

Educator Diversity Preconference

brought to you by the

Diversified Teacher Workforce Topical Action Group (DTW TAG)

and

Programmatic Advisory Committee on Educator Diversity (PACED)

February 23rd, 2022

Purpose: In order to cover the broad scope of intersecting educator diversity topics and practices facing both the PK-12 Teacher Pipeline and Colleges of Education/Educator Preparation Programs, DTW TAG and PACED will hold parallel pre-cons, covering each track respectively. In addition to shared opening and closing keynotes, DTW TAG and PACED will also hold a joint reception with several other AACTE groups focusing on educator diversity and inclusion. When registering for this Preconference, you will select your track upon arrival

DTW Pre-Con Track Focus: The annual DTW pre-conference convenes a dynamic group of national leaders from colleges and universities across the country, to explore innovative efforts for addressing racial/ethnic teacher diversity. Since its inception in 2015, DTW has been committed to driving the national conversation around teacher diversification grounded by 4 major goals:

1. articulate why teacher diversification is important
2. encourage teacher preparation programs to diversify their teacher candidate pools and provide them with strategies to do so
3. challenge educational institutions writ large to critically reflect on and address enduring barriers to access and equity for minoritized individuals across teacher pathways
4. identify ways to encourage candidates from underrepresented backgrounds to enter the teaching workforce; and identify how the community can provide ongoing support as these teachers enter the workforce

PACED Pre-Con Track Focus: The importance of a diverse teacher workforce is critical for pipeline diversity in teacher education and higher ed administration. This pre-conference, developed by AACTE's Programmatic Advisory Committee on Educator Diversity (PACED), whose purpose is to advise the AACTE staff and Board of Directors on current trends, issues, and programming related to diversity in educator preparation program faculty and candidates, will address the complexity of teacher workforce diversity by delving into issues connected with diversity in teacher education and schools/colleges of education administration. The primary audience will be deans, associate deans, department chairs, and aspiring leaders. The objectives for this pre-conference are:

1. Address the complexity of teacher workforce diversity related to diversity in teachers' education and the schools/colleges of education administration;
2. Engage leaders in rich discussion centered around sharing experiences, resources, and strategies
3. Build momentum for PACED to further establish as a new committee in AACTE.

AACTE—Educator Diversity Pre-Conference Agenda2023

8:30 - 9:00am: Breakfast

9:00-9:30am: Introduction & Welcome

9:30-10:45am: Opening Keynote Session: Handbook of Research on Teachers of Color & Indigenous Teachers
Dr. Conra Gist & Handbook Contributors

Breakouts (10:45am – 12pm)

Track 1 (DTW)

- **10:45 – 12:00: Teachers of Color Retention Principal and Administrative Support Systems**
Invited Speaker(s) Dr. David DeMatthews & Scholars
Panel will focus on strategies and insights to bolster the educational leadership pipeline for people of Color to support districts and schools that have been destabilized by high rates of teacher, principal and superintendent turnover.

Track 2 (PACED)

- **11:00 - 11:30am - Panel 1: Centering Social Justice and Anti-Racism in Promotion and Tenure Pathways**
Panel will focus on making a case for promotion and tenure through DEI scholarship. Examples of language developed at various institutions will be provided.
 - **11:30-11:50pm - Panel 2: Recognizing Progress through the Promising Practice Award**
Panel will focus on the creation of the AACTE PACED Promising Practice Award and solicit feedback before the award is launched for the next cycle.
-

12:00-1:00pm: Shared Networking Lunch

DTW-Holmes-PACED Shared Networking Lunch - an opportunity for Holmes Scholars to speak with faculty members

Breakouts (1pm – 3pm)

Track 1 (DTW)

- **1:15-2:30: Interactive Session: Systemic Initiatives for Strengthening Teacher Diversification Pathways**
Session leaders will highlight their ongoing grassroots efforts and policy work as scholar-practitioners in collaboration with various local and state educational partners. Through large and small groups discussions attendees leave with emerging models for implementation and tangible strategies for conceptualizing and/or engaging in similar work.
 - *Strengthening Teacher Diversification Pathways Through Racial Affinity Groups and Youth Participatory Action Research (YPAR) at the High School and Undergraduate Levels* – University of Nebraska-Lincoln and Penn State University
 - *University Racial Equity Initiatives within the Louisville Teacher Residency Program* – University of Louisville
- **2:30-3:00: DTW Teachers of Color – Intern/Mentor Teacher Awards (naming of two award-winning pairs)**

Track 2 (PACED)

- **1:15 - 2:00pm - Panel 3 - Neoliberalism & Educator Diversity**
Panel will address the ways in which neoliberal programs and philosophies are taking advantage of the national teacher shortage and making a case to the public that undermines the value of university-based teacher education.
 - **2:00 - 2:45pm Panel 4 - Insights from BIPOC Deans**
Panel will address the ways in which the leadership of BIPOC Deans creates space to diversify the teacher education pipeline. Deans will share the ways in which they have established a vision for the school/college of education that encourages diversification and promotes social justice perspectives in teacher education.
-

3:00 - 3:30pm - Closing keynote: Julian Vasquez-Heilig (Provost, Western Michigan University)

Dr. Vasquez-Heilig is a national award-winning leader, teacher and researcher who serves as an important, critical voice for equity in education.

4:00-5:00: Business Meetings

DTW Business Meeting

PACED Business Meeting (for committee members only)

5:30-7:30: DTW/PACED/Urban Education TAG Shared Reception