About CUBE

For over 50 years, the Council of Urban Boards of Education (CUBE) has been at the forefront in helping urban school districts strive for excellence. Established in 1967 by NSBA’s Board of Directors, CUBE is a national membership organization guided by Steering Committee Members who represent a diverse group of urban school board members dedicated to meeting the needs of children in urban centers, and who provide guidance and leadership to carry out the vision of CUBE. CUBE’s mission is to create opportunities for urban school board leaders to gain the knowledge and skills necessary to be effective policy-makers and advocates for equity and excellence in public education.

CUBE currently represents over 100 urban school districts in 32 states and the U.S. Virgin Islands. Our member districts educate nearly 8 million students in almost 12,000 schools with a collective budget of $99 billion. CUBE helps urban school board leaders find solutions to challenges at the local level and seeks to improve their policy-making effectiveness. CUBE is a dynamic forum for urban school board members to share innovative practices through conferences, legal and legislative advocacy, research projects, professional networking opportunities, specialized publications, and local governance and policy assistance. School boards must be members and in good standing with their state school boards association to participate in CUBE.

CUBE remains committed to closing the achievement and opportunity gaps and educating students in racially, ethnically and linguistically diverse communities.

Not a CUBE Member District?

As a CUBE participant, you will be among large and small urban districts that focus on supporting urban school boards. CUBE membership is not restricted solely to districts that are urban, but also districts that are working to address issues that are predominate in urban centers. Rural and suburban districts are welcome to become CUBE members and attend its events.

For more information, contact the NSBA Equity Department at equity@nsba.org.
Thank you for joining us in Miami for the Council of Urban Boards of Education (CUBE) Annual Conference. The opportunity to meet and talk with you to learn about new leadership strategies and practices is one of the highlights of the year.

The National School Boards Association created CUBE more than 50 years ago, and since then the council has advocated for urban school boards and provided educational opportunities to school board members who support students in metropolitan areas or experience similar issues in their school districts. CUBE participants gain the knowledge and skills necessary to serve as effective local education advocates. This conference is a dynamic aspect of that mission.

Urban schools educate some of our nation’s highest-need and historically underserved students, and they do this with limited resources. As committed leaders of urban schools, striving for excellence and equity in education, you have heard this clarion call and stepped up to answer it.

This year was the 65th anniversary of Brown v. Board of Education, the landmark Supreme Court case ruling that declared segregation unconstitutional and stated that education is “perhaps the most important function of state and local governments.” It also pronounced that personal success depends on equal access to education. As such, the work you do as stewards of this fundamental right is vital to securing a brighter future for all students.

The school leaders and education experts convening at this conference offer valuable insight into topics including curriculum planning, community engagement, educational equity, organization leadership and student health. You will have ample opportunity to grow your professional skillset and connect with your peers. We hope you take full advantage of all the conference’s offerings.

We are pleased to be hosted this year by the city of Miami, a national transportation, cultural and business hub. The Miami-Dade County Public School District – comprised of 345,000 students from more than 160 countries – has risen to the challenge of equitably meeting the needs of its multicultural community. While it is sometimes difficult, the reward of cultivating a vibrant, global community for every schoolchild is well worth the effort.

Thank you for your commitment to equity and excellence in public schools. Our nation is stronger because of the role you play in ensuring students receive an equitable and high-quality education.

In Solidarity,
Jacinto Ramos, Jr.
Chair, NSBA Council of Urban Boards of Education
Fort Worth Independent School District

Thomas J. Gentzel
Executive Director & CEO
National School Boards Association
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To help you track the skills you’ve learned, and to complete professional development and CEU requirements, we will provide proof of participation for the sessions you attend at the CUBE Annual Conference.

Join the Conversation: Help spread the word about the 52nd Annual Council of Urban Boards of Education Conference through social media and your community groups.

Wi-Fi and Conference Materials
Wi-fi Network: ICConnect
Password: Miami2019

All conference presentations and program materials can be found on the CUBE Annual Conference App. Download the NSBA Mobile App—NSBA Events—at the App Store.

All general sessions may be video recorded.
The Conference for Public Education Leaders
April 4-6
Early Registration Opens October 23rd.*
nsba.org/conference

*National Connection and CUBE districts only. General Registration opens October 30, 2019.
# Agenda

**WEDNESDAY - THURSDAY, SEPTEMBER 25-26, 2019**

**WEDNESDAY, SEPTEMBER 25, 2019**

<table>
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<td>Registration</td>
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**THURSDAY, SEPTEMBER 26, 2019**

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<td>7:30 – 9 a.m.</td>
<td>Breakfast on your own</td>
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<td>8 a.m. – noon</td>
<td>Site Visit of Miami-Dade Schools</td>
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**Tour 1: iPrep Academy**

iPrep Academy is the first magnet PreK - 12th-grade public school in Miami-Dade County Public Schools and is a non-attendance boundary International Education and Global Focus Magnet School that incorporates innovative teaching strategies in a technology-rich environment; students participate in the Executive Internship Program during their junior and senior years.

**Tour 2: William Turner Technical Arts High School**

The high school has seven academies (Architecture, Medical, Agriculture, Information Technology, Business and Finance, Criminal Justice, and Entertainment Technology), where high school students can take college courses with the opportunity to graduate from high school with an associates degree.
9 – 10:15 a.m. Pre-Conference Clinic Sessions

**Creating Trauma-Informed and Culturally Competent Schools**

Nationally, more than one in four children in every classroom has been exposed to early childhood trauma. This number is doubled in urban schools. Trauma-informed schools are culturally competent schools. This workshop will connect the trauma-informed movement to cultural competence. Participants will learn the four basic tenants of a trauma-informed school and leave with specific strategies for implementation in their schools and school districts.

*Melissa Sadin, Program Director, Attachment & Trauma Network*

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**Superintendent Searches: Best Practices for Getting it Right**

Discover what it takes to conduct a high-quality, fair and professional superintendent search process. The presentation, led by members of NSBA’s National Affiliation of Superintendent Searchers, will cover search and transition best practices, employment bias, strategies and engaging stakeholders without ceding the school board’s decision-making authority.

*Andrea Messina, Executive Director, Florida School Boards Association*

*Kathy McFarland, Deputy Executive Director, Ohio School Boards Association*

*Steve Horton, Sr., Board Services Consultant, Ohio School Boards Association*

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**Community Engagement on Long-Term School Planning: A Case Study of Cleveland Metropolitan School District**

Cleveland Metropolitan School District (CMSD) embarked upon a long-term planning exercise to shape the district’s school portfolio for years to come. A great deal of time and effort was spent internally on preparing the foundational set of data instrumental to such consequential decision-making. A deliberate and concerted effort was also placed on how best to engage key external stakeholders (e.g., families, partners, city council). CMSD will share its strategies, experiences, and lessons learned in engaging the community in a true two-way dialogue about the future of the district.

*Eric Gordon, Chief Executive Officer, Cleveland Metropolitan School District*

*Willetta Milam, Board Member, Cleveland Metropolitan School District*
10:30 – 11:45 a.m. Pre-Conference Clinic Sessions

**Walking the Talk: Addressing the Equity Value Gap**

We talk about the opportunity and access gaps impacting the achievement gap. What’s missing is a discussion of the equity value gap: the gap between what we SAY is important to us, and what we actually DO. This fun and interactive session will help you gain an understanding of the board’s role in addressing the equity value gap and provide tools for taking action in your district.

*Kay Douglas, Senior Consultant, Texas Association of School Boards*

*Mary Fertakis, CEO, M FERTAKIS Consulting, LLC*

**Georgia’s Equity Journey: “Lessons Learned”**

This session will highlight the significant work done by the Georgia School Boards Association (GSBA) over the past few years in the area of equity. Topics in this presentation will include: norms for equity discussion; the definition of equity; building conditions to create district readiness; resource equity; utilizing data; social-emotional issues; and the challenges faced in moving districts forward. This presentation will be highly interactive with numerous opportunities for attendees to participate. The presenters will provide varied perspectives as it will include the executive director of the association, two former school administrators and a school board member.

*Valarie Wilson, Executive Director, Georgia School Boards Association*

*Shakila Henderson-Baker, Chair, Newton County Board of Education*

*Dr. Samuel T. King, Director of Superintendent Search Services & Training Manager, Georgia School Boards Association*

*Tony Arasi, Director of Board Development, Georgia School Boards Association*
We believe your district’s resources should benefit education first. ABM helps schools control costs, protect learning environments, and put money back to needed improvements and educational priorities. Whether you need individual or integrated facility services, we work to make your days run smoothly.

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**Understanding Data to Impact Student Outcomes & Develop District & Board Goals**

Through appropriate analysis of data and review of metrics, board members can increase their capacity to impact student outcomes and develop board and district goals. The attendees will be introduced or reintroduced to the presenter’s state Academic Performance Report and how the data within this and other tools can assist in developing and monitoring board, district and superintendent goals.

*Ty G. Jones, Board Member, Lancaster Independent School District*

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**State of Urban Education Luncheon**

Jacinto Ramos, Jr., Chair, Council of Urban Boards of Education & Board President, Fort Worth Independent School District

*Sponsored by UnitedHealthcare*

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**Clinic Sessions**

**Rapid Action Planning Session: Enhancing Science, Technology, Engineering and Mathematics Opportunities for Underrepresented Student Groups**

Leaders in education and science employ different approaches to engage underrepresented student groups in science, technology, engineering and mathematics (STEM). Many leaders grapple with how to best meet the challenge and how to include research in their work in a holistic and practical way to meet the needs of diverse learners, as well as inspire them. This session will provide participants with an opportunity to reflect on challenges in their workplace and their practices, goals and outcomes related to making STEM accessible for all. Participants will work in small groups to define barriers in their system, assess their current research-based practices, and determine if they are meeting their intended goals.

*Pamela Gilchrist, Director, Imhotep & Kyran Anderson Academy*
School Law SEMINAR

April 2-4, 2020 | Chicago, IL

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Registration opens October 23!

nsba.org/COSASLS

AN nsba EVENT
My Brother’s Keeper: Fraternity-Based Approach to Male Socialization

This workshop demonstrates an interactive, curriculum-based system that educators can use to help boys and young men of color understand themselves, keep them engaged in lifelong learning and allow them to express their gifts and talents in a positive way. Through active engagement, the presenters share lessons learned in implementing a fraternity-based approach to the My Brother’s Keeper (MBK) initiative and break down the key components including: establishing an MBK chapter, MBK protocol, standard operating procedures and community building through MBK Radio/TV.

Rickie Clark, Executive Director, My Brother’s Keeper, Fort Worth Independent School District
Amon Rashidi, Deputy Director, My Brother’s Keeper, Fort Worth Independent School District
Jacinto Ramos Jr., Board President, Fort Worth Independent School District

Economic Equity: Miami’s Journey to Creating and Sustaining a Successful Diverse and Inclusive Business Program

Miami-Dade Public Schools has built a successful Economic Diversity Program. Presenters will discuss the importance of focusing on creating an inclusive procurement environment and the organizational, cultural, structural and programmatic changes required for transformative and sustainable change. Presenters will discuss the how, why and who of creating and maintaining successful minority/women, small/micro and veteran business enterprise programs. This session is for those seeking to create an environment for equitable engagement with business entities.

Alberto Carvalho, Superintendent, Miami-Dade County Public Schools
Dr. Steve Gallon III, Board Member, Miami-Dade County Public Schools
Jamie Torrens, Chief Facilities Officer, Miami-Dade County Public Schools
Melody Thelwell, Chief Procurement Officer, Miami-Dade County Public Schools
Jennifer Andreu, Economic Opportunity Officer, Miami-Dade County Public Schools
From Systemic Disruption to Systemic Success

Warrensville Heights City School District, once the lowest performing district in Ohio, has reformed its organizational leadership and instructional practices, and made strategic decisions based on data leading the district to earn a “B” overall for closing the achievement gaps for minority populations on its state report card. Learn how Warrensville was able to identify and combat systemic challenges that accelerated student achievement through equitable practices.

Donald Jolly II, Superintendent, Warrensville Heights City School District

Bailey Morres, Data and Assessment Coordinator, Warrensville Heights City School District

Mental Health Through the Eyes of an Adolescent – How to Create Effective Policies

Between 2009 and 2017, rates of depression among teens ages 14 to 17 increased by more than 60%. The increases were nearly as steep among those ages 12 to 13 (47%) and 18 to 21 (46%), and rates roughly doubled among those ages 20 to 21. Research demonstrates that experiencing toxic stress in childhood likely results in lower academic performance, an increased risk for drop out in high school and an elevated risk of emotional, behavioral and/or mental health challenges that can lead to suicide and other detrimental effects. School policies are being created that impact adolescents, but do you understand the challenges our children face? Is your policy or program effective? Join this session to hear the struggles of a student who battled the challenges of mental health and won.

Sponsored by Aetna

Future Ready Schools Require Future Ready Boards

Students are using 3D printers, working in artificial intelligence and competing in robotics. We hear that we must prepare students for their future, but secretly you never learned how to program your VCR. Being a school board member in the 21st century is not for the faint of heart. How do you lead in modern times? What’s the board’s role in creating a culture that serves as a launchpad for innovative programs and ideas? Join the discussion as we reimagine modern governance and the potential to collaboratively accomplish strategic objectives that will lead the transition to future readiness.

Diana B. Freeman, Implementation Specialist, BoardDocs (A Diligent Brand)

Sponsored by BoardDocs
3 – 3:15 p.m. **Coffee Break**  
*Sponsored by Sun-Maid*

3:15 – 4:30 p.m. **Clinic Sessions**

**Partnering with Family and Community to Bring Arts-Rich Learning to All Students**

Access to art connects to essential qualities that society wants for children: academic achievement, social and emotional development, civic engagement and equal opportunity. Experiences in the arts and STEAM are associated with gains in math, reading, cognitive ability, critical thinking and verbal skills. Additionally, participation in STEAM improves motivation, concentration, confidence and teamwork. Attend this session to learn how families and communities can be more knowledgeable on the power of STEAM and work together to support arts-rich learning opportunities for every student.

*Sponsored by Crayola*
Aetna is proud to support the Council of Urban Boards of Education.
Nutrition in Disguise: Enticing Children to Choose Foods with Benefits

When it comes to what we eat, we live in an environment of choices: This is especially true for today’s student. This session will focus on the ways that we can better guide our youth towards healthier solutions and help demystify fact from fiction when it comes to making the best choice in today’s crowded (and not always “good for you”) landscape of options.

Speaker: Jim Painter, Ph.D., RD, Adjunct Professor, School of Public Health University of Texas – Houston

Sponsored by Sun-Maid
#BeyondBlackAndBrown: What Educational Equity Means When All Students Are “of Color”

Educational equity has long been a topic of advocacy for many school boards nationwide. These discussions have been primarily focused on racial equity and closing generational achievement gaps between students of color and their peers. But what about those school districts in which nearly every child is black or brown? This session highlights the two-year long journey one county’s Board of Education and its school system took to define and implement educational equity strategies when nearly every single student is “of color.”

K. Alexander Wallace, Board Member, Prince George’s County Public Schools
Christian Rhodes, Chief of Staff, Prince George’s County Public Schools

Sponsored by Sodexo

Domestic Minor Sex Trafficking Policy & Protocol

Domestic minor sex trafficking (DMST) is a billion-dollar enterprise and the fastest growing crime against children. Youth who are victims of DMST may not be easily identifiable and may not initially identify as a “victim.” This presentation will highlight the importance of school districts developing policies and protocols, and teachers being educated about the warning signs and risk factors so that they can identify and respond early.

Erika Mitchell, Board Member, Atlanta Public Schools
Sharnell Myles, Psy.D., LPC, CCTP, JoyUs Beginnings Child & Family Wellness Center and the Urban Trauma Positive Impact Center, LLC.

Shared Responsibility and Accountability — Strengthening Well-Being Outcomes

South City, one of the poorest areas of Memphis, TN, surrounds a school that made national headlines for educational turnaround success, Booker T. Washington High School. As the students continue to strive for academic success, the neighborhood that surrounds them is stricken with poverty and violence. Shelby County Schools and the Women’s Foundation of Greater Memphis are creating prevention and intervention strategies that help students overcome obstacles impacting their ability to learn while helping the community overcome hardships.

Mildred Johnson, Program Associate, Evidence2Success, Annie E. Casey Foundation
Shante Avant, Board Chair, Shelby County Schools
Michelle McKissack, Board Member, Shelby County Schools
Alisha Kiner, Executive Principal & Instructional Leadership Director, Shelby County Schools
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Using your Equity Policy to Increase Instructional Time for All

This presentation will allow attendees the opportunity to hear from board members and a superintendent regarding the implementation of an equity policy to drive increased instructional time and a reduction of out-of-school suspensions. Additionally, the presentation will provide implementation artifacts, conciliation agreements and a guide for adopting and implementing an equity policy in your district.

Carlton Jenkins, Superintendent, Robbinsdale Area Schools
Helen Bassett, Board Member, Robbinsdale Area Schools
Pam Lindberg, Board Member, Robbinsdale Area Schools

6 – 9 p.m. Welcome Networking Event
Sponsored by BoardDocs

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CUBE 2020 Annual Conference

Call for Proposals

September 24-26 | Houston, TX

CUBE is seeking submissions for our 2020 Annual Conference!

Submission window:
October 1 – December 6, 2019

nsba.org/CUBEAnnualConference
## Agenda

**FRIDAY, SEPTEMBER 27, 2019**

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<th>Event</th>
<th>Location</th>
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<tr>
<td>7:30 a.m. – 4 p.m.</td>
<td><strong>Registration</strong></td>
<td>LEVEL TWO</td>
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<tr>
<td>7:30 – 9 a.m.</td>
<td><strong>Networking Breakfast</strong></td>
<td>GRAND BALLROOM</td>
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<td>9 – 10:15 a.m.</td>
<td><strong>Morning Plenary - Dr. Monique Morris</strong></td>
<td>GRAND BALLROOM</td>
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<td><strong>Coffee Break</strong></td>
<td>MEZZANINE</td>
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<td><strong>Sponsored by Sun-Maid</strong></td>
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<td>10:30 – 11:45 a.m.</td>
<td><strong>Clinic Sessions</strong></td>
<td>BISCAYNE BALLROOM</td>
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<td><strong>One Goal + One Focus = Student Achievement</strong></td>
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<td>An exceptional education for all students has long been the focus of Garland Independent School District. Its top priority is to provide a rigorous, innovative educational experience that prepares all students for college and careers. The Garland ISD Board of Trustees and superintendent have created specific objectives to establish and define district academic targets. These actions have advanced the district’s efforts to achieve equity for all students and the model has become a popular method to ensure data-driven decision-making.</td>
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<td><strong>Jovan Wells, Chief Academic Officer,</strong></td>
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<td><strong>Garland Independent School District</strong></td>
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<td><strong>Ricardo Lopez, Superintendent,</strong></td>
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<td><strong>Johnny Beach, Board President,</strong></td>
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<td><strong>Linda Griffin, Board Assistant Secretary,</strong></td>
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Welcoming Schools: A Comprehensive, Intersectional Approach to Creating an Inclusive School Climate

This workshop will provide an overview of the work that Welcoming Schools does with schools across the U.S. Learn about the many professional development trainings, lesson plans, books and resources that the nationally acclaimed, research-based program has to offer. Additionally, you will have an interactive first-hand experience with a few of the most popular activities in its training modules.

Cheryl Greene, Deputy Director, Welcoming Schools Human Rights Campaign Foundation
Martha James-Hassan, Steering Committee Member, CUBE Board Commissioner, Baltimore City Public Schools

Cultivating a Thriving, Urban, Diverse School District in a Rural State

This session will provide insight into how an urban school board and administration leads efforts to create innovative education in a rural state. The presenters will outline the challenges associated with being the largest school district in the state, serving nearly 53,000 students with 73% being students of color and over 119 different languages spoken. They will also share their successes through strategic programming and initiatives to build and encourage diversity, increase graduation rates and achievement, all while removing the barriers that impact students’ achievement and lives.

Dr. Shavonna Holman, Board Vice President, Omaha Public Schools
Marque Snow, Board President, Omaha Public Schools

Educating the Whole Child: How Alhambra Changed Course to Better Serve Its Changing Community

In the course of just four years, the Alhambra Elementary School District in Phoenix, AZ, adopted a new mission: to provide unique support and opportunities to the diverse families it serves. Through a Family Resource Center, a Refugee/Newcomer Campus and an Alternative Learning Center, Alhambra truly educates the whole child through a wraparound services model. This session will share skills and tips surrounding Alhambra’s shift towards this model, and activities to show the power a district has to affect positive community change.

Adam Lopez Falk, Board President, Alhambra Elementary School District #68
Visual & Performing Arts Provide Equity and Access Through the Mariachi Program

Bakersfield City School District’s nationally recognized Visual and Performing Arts Program leverages funds to expand equity and access resulting in increased student attendance and higher student achievement. The district’s award-winning and innovative Mariachi Program will be featured as a culturally relevant music education model that is replicable. An annual Mariachi and Folklorico Festival has contributed to an all-time high participation rate in the arts education program.

Doc Ervin, Superintendent, Bakersfield City School District
Lillian Tafoya, Board President, Bakersfield City School District
Michael Stone, Visual and Performing Arts Department Coordinator, Bakersfield City School District
Jose (Marc) Rodriguez, Instrumental Music Teacher, Bakersfield City School District

Improvement Science: A Network Approach to Improving Low-Performing Schools

Boston Public Schools reorganized to provide differentiated supports across its portfolio of traditional and autonomous schools to close opportunity and achievement gaps. The network structure strategically leverages central office academic and operational liaison experts to provide targeted supports, informed by improvement science, for low-performing schools and peer-led professional learning for affinity grouped schools that are relatively higher performing.

Mary Driscoll, Associate Superintendent for Elementary and Middle Schools, Boston Public Schools
Christine Landry, Academic Superintendent, Network 1, Boston Public Schools
Charles Grandson, Chief Academic Officer, Boston Public Schools
Hardin Coleman, School Committee Member, Boston Public Schools

Noon – 1:30 p.m. Keynote Luncheon – Christian Moore
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As part of the Diligent family of governance solutions, BoardDocs is the agenda and board management platform that provides school districts with best-in-class security, top-rated customer support and constant innovation. The easiest and most powerful software on the market for school boards, BoardDocs supports key modern governance practices that are critical to the ongoing success of school districts and communities.

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diligent.com/school-board-management-software
Legislating for Immigrant Students & Families

The past three years have been filled with outwardly racist, misogynistic and xenophobic statements and policies from elected leaders. Fighting back against the policies and rhetoric are school board members, who are advocating for immigrant communities and people of color in their legislative roles. In this session, hear from first- and second-generation immigrant-elected school board officials on governing in the best interest of immigrant students and families in your district.

Raaheela Ahmed, Board Member, District 5, Prince George’s County Public Schools
Paula Phillips, Board Member, District 7, Milwaukee Public Schools
Jason Esteves, Board Chair, Atlanta Public Schools
Mohamed Al-Hamdani, Board Member, Dayton Public Schools

Statewide Partnerships for Equity: A Lens on ESSA Title II

The National Urban League’s Equity and Excellence Project: ESSA Leadership Learning Community (ELLC) supports Urban League affiliate CEOs partnering with stakeholders to identify meaningful ways to use ESSA to build the capacity of education leaders to help schools improve—with a focus on equity. What can be achieved when state and local education leaders, civil rights and community and advocacy groups join together, navigate difficult conversations and develop effective strategies to help all children?

Dr. Anthony Hamlet, Superintendent, Pittsburgh Public Schools
Esther Bush, President & CEO, Urban League of Greater Pittsburgh
James Fogarty, Executive Director, A+ Schools
Robyn Ince, VP Education Policy & Advocacy, National Urban League
Adenike Huggins, National Urban League
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From A-to-F to Growth to Equity: Work of the VSBA Task Force on Students & Schools in Challenging Environments

The Virginia School Boards Association (VSBA) Task Force on Students & Schools in Challenging Environments formed in 2013 to provide leadership, recommendations, policies, best practices and partnership opportunities to advance student success in the midst of the A-to-F school takeover movement across the country. The task force has successfully impacted state and local policy and initiatives to shift the conversation around the unique needs and strengths of students, and schools in challenging environments (e.g., concentrated poverty, geography, etc).

Rodney Jordan, Board Member, Norfolk City Public Schools
President-Elect, Virginia School Boards Association

Mark Lineburg, Ed.D, Superintendent,
Halifax County Public Schools

A View from the Supreme Court

Join NSBA Chief Legal Officer Francisco Negrón for an in-depth look at the High Court's latest decisions impacting public schools. From recent decisions on the 2020 Census and religion, to upcoming cases on gender identity, sexual orientation discrimination and DACA, this session will provide insights on the latest in school law.

Francisco Negrón, Chief Legal Officer,
National School Boards Association
How Do You Recruit and Retain More Male Educators of Color? You BOND!

The BOND (Building Our Network of Diversity) Project is an initiative in Montgomery County Public Schools in Maryland that seeks to recruit, develop and retain male educators of color. With male educators of color being less than 2% of the teaching force nationwide, it is important to highlight the work that has been integral in building teacher efficacy and increasing workforce diversity. This presentation is vital for school system leaders looking to learn how to recruit, retain and support male educators of color.

Daryl Howard, School Counselor, Montgomery County Public Schools
Daman Harris, Assistant Principal, Montgomery County Public Schools
Desmond Mackall, 5th Grade Teacher, Montgomery County Public Schools
Jose Medrano, ACES Academic Coach, Montgomery County Public Schools
Shebra Evans, Board President, Montgomery County Public Schools

From Punitive to Restorative Practices: One District’s Journey to Reduce Exclusions from the Educational Environment

Durham Public Schools (DPS) has historically had approximately 8% of students receiving out-of-school suspensions. In the past two years, DPS has taken a new approach to discipline that is more restorative and less punitive. Stakeholders assisted in rewriting the student code of conduct, the school board revised local policies and the office of equity affairs led professional learning focused on adapting mindsets regarding student misbehavior. Investments in preventative measures have yielded drastic improvements in student outcomes.

Laverne Mattocks-Perry, Senior Executive Director of Student Support Services, Durham Public Schools
Nakia Hardy, Deputy Superintendent of Academic Services, Durham Public Schools
Albert Royster, Director of Student Services - Prevention & Intervention, Durham Public Schools
Minnie Forte-Brown, Board Member, Durham Public Schools

3 – 3:15 p.m. Coffee Break
Sponsored by Sun-Maid
3:15 – 4:30 p.m. **District-Sized Workshop by Student Population**  
*Sponsored by NAF*  
- 15,000 and below  
- 15,001 – 40,000  
- 40,001 – 80,000  
- 80,001 and above

6 – 9 p.m. **CUBE Awards Ceremony**  
- 6 p.m. Awards Networking Event  
*Sponsored by Aramark*  
- 7 p.m. Awards Dinner  
*Sponsored by ABM*
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2020

nsba Equity Symposium

February 1 | Washington, D.C.

Join school board members, public school advocates and community leaders in examining and discussing the strategies, current trends, and best practices around equity in our nation’s public K-12 schools.

nsba.org/EquitySymposium
Agenda

SATURDAY, SEPTEMBER 28, 2019

SATURDAY, SEPTEMBER 28

7:30 a.m. – noon  Registration

LEVEL TWO

7:30 – 9 a.m.  Networking Breakfast
Sponsored by Share Our Strength

GRAND BALLROOM

9 – 10:15 a.m.  Clinic Sessions

Avoiding Discriminatory Practices Towards English Language Learners

English-language learners (ELLs) make up about 9% of all public schools in the U.S. ELLs consistently perform below native English speakers. This session will help participants to recognize discriminatory practices towards ELLs. In addition, participants will learn about federal laws that apply to the education of ELLs. Participants will learn policies in dealing with Immigration and Customs Enforcement.

Joseph Miller, Attorney, Ottosen Britz Kelly Cooper Gilbert & DiNolfo, Ltd.

CHOPIN BALLROOM

Reinventing America’s Schools: Denver Public Schools and Innovation Zones

School boards around the country continue to struggle to serve students from disadvantaged backgrounds and ensure they can achieve at a high level. The session will feature two current school board members and a former school board chair.

Curtis Valentine, At-Large Member, Prince George’s County Public Schools

Nate Easley, Former Board Chair, Denver Public Schools

Barbara O’Brien, Board Member, Denver Public Schools

BRICKELL
A Place to Call Home
Come learn about a New Teachers’ Network and Mentoring Program that is designed to recruit, train and retain new teachers. This successful program has developed teachers into master teachers from the candidates Calumet Park School District 132 has hired. The goal is to ensure that these highly qualified teachers remain with the district.

Dr. Elizabeth Reynolds, Superintendent, Calumet Park School District 132
Karen Ivey, Board President, Calumet Park School District 132

Operationalizing the Dream: An Urban District’s Equity Journey from Vision to Practical Implementation
What are the program components to bring your equity dream into practice? How do you engage all stakeholders, including students? This session will highlight the role of district leadership; the duties of the school-based equity teams; the multi-year professional development on cultural competence to all employees; and the application of the Principles of Culturally Responsive Teaching. This session also will present how the students’ equity component helps them along with adult advocates to create a more welcoming and inclusive school environment.

Dr. Khalid Mumin, Superintendent, Reading School District
Waldo Alvarado, M.S.Ed., Director of Equity & Diversity, Reading School District

School Safety — How to Protect Student Information in the Cloud
Public schools are an attractive target for cyber criminals seeking identity theft. Unlike with adults where identity theft may be quickly apparent, years can pass before it is discovered with a student. School board members have a duty of care to ensure student information is protected. This session will cover what you need to know about security in the cloud, because cloud services operate very differently from traditional on-premises technology. As a cloud pioneer, Google fully understands the security implications of the cloud model. James Snow, head of Google Cloud Security & Compliance, will discuss how to protect your data, how your data is processed and details on how organizations can meet regulatory requirements.

James Snow, Head of Google Cloud Security & Compliance Customer Engineering

Sponsored by Google
A Call to Order: Women Leading Boards

If there is one area where women have held leadership roles in our society, it is as president or chair of local school boards. As is the case in most areas of professional life, women face unique challenges as they seek to advance a career or take on a leadership role in public education. This session offers the perspective of women board chairs and their experience with the gavel. Come participate in this interactive session and hear how these leading women handle the challenges that urban boards of education face.

NSBA's commitment to equity and excellence extends to all aspects of public education, including increased gender representation across leadership teams — both staff and governance. Ensuring women are represented in leadership roles demonstrates to students, parents and communities, that everyone should be full participants in society. To demonstrate this commitment, NSBA launched the Women's Leadership Forum in 2018 — a national initiative to provide a networking structure and career/leadership development for women to expand both professionally and in knowledge to gain insight on ways to govern more effectively.

Katrina Young, Board President, Rockdale County School District
Clara R. Jimenez, Board President, Toppenish School District #202
Wakisha Briggs, Board President, Hickman Mills School District C1
Norma Munoz, Former Board President, Roosevelt School District #66

Moderated by: Steve Corona, Steering Committee Member, Council of Urban Boards of Education Board Vice-President, Fort Wayne Community Schools

Sponsored by BoardDocs

10:15 – 10:30 a.m. Coffee Break
Sponsored by Sun-Maid

10:30 – 11:45 a.m. Clinic Sessions

Leading for Equity: A Practical Framework for Board Discussion and Action

In this session, presenters will review the Arizona School Boards Association's Leading for Equity Framework that provides boards with five specific ways they can begin to have equity conversations in their districts and ways to turn those conversations into action. This framework has been shared across Arizona and the nation, as districts seek tangible ways to address equity in education.

Nikki Whaley, Board Support Specialist, Arizona School Boards Association
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What Culturally Responsive School Board Members and School District Leaders Do to Improve the Academic and Social/Emotional Well-Being of Students from Diverse Cultural and Ethnic Backgrounds

This session is designed to address the types of culturally responsive board and leadership practices that are imperative for improving the academic achievement levels and social/emotional well-being of students from diverse cultural and ethnic backgrounds. The presenters will maintain a laser-like focus on addressing the types of culturally responsive strategies associated with the implementation of Restorative Justice practices.

Sonya Whitaker, Deputy Superintendent of Schools,
Dolton Riverdale School District 148
Larry Lawrence, Board Member,
Dolton Riverdale School District 148
Charles Lloyd, Board Member,
Dolton Riverdale School District 148
Shinora Montgomery, Principal,
Dolton Riverdale School District 148
John Donermeyer, Director of Research and Innovation,
Dolton Riverdale School District 148

Increasing Minority Graduation Rates

Graduation rates continue to trend upward in Duval County, FL. African-American, Hispanic, English Language Learners and students with disabilities subgroups all showed increased graduation rates of increased 20+ percentage points from 2011-12 to 2017-18. This student success reflects commitment and collaboration among the board, school and district leadership and community stakeholders. Participants will learn how stakeholder relationships and innovative tools and initiatives are used to drill down to individual student metrics, ensuring intentional and focused support.

Corey Wright, Region Superintendent,
Duval County Public Schools
Greg Bostic, Principal, Jean Ribault Sr. High School
Darryl Willie, Board Member, District 4,
Duval County Public Schools
Engaging Male Students and Ensuring Academic Success through Community Engagement

The Male Leadership Academy is a mentoring program created to aid in the nurturing and development of male students in grades four through eight. The students participate in workshops, community events, trips and activities geared towards leadership development and good citizenship. The young men are from schools in urban areas and chosen by school administrators to participate in the program. The leadership academy has yielded positive results, producing reductions in suspensions, higher test scores and increased parent participation.

Cardell Patillo, Board Member, Portsmouth Public Schools
Elie Bracy, Superintendent, Portsmouth Public Schools

Advancing Districtwide Racial Equity Transformation in Fort Worth ISD

Fort Worth ISD is a large urban district comprised largely (85%) of children of color. With the support of the board, the district has been engaged in a systemic racial equity transformation for the past three years. Significant advancements have been made, and many challenges encountered. Participants will learn about how they can launch or support racial equity work in their districts.

Sherry Breed, Chief of Equity and Excellence, Fort Worth Independent School District
Joseph Niedziela, Director of Social Studies, Fort Worth Independent School District

Collaborating on Inclusive Innovation

Despite billions of dollars invested in innovative teaching practices and learning tools each year, little to no benefit accrues to improve the outcomes for marginalized students. Beneath the surface lies the crux of the issue — inequity is a product of design. Without prioritizing the needs, ideas and contributions of the most marginalized, inequity is inevitable. This hands-on workshop invites participants to examine their district’s work from the lens of inclusive innovation and collaborate with other participants to achieve equity in their schools.

Vina Vo, Program Manager, Digital Promise
Michele Dawson, Sr. Director, Instructional Technology, Compton Unified School District
Darin Brawley, Superintendent, Compton Unified School District
Micah Ali, Board Member, Compton Unified School District

Noon – 2 p.m. Closing Keynote Lunch – Dr. Cesar Cruz
Sponsored by Army ROTC
The National School Boards Action Center (NSBAC) is a not-for-profit organization founded by the National School Boards Association (NSBA) to advocate at the federal level for the advancement of public education, local school board leadership, and excellence and equity in our nation’s public schools. Across the nation, 90,000 local school board members are responsible for governing nearly 14,000 school systems serving 50 million public school students.

www.nsbac.org
Keynote Speakers

DR. CÉSAR CRUZ

From marching 76-straight miles, to hunger striking for 26 days, Cruz has dedicated his life to fighting for justice. He was born in Guadalajara, Jalisco, México and migrated to the U.S. at a young age with a single mother and grandmother. He grew up in South Central L.A. and moved to the Bay Area to study. Cruz graduated from UC Berkeley with a B.A. in history. He has been an educator for 23 years and in positions of leadership for the last 17 years, most recently serving as the Dean of Secondary Schools Program at Harvard University. He co-founded the independent school, Making Changes, out of his home, and has sought to create autonomous education spaces. For the last four years, he has overseen the Homies Empowerment Program, serving gang impacted/involved youth in Oakland, CA. He is the author of two books, Revenge of the Illegal Alien and Bang for Freedom. He received his doctorate in Educational Leadership at the Harvard Graduate School of Education, becoming the first Mexican immigrant male to do so. The recipient of the Jefferson Award for Public Service, Cruz currently serves as a Bridge Fellow for TNTP (The New Teacher Project), and is on the advisory board of the education policy organization Broader Bolder Approach to Education (BBA).

CHRISTIAN MOORE

Christian Moore is an internationally renowned author, speaker, licensed clinical social worker and advocate for at-risk youth. Coming from a blended family of 12 children, Moore spent most of his childhood years on the streets. In a neighborhood just outside of Washington, D.C., he was exposed to a wide array of social problems, which opened his eyes to the many injustices that exist in our world today.

By the time Moore had reached second grade, he had been diagnosed with attention deficit-hyperactivity disorder, conduct disorder, and severe learning disabilities. Because of these setbacks, he often felt socially isolated in school. He spent time both as bully and victim; and often acted out to avoid answering the questions of teachers.

Due to his poor grades and learning disabilities, Moore was told by his high school counselors that college was not a viable option. But after graduation, an experienced volunteer in the inner city gave him an opportunity to help others and encouraged Moore to try.

As a result, Moore found his passion in social work. In college, he developed what he called his "No F" game plan. By attending all his classes, sitting in the front row, building relationships with professors, completing all his assignments, and utilizing every resource available, Moore rose from a "troubled" special education student to a well-respected recipient of a master’s degree in social work.

As a social worker in education, youth corrections, and a homeless program, Moore began to see the need for a new approach in reaching out to today’s youth. Drawing from his personal challenges, his degree, his career, and his understanding of people from all walks of life, Moore created WhyTry.

Moore’s personal mission is to ensure that youth are given an opportunity to succeed, regardless of social or economic status, race, background, or other personal obstacles.
**DR. MONIQUE MORRIS**

Monique W. Morris, Ed.D., is an author and social justice scholar with more than 20 years of professional and volunteer experience in the areas of education, civil rights, juvenile and social justice. Dr. Morris is the author of *Black Stats: African Americans by the Numbers in the Twenty-First Century* (The New Press, 2014), *Too Beautiful for Words* (MWM Books, 2012), and *Pushout: The Criminalization of Black Girls in Schools* (The New Press, 2016). She has written dozens of articles, book chapters and other publications on social justice issues and lectured widely on research, policies and practices associated with improving juvenile justice, educational and socioeconomic conditions for Black girls, women and their families.

Dr. Morris is the co-founder and president of The National Black Women’s Justice Institute and a 2012 Soros Justice Fellow. She is a former lecturer for Saint Mary’s College of California and adjunct professor for the University of San Francisco. She is also the former vice president for economic programs, advocacy and research at the National Association for the Advancement of Colored People (NAACP) and the former director of research for the Thelton E. Henderson Center for Social Justice at the UC Berkeley Law School. Dr. Morris has also worked in partnership with and served as a consultant for state and county agencies, national academic and research institutions, and communities throughout the nation to develop comprehensive approaches and training curricula to eliminate racial/ethnic and gender disparities in the justice system. Her work in this area has informed the development and implementation of improved culturally competent and gender-responsive continuation of services for youth.

**JACINTO RAMOS, JR.**

Jacinto Ramos, Jr. is a national, state and community leader. Ramos is the chair of the 2019-2020 Council of Urban Boards of Education (CUBE) as well as the next president of the Mexican American School Boards Association. Additionally, he serves on the Board of Directors of the Texas Association of School Boards (TASB).

The Mexican American School Boards Association (MASBA) is a voluntary, nonprofit, statewide education association that has served local Texas school boards since 1970. MASBA is focused on closing gaps in Texas public schools, particularly for the Latinx students who comprise the majority of students statewide.

Born and raised on the North Side of Fort Worth, Ramos is a product of immigrant parents from Mexico, devoting countless hours to the cause of providing a voice to the disengaged and the disenchanted youths of today.

He is a certified CBMCS multicultural trainer for Tarrant County Mental Health Connection, a certified probation officer in the state of Texas, a former co-director of the Multicultural Alliance’s Camp CommUNITY, and an affiliate of Courageous Conversations About Race.

Bridging the silos of activism, leadership, and community engagement, Ramos earned a spot on the Fort Worth Independent School District’s School Board in June 2013. Two years later, he reached an historic milestone becoming the youngest board president from his district. He is also a member of the Council of the Great City Schools, the National Association of Latino Elected and Appointed Officials (NALEO), and is a Fellow of the Center for Reform of School Systems (CRSS).

Ramos is also a part of the Texas Education Consortium for Male Students of Color, where he is the only Texas school board member on the Consortium Advisory Team.

He is on track to complete his Ed.D. in Educational Leadership and Administration.

Ramos has received many awards, such as the Superior Achievement Award by the National Organization of Hispanics in Criminal Justice, the 2010 Mike Moncrief Believing in Youth Award from Santa Fe Youth Services and the Visionary Edict Award from Magdaleno Leadership Institute. He was also inducted into the Tarrant County Fatherhood Coalition Fathers’ Hall of Fame in 2010.

Ramos currently resides on Fort Worth’s North Side.
# CUBE Steering Committee

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<tr>
<th>Name</th>
<th>School District</th>
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<tr>
<td>Steve Corona</td>
<td>SD: Fort Wayne Community Schools</td>
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<tr>
<td>Ericka Mitchell</td>
<td>SD: Atlanta Public Schools</td>
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<td>Martha James-Hassan</td>
<td>SD: Baltimore City Schools</td>
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<td>Jayme Mathias</td>
<td>SD: Austin Independent School District</td>
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<tr>
<td>Leah Puryear</td>
<td>SD: Charlottesville City Schools</td>
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<td>Juanita Jordan</td>
<td>SD: Prairie Hills School District #144</td>
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<td>Michelle McKissack</td>
<td>SD: Shelby County Schools</td>
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<td>Marque Snow</td>
<td>SD: Omaha Public Schools</td>
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<td>Curtis Valentine</td>
<td>SD: Prince George’s County Public Schools</td>
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<td>Martha Wilson</td>
<td>SD: Camden City School District</td>
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<td>Ray Freeman</td>
<td>SD: Warrensville Heights City Schools</td>
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(continued on the next page)
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East Baton Rouge Parish School System
Jefferson Parish School Board
Orleans Parish School Board
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Boston Public Schools

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Baltimore County Public Schools
Howard County Board of Education
Montgomery County Board of Education
Prince George’s County Public Schools

MICHIGAN
Pontiac Public School District
Westwood Heights School District

MISSOURI
Ferguson-Florissant School District
Hickman Mills School District
Jennings School District

NORTH CAROLINA
Charlotte-Mecklenburg Schools
Cumberland County School District
Durham Public Schools
Guilford County Schools
Wake County Public Schools

NEW JERSEY
Camden City School District
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Paterson Public Schools
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Oklahoma City Public School I-89
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In 2000, Founder Charles Best launched the nonprofit DonorsChoose.org at the Bronx public high school where he taught history. To date, teachers at more than 80% of all the public schools in America have created classroom projects on DonorsChoose.org, requesting crayons, books, telescopes and more. More than 3 million people, corporations and foundations have given over $750 million to those projects.

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ABOUT NSBA

The National School Boards Association (NSBA) is the leading advocate for public education. For almost 80 years, we have been leading the effort to support and enhance public education. We are succeeding in creating the best possible environment in which students can realize their dreams.

NSBA is a federation of 49 state associations and the U.S. territory of the Virgin Islands, representing their more than 90,000 school board officials. These local officials govern more than 13,600 local school districts serving more than 50 million public school students. Working with and through our state associations, and serving as their Washington, D.C., office, NSBA advocates for equity and excellence in public education through school board governance.

We believe public education is America’s most vital institution. It is a civil right necessary to the dignity and freedom of the American people, and all children deserve equal access to an education that allows them to reach their potential.

In pursuit of these beliefs, NSBA and our members will continue to lead the national conversation about public education, advocate for public policies that ensure all students everywhere have access to a great public education where they live, create a better understanding of the importance of school boards and the benefits of local governance, and enhance the effectiveness of school boards.

NSBA and our members utilize our resources including the Council of School Attorneys (COSA), the Council of Urban Boards of Education (CUBE), the National Black Council of School Board Members (NBC), the National Hispanic Council of School Board Members (NHC), the National American Indian/Alaska Native Council of School Board Members (AIAN), the Conference of State Association Legislative Staff (CSALS), the Federal Relations Network (FRN), Network (FPE), the National School Boards Action Center (NSBAC), the Center for Public Education (CPE), and a robust and continuous media program to fulfill our mission.

NSBA is a not-for-profit organization. The public policy agenda is determined by a 150-member Delegate Assembly made up of local school board members who represent their state associations of school boards. The Board of Directors translates this policy into action. Programs and services are administered by the NSBA Executive Director and CEO and by professional staff. NSBA is headquartered in Alexandria, Virginia, in the metropolitan Washington, D.C., area.
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