

5th Annual Diversifying the Teacher Workforce C.A.R.E Community Building and Radical Empathy

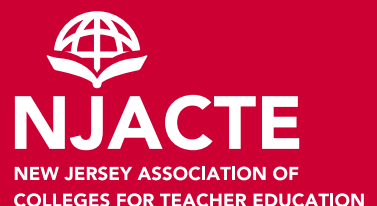
Paul Robeson Campus Center, 350 Dr. Martin Luther King Jr Blvd., Newark, NJ 07102

Program Overview for Week 3 October 18, 2022 - 8:30 am to 1:00 pm

8:30-9:00	Registration Check-in - Essex Room
9:00-9:05	Greetings - Lynnette Mawhinney, Urban Education Chairperson
9:05-9:10	Opening Remarks - Chancellor Nancy Cantor
9:10-9:15	Introduction of Keynote Speaker - Stacey Leftwich, NJACTE President
9:15-10:00	<i>Addressing the Teacher Shortage and Diversifying the Teacher Workforce: Two Challenges, One Solution</i> - Lynn Gangone, AACTE President and CEO

Addressing the Teacher Shortage and Diversifying the Teacher Workforce: Two Challenges, One Solution

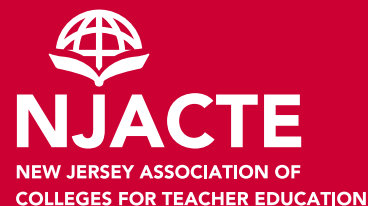
**Lynn Gangone
AACTE President and CEO**



10:00- 10:05 Announcements

10:05-11:00 Concurrent Session 1

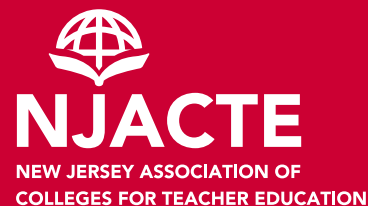
Presenter	Title	Description	Type	Location
Isaiah White	<i>Men of Color Hope Achievers (MOCHA): An Alternative Route Teacher Program for Diverse Males</i>	This presentation will provide an overview on a new program, Men of Color Hope Achievers (MOCHA). During the roundtable discussion, the presenter will share the highs and lows of creating a program dedicated to support the teacher shortage by creating a pathway for men of color to enter the profession. The presentation will end with stories from program participants and their ability to trust the process of a new program, while the program facilitators built a community and demonstrated radical empathy.	Round Table	Essex Room
Tabitha Dell'Angelo	<i>The Competing Demands of Care: Recruiting Teachers into the Coal Mine</i>	In this session, a candid discussion will ensue around the current climate, nationally and locally, and how to navigate the realities of color blind ideology, and gas lighting while still trying to diversify teaching faculty. How can teachers, who are vulnerable, be recruited as well as be protected and sustained? Using a case study of one particular school district and the national discourse, the presenter will facilitate discussion.	Round Table	Essex Room
Ian Bouie	<i>Loyalty Inside Our DNA: How Alumni of a Grow Your Own Teacher Program Became Othermothers to Students in their Hometown</i>	This presentation will focus on the stories of the alumni of the Boseman Future Teachers (BFT), a Grow Your Own Teacher Program, as they detail their relationships with their students in their hometown. Specifically, this session will highlight these teachers as othermothers, as well as otherfathers to their students, which are roles that many of these educators wholeheartedly embraced. The session will emphasize how the ethics of care were introduced to these teachers in their formative years and how they now practice tough love and exhibit dedication inside their classrooms.	Round Table	Essex Room
Ligia Alberto Michael Kuchar	<i>Incrementing the Pipeline of Teachers/Administrators of Color in New Jersey</i>	This is a research-based presentation related to the need to diversity the teaching pool in New Jersey to better serve a demographic changing state. This presentation will present data related to the demographics of students, teachers, and administrators in New Jersey and will present strategies to increase the pool of teachers/administrators of color.	Research	Bergen East 257
David Antunes Alexander Guzman Shannon Myers Aquaus Kelley Genevieve Green Allyse Hall	<i>Leveraging Teacher Leaders of Color as Agents in Diversifying the Teacher Workforce</i>	This presentation will provide a framework to leverage teacher leadership to diversify the teacher workforce. Presenters will first provide ways in which teacher leaders can engage in this work. Then, teacher leaders who engaged in the Rutgers Diversifying the Teacher Profession project, during the 2021-2022 school year, will share some practical ways in which they engaged in this work in their local school district.	Practitioners	Bergen Central 256



<p>Jhanae Wingfield LaChan V. Hannon</p>	<p><i>Te Valoro: Centering Bilingualism in Teacher Preparation</i></p>	<p>Recognizing that ESL and Bilingual/Bicultural Education certifications have traditionally been reserved for post-baccalaureate programs, the presenters assert that this position across NJ EPPs is inequitable and systematically places an undue and inequitable pedagogical and financial burden on bilingual candidates. With 40% of students in Newark speaking a home language other than English, it is imperative that undergraduate teacher candidates are equitably prepared to specifically support the linguistic diversity of its student populations. To this end, the presenters have developed and implemented a degree granting major that leads to teacher certification in ESL and Bilingual/Bicultural Education. This innovative new program allows teacher candidates access to courses typically reserved for graduate students and positions undergraduate students at a pedagogical advantage.</p>	<p>Practitioners</p>	<p>Bergen West 255</p>
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11:05-12:00 Concurrent Session 2

Presenter	Title	Description	Type	Location
<p>Jonathan Garr</p>	<p><i>Bridging the Gap: A Framework for Building + Nurturing a Pipeline of Culturally Responsive Teachers</i></p>	<p>The Camden Teacher Pipeline is a partnership between the Camden Education Fund, Rowan University, Rider University and Relay Graduate School of Education. The program is designed to attract new teachers to Camden, provide them with hands-on training and support during their student teaching and align their student teaching experience with schools that anticipate hiring for the upcoming school year. The goal of the program is to create a sustainable pipeline of high-potential educators for the city of Camden while providing aspiring teachers with the support and community to successfully launch their careers. Four cohorts of students have been successfully placed into full-time roles in Camden schools. The majority of students that received full-time offers have accepted and continue to teach and serve in Camden.</p>	<p>Practitioners</p>	<p>Bergen Central 256</p>
<p>Jennifer Sharp Charity Comella Erin Servillo Kelly Mattis Dennis Copeland</p>	<p><i>CJPride Consortium Members Efforts to Retain Divers Educators</i></p>	<p>CJPride Consortium Leaders will explore strategies and best practices related to employee retention. They will highlight the critical efforts taken by CJPride member districts in diversifying school staff. Through the lens of diversity, equity, and inclusion, participants will receive an overview of the consortium's mission and zeal to stay committed to what's best for students, even as staffing shortages abound across the state. The importance of both a comprehensive Induction Program and a school culture that welcomes staff views and perspectives will be discussed.</p>	<p>Practitioners</p>	<p>Bergen East 257</p>



Presenter	Title	Description	Type	Location
Mary McGriff Michelle Rosen Brandi Warren George E. Jackson	<i>NJCU Teacher Intern Program: Finding Nurturance in a Diverse Community of Educators</i>	In this interaction session, higher education and K-12 educators will learn about the NJCU teacher Intern Program. It is a paid internship/mentorship in which a diverse group of pre- and in-service educators come together in structured community-building, equity-focused, professional learning experiences that provide welcoming and brave spaces for candid sharing and inquiry. Opportunities for small group interaction and Q&A's will ensure optimal participant engagement.	Practitioners	Monmouth 237
LaChan V. Hannon Lia M. Hannon Michael R. Jones	<i>Teaching Black: Common Eyes All See the Same</i>	Through the use of storytelling, the presenters will share what they have learned while conducting a self-study about what it means for them to be Black educators during America's cultural reckoning. They will share considerations for school leaders in support of Black teachers' mental health, well-being and retention	Research	Bergen West 255
Zeynep Isik-Ercan Mehtap Akay	<i>Learning from the Experiences of Immigrant Teachers in Elementary Classrooms</i>	In this presentation, the presenters will share examples from literature reviews and their own research with immigrant teachers. This will describe how their identities enrich their pedagogies, the ways that they may support all students by creating inclusive classrooms, and practicing social justice orientation and ethics of care in their classrooms and school contexts.	Research	Morris 277

- 12:00-12:15 Break
- 12:15-12:25 Final Thoughts: Lessons Learned & Introduction of NJDOE Acting Commissioner Jacqueline Mattis, Dean of the School of Arts and Sciences
- 12:25-12:35 Final Remarks, Angelica Allen-McMillan, NJDOE Acting Commissioner
- 12:35-12:40 Wrap-Up and Reminder, Stacey Leftwich, NJACTE President
- 12:40-1:00 Network and Mingle
- 1:00-2:00 Lunch

Thank you for joining us this year!

The Convening Planning Committee would like to thank our sponsors: **Rutgers-Newark, NJDOE, ETS, and NJACTE.**

