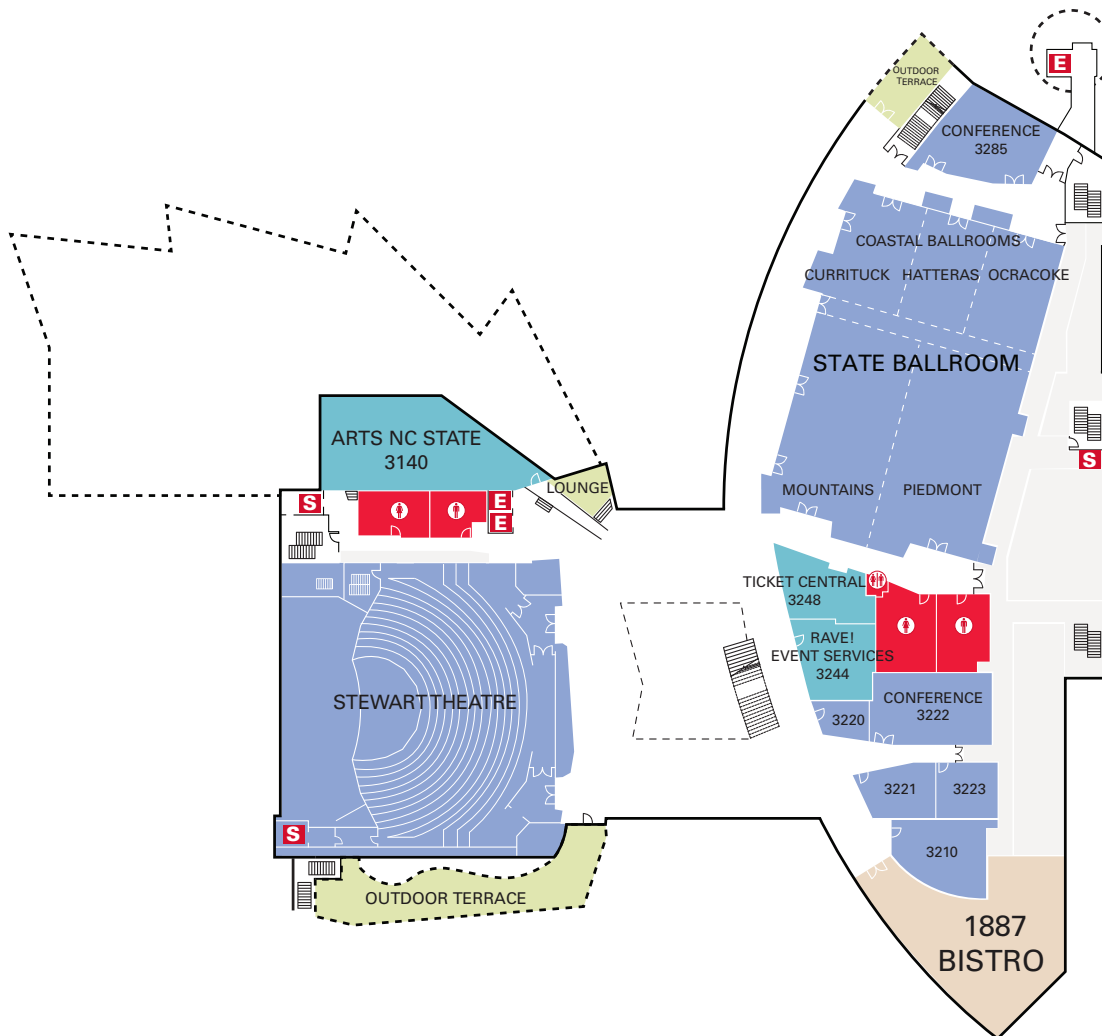
Dr. Amy Holcombe, Associate Professor of Leadership Studies, Stout School of Education, High Point University

Dr. Tom Tomberlin, Director, Educator Recruitment and Support, North Carolina Department of Public Instruction

2:10 PM – 3:10PM		Professional Perspectives and Brainstorming (Cont.)	
SUPERINTENDENTS ROOM 3221	FACILITATOR Andy Cole , Senior Consultant, The Wallace Foundation; Board Member, The Hunt Institute		
	RESOURCE EXPERTS Dr. Bonnie Fusarelli , Professor, Educational Leadership and Educational Evaluation and Policy Analysis, NC State University Michelle Gethers-Clark , President and CEO, United Way of Greater Greensboro Dr. Anthony Jackson , Superintendent, Vance County Schools		
	ADVOCATES, NONPROFITS, AND PARENTS HATTERAS ROOM		
EDUCATOR PREPARATION PROGRAMS OCRACOKE ROOM	FACILITATOR Samantha Musacchia , Senior Manager of Policy and Advocacy, NWEA		
	RESOURCE EXPERTS Ilina Ewen , Parent Advocate, Wake County Public School System Dr. William Jackson , Founder, Village of Wisdom Rev. Quan Stewart , Assistant Executive Secretary-Treasurer, General Baptist State Convention of North Carolina		
	FACILITATOR Dr. Roy Jones , Director, Call Me MISTER		
RESOURCE EXPERTS Dr. Cassandra Herring , President & CEO, Branch Alliance for Educator Diversity Dr. Ellen McIntyre , Dean, Cato College of Education, UNC-Charlotte			
3:10 PM – 3:25 PM		Break	
3:25 PM – 4:40 PM		Facilitated Strategy Sessions	
Following panel discussions during the previous session, groups will work to establish actionable goals to improve educator diversity across the educator continuum.			
<ul style="list-style-type: none">• Educators• School Leaders• Human Resources Professionals• Superintendents• Advocates, Nonprofits, and Parents• Educator Preparation Programs		<ul style="list-style-type: none">• Philanthropists STATE BALLROOM FACILITATOR Johanna Anderson, Executive Director, Belk Foundation• Legislators STATE BALLROOM FACILITATOR Allison Goff, Policy Analyst, The Hunt Institute	
4:40 PM – 4:50 PM		Break & Transition	
4:50 PM – 6:00 PM		Closing and Reception	
STATE BALLROOM			
Sonja Gantt , Emcee, Executive Director, Charlotte-Mecklenburg Schools Foundation LaTanya Pattillo , Teacher Advisor to the Governor, Office of Governor Roy Cooper Music by Kidznotes All-Star Quartet			

MAP
Talley Student Union

- Event Space
- Lounge Area
- Dining Area
- Restroom





The Honorable Roy Cooper
Governor of North Carolina (2017-Present)

Born and raised in Nash County, Governor Cooper attended public schools and worked summers on the family farm before attending UNC-Chapel Hill on a Morehead Scholarship. In the North Carolina House and Senate, Governor Cooper fought to increase teacher pay and reduce class sizes. As North Carolina's 75th Governor, Governor Cooper is working to make lasting investments in our future. He wants to ensure that North Carolinians are better educated, healthier, and more prosperous for generations to come. Since taking office, Governor Cooper has worked to create thousands of new jobs. He has focused on boosting public education, tackling the opioid crisis, revitalizing rural communities and making sure North Carolinians have the training to fill better paying jobs that require more skills. Governor Cooper believes that when we work together, we can build a North Carolina that works for everyone.



The Honorable James B. Hunt, Jr.
Governor of North Carolina (1977-1985; 1993-2001); Board Chair, The Hunt Institute

Recognized nationally as a leader in education, Governor Jim Hunt led North Carolina through 20 years of dramatic economic change. Serving a historic four terms as governor, he has been at the forefront of education reform in North Carolina and in the nation. As governor, he focused on early childhood development and improving the quality of teaching in America. His Smart Start program received the prestigious Innovations in American Government Award from the Ford Foundation and the John F. Kennedy School of Government at Harvard University. Additionally, under his leadership, North Carolina public schools improved test scores more than any other state in the 1990s, according to the Rand Corporation.



Secretary John B. King, Jr.
President & CEO, The Education Trust

Secretary John B. King, Jr. is the President & CEO of The Education Trust and former U.S. Secretary of Education. Secretary King began his career in education as a high school social studies teacher and as a middle school principal. He served as Commissioner of Education for New York State, and as U.S. Deputy Secretary of Education at the Department of Education prior to becoming the U.S. Secretary of Education. Secretary King holds a Bachelor of Arts in government from Harvard University, a J.D. from Yale Law School, as well as a Master of Arts in the teaching of social studies and a doctorate in education from Teachers College at Columbia University.



Rodney Robinson
2019 National Teacher of the Year

Rodney Robinson is the 2019 National Teacher of the Year. A 19-year teaching veteran, Robinson became a teacher to honor his mother, who struggled to receive an education after being denied an education as a child due to segregation and poverty in rural Virginia. In 2015, Robinson started teaching at Virgie Binford Education Center, a school inside the Richmond Juvenile Detention Center, in an effort to better understand the school-to-prison pipeline. Robinson uses the whole child approach in education to help the students who are most vulnerable. His classroom is a collaborative partnership between himself and his students and is anchored in him providing a civic-centered education that promotes social-emotional growth. Robinson uses the knowledge he has gained from his students to develop alternative programs to prevent students from entering the school-to-prison pipeline.



Dr. Randy Woodson
Chancellor, NC State University

Dr. Randy Woodson, the 14th chancellor of NC State University, is a nationally recognized scholar and academic leader who oversees the largest university in North Carolina. Under his leadership, NC State has enhanced its reputation as a pre-eminent research institution and has undergone many transformative changes, including the opening of the James B. Hunt Jr. Library on Centennial Campus and the launch of the College of Sciences. Chancellor Woodson has extensive experience as a member of university faculty and administration, and he has gained a reputation for building consensus throughout his 30-year career in higher education.



EMCEE

Sonja Gantt

Executive Director, Charlotte-Mecklenburg Schools Foundation

Sonja Gantt is the executive director of the CMS Foundation – the nonprofit fundraising partner of Charlotte-Mecklenburg Schools. She brings to the job a deep knowledge of the Charlotte area, having served the majority of her thirty-year media career as a journalist covering Mecklenburg County and the surrounding region. Gantt’s journalism career included stints at WBTW, WBTV, WGN and WCNC. Her reporting has been celebrated with numerous awards including a Mid-South Regional Emmy in 2011. As executive director of the CMS Foundation, Gantt manages the organization’s staff and fundraising strategy and oversees its programmatic focus areas. She also serves as a member of the school district’s management team, a role that gives her deep insight into both the challenges and opportunities within Charlotte-Mecklenburg Schools. Gantt grew up in Charlotte and is a proud graduate of East Mecklenburg High School. She holds a bachelor’s degree in broadcast journalism from the University of North Carolina at Chapel Hill. In addition to her work with the CMS Foundation, she is an active member of the board of directors of the YMCA of Greater Charlotte, Friendship Missionary Baptist Church and Alpha Kappa Alpha Sorority, Inc.



Dr. Fouad Abd-El-Khalick

Dean, School of Education, UNC-Chapel Hill

Dr. Fouad Abd-El-Khalick is Professor and Dean of the School of Education at the University of North Carolina at Chapel Hill. Previously, Dr. Abd-El-Khalick was a Professor of Education and Associate Dean for Research & Research Education in the College of Education at the University of Illinois at Urbana-Champaign. Currently, Dr. Abd-El-Khalick is Co-Editor of the Journal of Research in Science Teaching and a member of the Executive Board of the National Association for Research in Science Teaching. He earned his Ph.D. at Oregon State University and his M.A. and B.S. at the American University of Beirut.



Aliyah Abdur-Rahman

Co-founder, DEI Works Collective

Aliyah Abdur-Rahman is the co-founder of DEI Works Collective, a collective of diversity, equity, and inclusion practitioners committed to engaging with communities and organizations to operationalize DEI. As part of east Durham’s activist community, she is co-founder of Communities in Partnership (CIP), an organization that cultivates grassroots leadership in east Durham. For almost a decade, Abdur-Rahman worked on the admissions team at Teach For America, most recently as a VP of Admissions. Abdur-Rahman was appointed the first DEI Fellow at the Center for the Advancement of Social Entrepreneurship (CASE) at Duke University’s Fuqua School of Business. She is also a board member of Maureen Joy, a community school serving low-wealth students of color with a commitment to ensuring that students have an excellent education while also equipping them to become active citizens engaged in social change.



Xavier Acuña

Third-Grade Teacher, Speas Global Elementary School, Winston-Salem/Forsyth County Schools

Xavier Acuña is a third-grade Dual Immersion Teacher at Speas Global Elementary School in Winston Salem, NC. He is also a Coordinating Leader for an after-school program called Brownsboro University where students receive tutoring. He is incredibly passionate about education and loves building leadership in his students. His next goal is to pursue a Doctorate in School Administration.



Arasi Adkins

Assistant Superintendent of Human Resources, Durham Public Schools

Arasi Adkins is the Assistant Superintendent of Human Resources for Durham Public Schools. Previously, Adkins served as assistant vice chancellor for human resources at North Carolina A&T State University. The vast majority of her HR career has been in K-12 public education, including most recently as senior executive director for human resources at Chapel Hill-Carrboro City Schools from 2011 to 2016, where she created a support group for teachers and administrators of color. She chaired the HR Council of the Central Carolina Regional Educational Service Agency from 2014 to 2016 and sat on the State Superintendent's Ethics Advisory Committee in 2015 and 2016. Adkins is a graduate of Virginia Commonwealth University with a bachelor's degree in sociology and a master's degree in teaching.



Donnell Cannon

***Principal, North Edgecombe High School, Edgecombe County Public Schools;
K-12 Advisor, The Hunt Institute***

Donnell Cannon is the principal of North Edgecombe High School, and the co-founder of the North-Phillips School of Innovation. The North-Phillips School of Innovation, a micro-school, was created to provide students a liberating education that allows them to develop and pursue their passions, realize their life's purpose, remain resilient in the face of challenges, and lead social and economic change in their families and communities, creating a ripple for generations to come. Under Cannon's leadership, North Edgecombe High School, one of North Carolina's pioneering "Restart Schools," has exceeded growth under the state's accountability model for each of the last three years. He began his career as a Teach For America corps member in eastern North Carolina and taught middle school social studies in Weldon, NC. Cannon earned a Master of School Administration as part of NC State University's Northeast Leadership Academy (NELA) and served as the director of the Children's Defense Fund Freedom School in Rocky Mount, NC, from 2013-2015.



Carmen Concepción

Principal, Charlotte East Language Academy, Charlotte-Mecklenburg Schools

Carmen Concepción has served as a principal with Charlotte-Mecklenburg Schools since 2011 and recently opened Charlotte East Language Academy, the newest Dual Language Immersion School in the district. She has been committed to high achievement for Title I schools throughout her career, leading the highest performing Title I school in the district for four consecutive years, winning state recognition. Concepción coaches beginning principals through the Wallace Foundation Principal Pipeline Initiative. Concepción recently completed her certification as a national principal mentor with the National Association of Elementary School Principals and is a Teacher's College, Columbia University 2017 Cahn Fellow. Concepción received her B.S. in Elementary Education, M.S. in Educational Computing and Technology, and Certification in Educational Leadership from Barry University.



The Honorable Frances Cummings

Former State Representative; Former North Carolina Association of Educators President

Frances M. Cummings is a former teacher, public school administrator, North Carolina legislator, NCAE Associate Executive Director and President and most recently the President of North Carolina Retired School Personnel. As a teacher, she worked to integrate public schools in Lumberton.



Eric Davis

Chair, North Carolina State Board of Education

Eric Davis is the Chair of the North Carolina State Board of Education. Davis holds a Bachelor of Science degree with honors from the United States Military Academy at West Point and is currently a professional engineer in Charlotte. He was previously a combat engineer officer and an Airborne Ranger in the U.S. Army. Davis has served as chair of the City of Charlotte Privatization/Competition Advisory Committee, the Charlotte-Mecklenburg Schools Bond Oversight Committee and the Charlotte-Mecklenburg Board of Education. In addition, he has served on numerous boards such as the U.S. Green Building Advisory Council Charlotte Chapter and the Charlotte-Mecklenburg Schools Superintendent's Standards Review Committee. Davis is a Charlotte native who is a product of Charlotte-Mecklenburg Schools.



Keiyonna Dubashi

Director, Classroom Culture and Community, Teach for America

Keiyonna Dubashi served as a National Board Certified Teacher for 10 years before joining Teach for America staff as a Real Time Teacher Coach. In 2009, she obtained her Master of Art in Education in School Leadership and Administration. Since joining Teach for America staff in 2014, her role has evolved from direct coaching and support to designing learning experiences for incoming and current corps members implementing the practices for teachers to question their own practices and create disruption in the school to confinement pipeline. Most recently, she was named a member of the Diversity, Equity, and Inclusiveness (DEI) Council where she and her peers work to advise, inform, and make recommendations to senior leadership, including the company's CEO, Elisa Villanueva Beard, and other staff members leading enterprise-wide DEI efforts, to position Teach for America to live into the company's DEI commitments.



Dr. Anna Egalite

Assistant Professor, Department of Educational Leadership, Policy, and Human Development, NC State University

Anna J. Egalite is an Assistant Professor in the Department of Educational Leadership, Policy, and Human Development in the College of Education at NC State University. Her research focuses on the evaluation of education policies and programs intended to close racial and economic achievement gaps. Her studies have examined school choice policy, school size, the influence of family background on intergenerational economic mobility, and the diversification of the teacher labor force. In 2015, she was the recipient of the University of Notre Dame's Michael Pressley Award for a Promising Scholar in the Education Field and in 2017, the College of Education and Health Professions at the University of Arkansas awarded her the Outstanding Young Alumni Award.



Ilina Ewen

Parent Advocate, Wake County Public School System

Ilina Ewen is a writer and advocate. By day, she is the Director of Communications and Community Engagement at the Dix Park Conservancy and regular contributor to Walter magazine. Before taking on this role, Ilina served as Chief of Staff to the First Lady of North Carolina for over two years. Her professional career spans running her own brand strategy consulting business for 15 years as well many years in the corporate world at American Express and advertising agencies. She is known as an "accidental activist" who advocates for myriad issues that stem from ACEs, adverse childhood experiences, using her voice as a champion for children.



Amanda Fernández
CEO and Co-founder, Latinos for Education

Amanda is a social entrepreneur and CEO/Co-founder of Latinos for Education, the first Latino-founded and led national organization solely dedicated to creating leadership pathways for emerging Latino leaders in education and diversifying education nonprofit boards. She is a Trustee of the Board for the Massachusetts Department of Elementary and Secondary Education and Roxbury Community College. Fernández's career spans over 25 years working in the fields of recruiting, diversity, organization development, change management, strategic planning and Latino community engagement.



Dr. Dudley Flood
Former Associate State Superintendent, North Carolina Department of Public Instruction

While working for the Department of Public Instruction, Dr. Flood, along with Gene Causby, was tasked with helping local communities desegregate their schools. The two men traveled across the state meeting with elected officials, community activists, and parents in order to ensure desegregation. He currently serves on several boards and committees including the N.C. Minority Cancer Awareness Action Team, Public School Forum of North Carolina, Wake Education Partnership Leadership Council, and the UNC Press Advancement Council, as well as many others. Additionally, Dr. Flood served on the University of North Carolina Board of Governors, as the Executive Director of North Carolina Association of School Administrators and as Vice Chairman of North Carolina Central University.



James E. Ford
Executive Director, Center for Racial Equity in Education

James E. Ford is an award-winning educator and principal consultant with Filling the Gap Education Consultants, LLC. He is the former Program Director at the Public School Forum of North Carolina, an education think tank and policy advocacy organization. Prior to that, he served as the 2014-2015 North Carolina Teacher of the Year and was recognized as Charlotte Magazine's 2014 Charlottean of the Year, the 2014 National Alliance of Black School Educators' Teacher of the Year and is a Carnegie Fellow. He is a self-professed "equity warrior" who believes education is a human right. He writes and speaks extensively on the topics of race, class and education equity and advocates for the most disadvantaged student populations.



Dr. Bonnie Fusarelli
Professor, Educational Leadership and Educational Evaluation and Policy Analysis, NC State University

Dr. Bonnie Fusarelli is a Professor in the Department of Educational Leadership, Policy and Human Development at NC State University. Her research focuses on educational leadership and policy, the politics of school improvement, educational equity, and organizational change, with a focus on state-level education reform and leadership development. Her research examines school leadership on three levels: the building level (school principals and effective models of leadership preparation), the district level (superintendents and their preparation in both traditional and non-traditional ways), and the state level. Dr. Fusarelli is the recipient of numerous teaching awards at both the K-12 and university level, including being an inductee of North Carolina State's Academy of Outstanding Teachers. Her current work is primarily focused on her role as Principal Investigator for and Director of the Northeast Leadership Academy, an initiative to prepare innovative school leaders for high-need rural schools.



Michelle Gethers-Clark

President and CEO, United Way of Greater Greensboro

Michelle Gethers-Clark serves as President and CEO at United Way of Greater Greensboro where she is focused on creating partnerships to end poverty. Prior to joining United Way in 2013, Gethers-Clark served as a senior vice president for American Express Company, as an entrepreneur with a consulting firm, as a certified public accountant, and as an author. She currently serves on the board of directors for Ready for School, Ready for Life and Wyndham Championship PGA Tour. Gethers-Clark is an energetic public speaker. Her published book, “The Next Level,” presents a perspective on leadership.



Dr. Anthony Graham

Provost, Winston-Salem State University

Dr. Anthony Graham has been provost of Winston-Salem State University since 2018. Dr. Graham began his career as a high school English teacher and as an academic counselor/lecturer in the Center for Student Success at North Carolina A&T before working in its College of Education in various capacities – including as chair of the Department of Curriculum and Instruction as well as the Associate Dean and Dean. His research has focused primarily on the experiences of Black males in K-12 public schools and ways in which classroom teachers and community leaders can transform their environments to promote cultural, academic, and professional identities for these youth.



The Honorable Zack Hawkins

North Carolina General Assembly, House District 31

Representative Zack Hawkins serves the 31st district of the North Carolina General Assembly and was elected to the House in 2018. He currently serves as Director of Development, Student Affairs, at the University of North Carolina at Chapel Hill. Rep. Hawkins received a B.S. in Biology from Elizabeth City State University and a M.S. in Biology from North Carolina Central University. He has served as a teacher in Durham Public Schools and works every day to help remove financial barriers for those that need it most. As a development and advancement professional in nonprofits such as United Way and higher education institutions like East Carolina University, Duke University and UNC-Chapel Hill, few causes are closer to his heart.



Dr. Mary Hemphill

Co-founder, Rebrand NC Education

Dr. Mary Hemphill is the Co-founder of Rebrand NC Education and has spent over 14 years in public education. A native of Hickory, North Carolina, Dr. Hemphill attended Meredith College as a North Carolina Teaching Fellow and received her Master of School Administration at Western Carolina University. After having served as an assistant principal at the high school level and principal at the elementary and middle school levels, Dr. Hemphill earned her doctorate from North Carolina A&T State University’s School of Education. In August 2016, Dr. Hemphill was named Principal of the Year of Scotland County & Regional Principal of the Year for the Sandhills Region for the 2016-17 school year. Dr. Hemphill was appointed in February 2019 as the state’s first director of Computer Science & Technology Education.



Dr. Cassandra Herring
President & CEO, Branch Alliance for Educator Diversity

Dr. Cassandra Herring is President & Chief Executive Officer of the Branch Alliance for Educator Diversity (BranchED). BranchED is a national nonprofit organization aimed at maximizing programming and driving innovation in preparing highly effective diverse educators for all learners. Dr. Herring's passion about equity-driven education reform fuels her work. Her career spans all levels of education, with professional experiences in Head Start through higher education and leading state education policy. Prior to BranchED, Dr. Herring served as Dean of the School of Education and Human Development at Hampton University for 10 years. Dr. Herring has served on national and international boards, including serving as Chair of the HBCU Academic of Deans of Education Council and as a member of both Deans for Impact and the advisory board for The Jandris Center for Innovative Higher Education.



Dr. Amy Holcombe
Associate Professor of Leadership Studies, Stout School of Education, High Point University

Dr. Amy Holcombe is an Associate Professor of Leadership Studies at High Point University in the Stout School of Education. Prior to her current role, Dr. Holcombe served as Executive Director for Strategic Planning and Development, Executive Director of Talent Development, Director of Curriculum K-12, Director of Organizational Development, Principal, and Teacher at Guilford County Schools. She has held related roles as an Adjunct Professor of Education at UNC-Greensboro, an external evaluator for Hezel and Associates, and a state-level curriculum developer and trainer for the North Carolina Teacher Academy. During her tenure with Guilford County Schools, Dr. Holcombe launched North Carolina's first in-district licensure program for teachers. Since its inception in 2008, this program has licensed over 350 teachers, won four national awards, and has been featured in Education Week.



LaAlice Hopkins
Instructional Advocacy & Policy Specialist, North Carolina Association of Educators

LaAlice Hopkins is the Instructional Advocacy and Policy Specialist for the North Carolina Association of Educators. She graduated magna cum laude from East Carolina University with a bachelor's degree in Birth through Kindergarten and K-6 certification. LaAlice earned a master's degree in Education from Capella University and a master's degree in K-12 School Administration from NC State University as part of the Northeast Leadership Academy (NELA). She has spent the last 16 years in the education field as a behavior specialist, training facilitator, elementary, and high school administrator. Prior to entering her role at NCAE she demonstrated tremendous school transformation in a rural, high-poverty high school.



Dr. Anthony Jackson
Superintendent, Vance County Schools

Anthony D. Jackson, Ed.D, Superintendent of the Vance County School System in Henderson, NC, serves at the helm of 17 schools educating 6,229 students, with 1,000 employees. Prior to coming to Vance County Schools, Dr. Jackson served for four years as the Superintendent for Nash-Rocky Mount Public Schools and three years as division Superintendent of the Henry County Public School System located in Collinsville, Virginia. Dr. Jackson's career in public education spans 28 years and began as a teacher's assistant and has matriculated through the public school ranks as a music teacher, assistant principal, principal, and various central office administrative posts in several Virginia and North Carolina districts. Prior to returning to North Carolina, Dr. Jackson worked as the principal and Chief Administrative Officer of the Arts and Technology Academy Public Charter School, a highly successful public charter school in Washington, D.C. In 2013-2014, Dr. Jackson was named the N. C. Central Region's Superintendent of the Year and in 2017 he received the prestigious Friday Medal for his leadership in implementing technological innovation in school systems in North Carolina. In November 2019, Dr. Jackson was named the 2020 North Carolina Superintendent of the Year.



Dr. William Jackson

Founder, Village of Wisdom

Dr. William P. Jackson is the founder of Village of Wisdom (VOW), an organization dedicated to supporting Black parent leaders with increasing the amount of cultural affirmation Black children experience by forming learning communities where they examine proven strategies and surface collective knowledge. As the organization's Chief Dreamer, Dr. Jackson leads endeavors related to fundraising, attracting new consulting contracts, and imagining new ways VOW can achieve its ultimate vision of Black parents making American schools equitable learning spaces. Dr. Jackson is a former science teacher in Atlanta public schools and received his doctorate in Educational Psychology, Measurement, and Evaluation at the University of North Carolina at Chapel Hill.



Dr. Roy Jones

Director, Call Me MISTER

Dr. Roy Jones serves as the Executive Director for the Call Me MISTER Program, Director of the South Carolina Center of Excellence for the Recruitment and Retention of Diverse Educators and Provost Distinguished Professor in the Department of Educational & Organizational Leadership Development in the College of Education at Clemson University. Dr. Jones has been cited nationally as a thought leader on the education and mentoring of African American boys and leads the most recognized collaboration in the nation for recruiting, retaining, developing leadership and producing fully certified, African American male elementary and middle school level teachers. The collaborative currently represents 25 colleges and universities in South Carolina and 10 institutions in nine other states. The Mission of Call Me MISTER (Mentors Instructing Students Toward Effective Role-Models) is to increase the pool of available teachers from a broader, more diverse background, particularly among the nation's lowest performing elementary schools. The purpose of the South Carolina Center of Excellence for the Recruitment and Retention of Diverse Educators (CRE2DE) is to research, design, and implement the best strategies for minority Teacher recruitment and retention, at the preservice and in-service levels, in the State.



The Honorable Howard Lee

Former Senator and Former Chairman, North Carolina State Board of Education; Board Member, The Hunt Institute

Senator Howard Lee spent his career in public service after receiving a master's degree in social work from the University of North Carolina at Chapel Hill. He served as mayor of Chapel Hill, ran for lieutenant governor, and served as secretary of the Department of Natural Resources and Community Development under Governor Jim Hunt. In 1990, he was appointed to the North Carolina Senate to represent the 16th District. Senator Lee was re-elected in 1992, defeated in 1994, and re-elected in 1996, 1998, and 2000. He served as chair of the State Board of Education and served on the North Carolina State Utilities Commission. Senator Lee is the executive director of the North Carolina Education Cabinet and an adjunct faculty member at UNC-Chapel Hill.



Dr. Constance Lindsay

Assistant Professor, School of Education, UNC-Chapel Hill

Constance A. Lindsay is an Assistant Professor in the School of Education at UNC-Chapel Hill. She has worked in education policy in various contexts, applying her research training in traditional studies and in creating and evaluating new systems and policies regarding teachers. Dr. Lindsay's areas of expertise include teacher quality and diversity, analyzing and closing racial achievement gaps, and adolescent development.



Dr. Leslie Locklear

Project Coordinator, First Americans' Teacher Education Program, UNC-Pembroke

Dr. Leslie Locklear is the Project Coordinator for the First Americans' Teacher Education (FATE) Program at UNC-Pembroke. She is a member of the Lumbee Tribe of North Carolina and is from Hoke County, North Carolina. As a lifetime student and an educator, she spends her free time working with high school juniors and seniors to prepare them for the college application process. Her passions are invested in working to increase the academic success of Native American student populations across the United States. Dr. Locklear received her bachelor's degree in Elementary Education and her master's degree in School Counseling. In December of 2017, Dr. Locklear completed her doctoral degree in Educational Studies and Cultural Foundations at the University of North Carolina at Greensboro.



Dr. Ellen McIntyre

Dean, Cato College of Education, UNC-Charlotte

Dr. Ellen McIntyre has served as the Dean of the College of Education at UNC-Charlotte since 2013. In this role, she oversees five departments, multiple Centers and Offices, and a \$13M budget. She has developed several new initiatives with community partners focused on educational equity as well as a new project to transform how teachers are prepared. Prior to UNC-Charlotte, Dr. McIntyre served as Interim Associate Dean and Department Chair at NC State University and Professor and University Scholar at the University of Louisville. Dr. McIntyre's scholarship has focused on reading instruction, teacher preparation, and educational equity. Beginning in January 2020, Dr. McIntyre will become the Dean of the College of Education, Health, and Human Sciences at the University of Tennessee.



Mireya Ruiz

Fifth-Grade Teacher, Lake Myra Elementary School, Wake County Public School System

Mireya Ruiz is a fifth-grade teacher at Lake Myra Elementary School in Wake County. Ruiz is also a member of the Governor's Teacher Advisory Committee. She previously taught second- and fifth-grade dual immersion at Siler City Elementary in Chatham County.



Dr. Aaliyah Samuel

Vice President, Policy and Advocacy, NWEA

A lifelong educator, Dr. Aaliyah Samuel has put equity at the heart of her work creating partnerships and influencing state policies grounded in data, research, and best practices. She earned her doctoral degree in organizational leadership from Nova Southeastern University, focusing on effective literacy interventions for children in primary grades. She previously led education policy programs at the National Governors Association and First Things First, a statewide organization to fund early education and health programs. Dr. Samuel joined NWEA in 2018 as the Vice President of Policy and Advocacy. In 2019, she was appointed as a fellow to the Center on the Developing Child at Harvard University.



Shaunda Sandford

School Board Chair, Asheville City Schools

Shaunda Sandford is the chair of the Asheville City School Board and has been a member since 2015. She also serves as the Family Self-Sufficiency and Homeownership Programs coordinator for the Asheville Housing Authority, linking people to services and opportunities, like career training, financial planning and personal development, to increase their earned income while reducing the amount of federal assistance they need. Sandford is a parent of Asheville City School students and is an Asheville High graduate. She has also worked as a school social worker, assistant basketball coach, teacher assistant and bus driver for the city system.

**Christina Spears*****Special Assistant, Office of Equity Affairs, Wake County Public School System***

Christina Spears is the Special Assistant in the Office of Equity Affairs for Wake County Public School System and the Vice President of Wake County NCAE. A graduate of Meredith College, Spears was initially a special education teacher and served as co-chair of her school's equity team. She is a founding member of Wake Ed Partnership's Beginning Teacher Leadership Network, a member of Wake Education Policy Advisory Council, and serves on Public School Forum of North Carolina's Color of Education Guiding Committee. In her role as Special Assistant, Spears hopes to build district-wide support systems for teachers focused on instructional practices that disrupt inequities and transform school systems.

**Rev. Quan Stewart*****Assistant Executive Secretary-Treasurer, General Baptist State Convention of North Carolina***

Rev. Quan K.R. Stewart is the Assistant Executive Secretary-Treasurer of the General Baptist State Convention of North Carolina. In this role, Rev. Stewart is second in command at the Baptist Headquarters and assists in the day-to-day operation of the Convention. A native of Bennettsville, South Carolina, Rev. Stewart served for nine years at Saint John Missionary Baptist Church in Bolivia, North Carolina. In addition to his duties as pastor and vice moderator, Rev. Stewart was previously a high school history teacher with Brunswick County Schools. In 2015, the Wilmington Star News named him one of their "Twelve to Watch." In making the designation, the newspaper said that he was driven "to teach, to rehabilitate, to minister, to support and to lead."

**Jason Terrell*****Co-founder, Profound Gentlemen***

Jason Terrell is the co-founder and Executive Director of Profound Gentlemen. Along with his fellow co-founder Mario Jovan Shaw, Terrell founded Profound Gentlemen to provide career support for male educators of color so they can, in turn, serve as mentors to boys of color, ultimately improving students' social and emotional well-being and increasing their opportunities for success. The co-founders have brought Profound Gentlemen to five regions throughout the Midwest, South and East Coast, impacting 400 male educators of color.

**Dr. Ronda Taylor Bullock*****Co-founder and Executive Director, we are***

Ronda Taylor Bullock is originally from Goldston, NC. In 2018, she earned her doctorate at UNC-Chapel Hill in the Policy, Leadership, and School Improvement Program. Her research interests are critical race theory, whiteness studies, white children's racial identity construction, and anti-racism. Prior to entering her doctoral program, Dr. Taylor Bullock taught English for almost 10 years at Hillside High School in Durham, NC, where she now resides. Dr. Taylor Bullock is the co-founder and executive director of we are, a nonprofit that stands for "working to extend anti-racist education" and runs trainings for teachers, parents, and children.



Dr. Tom Tomberlin

Director, Educator Recruitment and Support, North Carolina Department of Public Instruction

Dr. Tom Tomberlin began his career in education as a Latin and Greek instructor at Tulane University in New Orleans, LA. He then moved to North Carolina where he taught high school Latin in Guilford County Schools. Tom left the classroom to pursue a doctorate in Education at the Harvard Graduate School of Education where he focused on issues of teacher quality and instructional improvement, integrating technology into instruction and program evaluation. Dr. Tomberlin has worked for HGSE as a statistical support specialist, and a strategic data fellow in Charlotte-Mecklenburg Schools. Dr. Tomberlin now works for the North Carolina Department of Public Instruction as the Director of Educator Recruitment and Support. He collaborates with state, district, and local leaders on developing measures of educator effectiveness and opportunities for professional growth and development.



José Vilson

Executive Director, EduColor

José Luis Vilson is a full-time math teacher, writer, speaker, and activist in New York City. He is the author of “This Is Not A Test: A New Narrative on Race, Class, and Education.” Vilson has spoken about education, math, and race for several organizations and has been featured in publications, including The New York Times, The Guardian, TED, El Diario / La Prensa and The Atlantic. He’s a National Board Certified teacher, a Math for America Master Teacher, and the executive director of EduColor, an organization dedicated to race and social justice issues in education.



Dr. Miriam Wagner

Interim Dean, College of Education, North Carolina A&T State University

Dr. Miriam Wagner has served as the Interim Dean of Education at North Carolina Agricultural and Technical State University twice, with her most recent stint beginning in 2018. Dr. Wagner served N.C. A&T in several capacities including chair of the Department of Human Development and Services, director of the GEAR UP program, acting chair of the Department of Human Development and Services, and associate professor of counseling. Previously, Wagner served as the director of counseling and an assistant professor of psychology at Winston-Salem State University. She also spent time as a public school counselor and a junior high school English and social studies teacher in North Carolina and Maryland, respectively.

This image shows a full page of blank, lined paper. It features approximately 20 evenly spaced horizontal grey lines across its entire width, providing a template for writing or drawing. The margins are consistent on all sides.



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