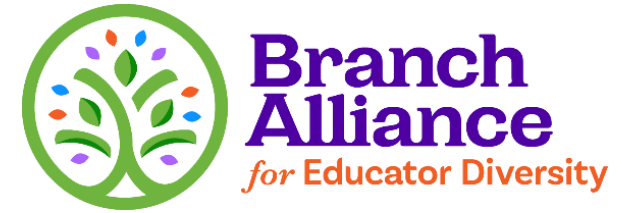




Find Your Table



1. University of San Diego
2. Azusa Pacific University
3. Pacific Oaks College
4. Texas A&M San Antonio
5. University of North Carolina at Pembroke
6. California Lutheran University
7. Fort Valley State University
8. Valdosta State University
9. Texas A&M Central Texas
10. Mercy University
11. State University of New York at Old Westbury
12. University of La Verne & Mount Saint Mary's University
13. Texas A&M International University & West Texas A&M University
14. Virginia State University & Alabama A&M University

District partners, please kindly locate the table assigned to your affiliated higher education institution.



**Branch
Alliance**
for Educator Diversity



Building Your Transformation Toolbox

Fall 2023 Transformation Center Convening

September 26-28, 2023



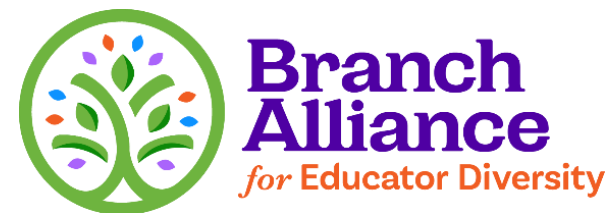
Who is in the Room?



- EPP faculty, leaders, and staff
- District partners
- Teacher candidates
- Guests
- BranchED staff



Cohort 2



University of
La Verne



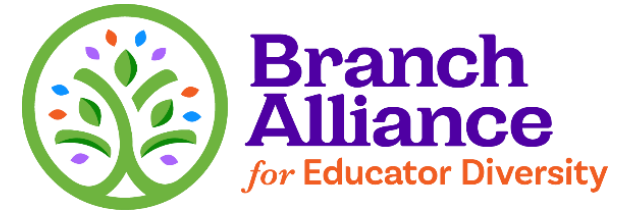
Mount 
Saint Mary's
University
LOS ANGELES



WT
WEST TEXAS A&M
UNIVERSITY™



Cohort 3





Cohort 4



TEXAS A&M
UNIVERSITY
CENTRAL TEXAS



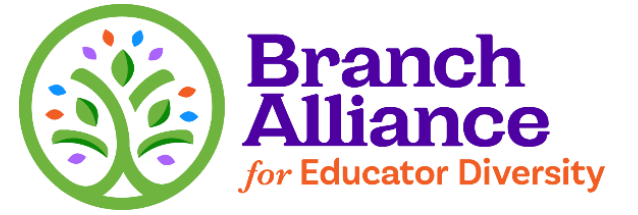
CAL LUTHERAN



**FORT VALLEY
STATE UNIVERSITY**
EMPOWER *the* POSSIBLE.

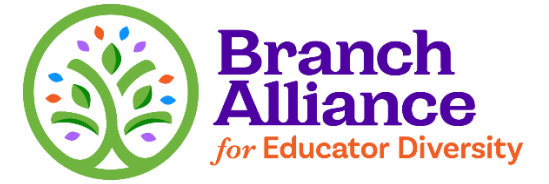


Cohort 5





Agenda and Goals

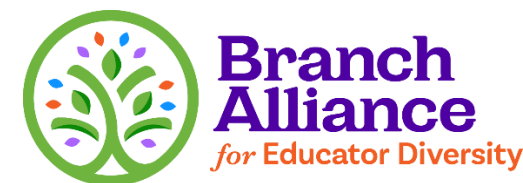


- Collaborative tool inventory and exploration
- Networking and knowledge sharing





Meeting Norms



- We will be present both physically and mentally.
- We will network and connect with participants from different tables throughout the event.
- We will leave titles at the door. All team members are equals.
- Everyone is a learner.
- What is said here stays here. What is learned here leaves here.



Share Out



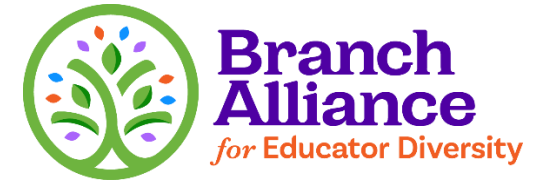
#BranchEDConvening23

#ToolboxForChange

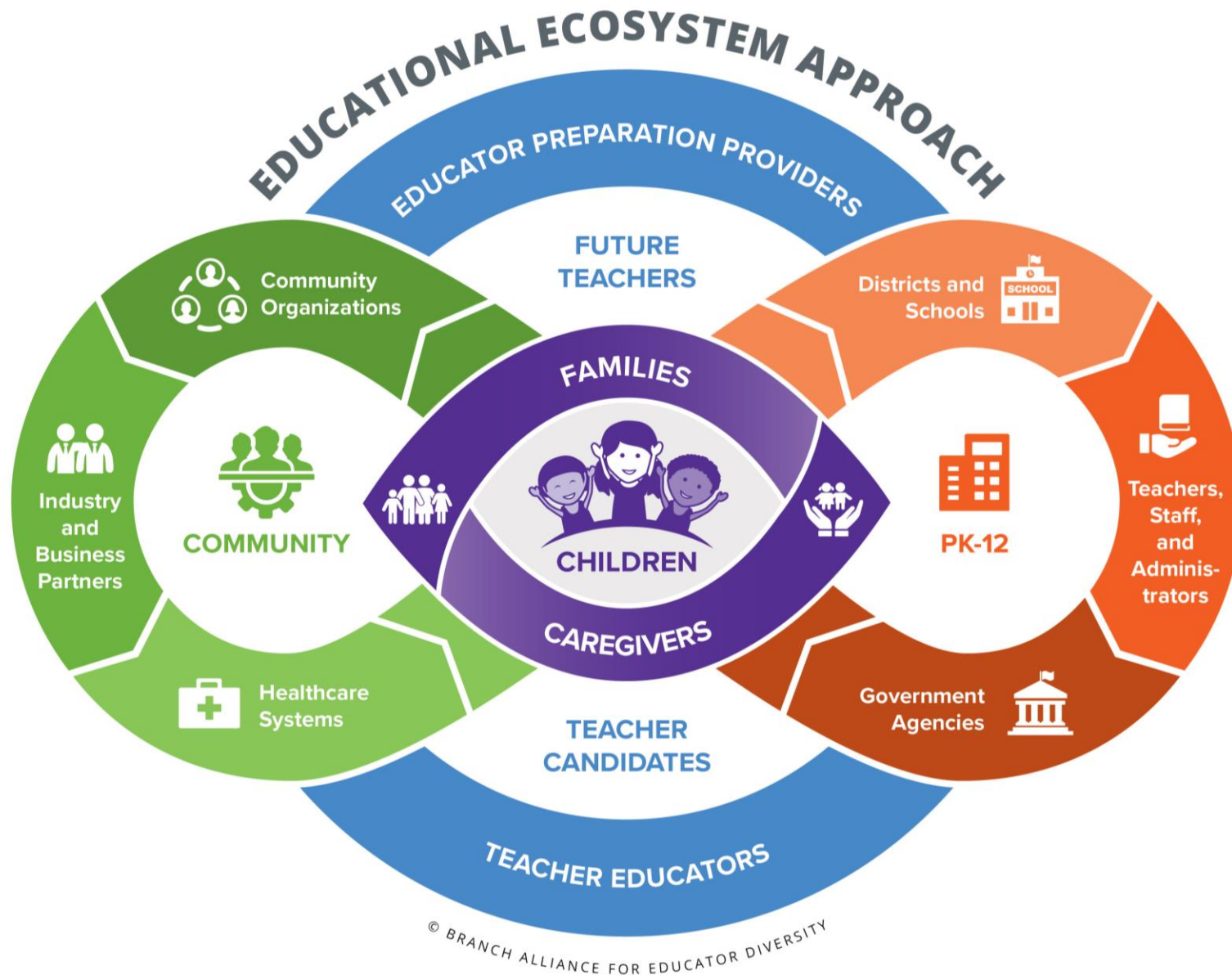
- The experience
- The learning
- The networking
- The fun



Convening Webpage



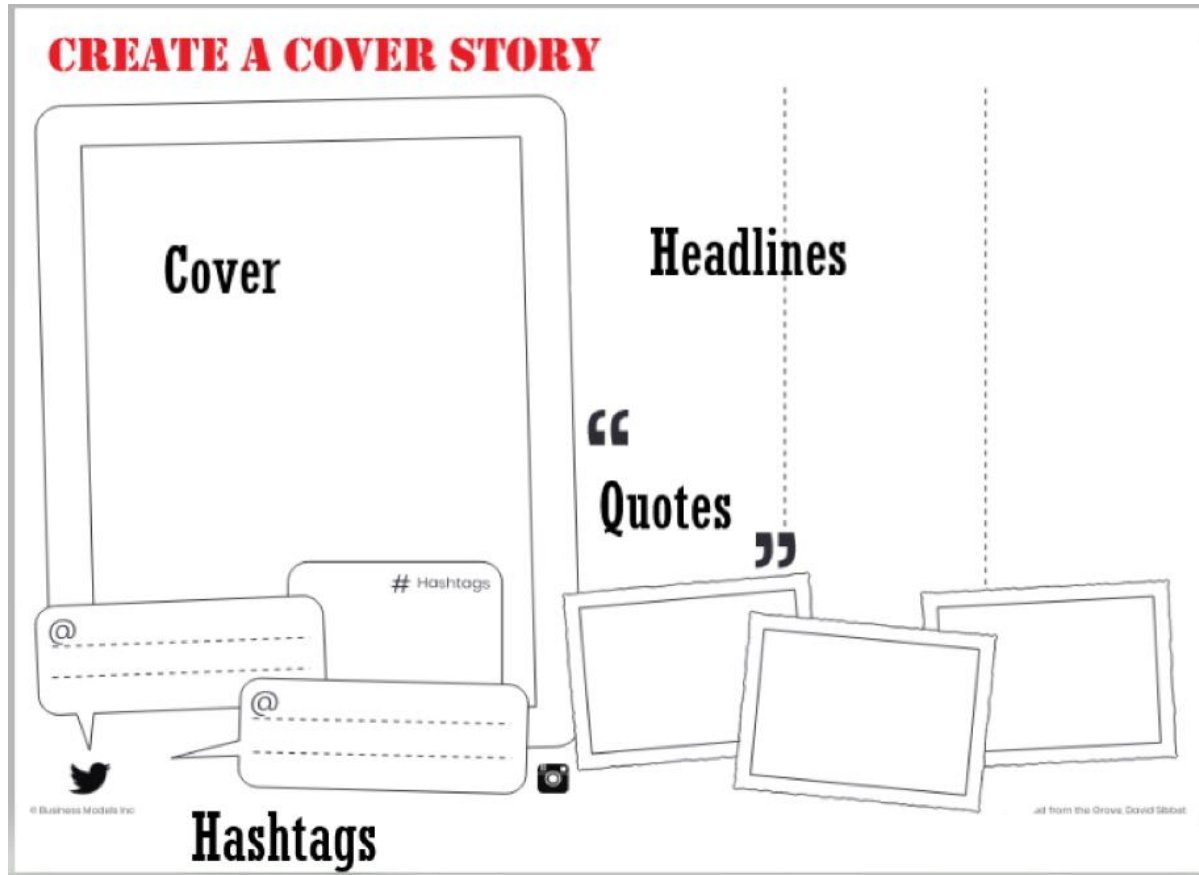
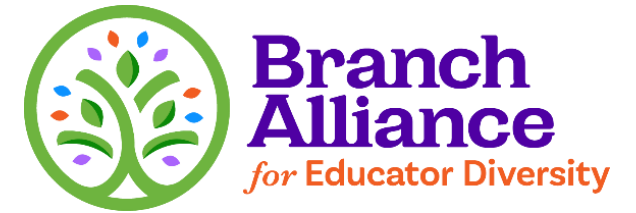
<https://www.educatordiversity.org/branched-cohort-covening-2023/>



At BranchED, we believe transforming education happens within an educational ecosystem in which there is strong connection and collaboration between and among stakeholders to ensure all children have the support they need to thrive. This ecosystem includes but is not limited to children, families/caregivers, community, community organizations, health care systems, Local Education Agencies, post-secondary education providers, industry/business partners, and government agencies. These stakeholders have unique and complementary roles that converge and diverge to benefit all children by preparing them to thrive in our heterogenous society.



Connector



At your tables, think about an ideal future state for your:

- EPP-district partnership;
- Teacher candidates; and/or
- Graduates

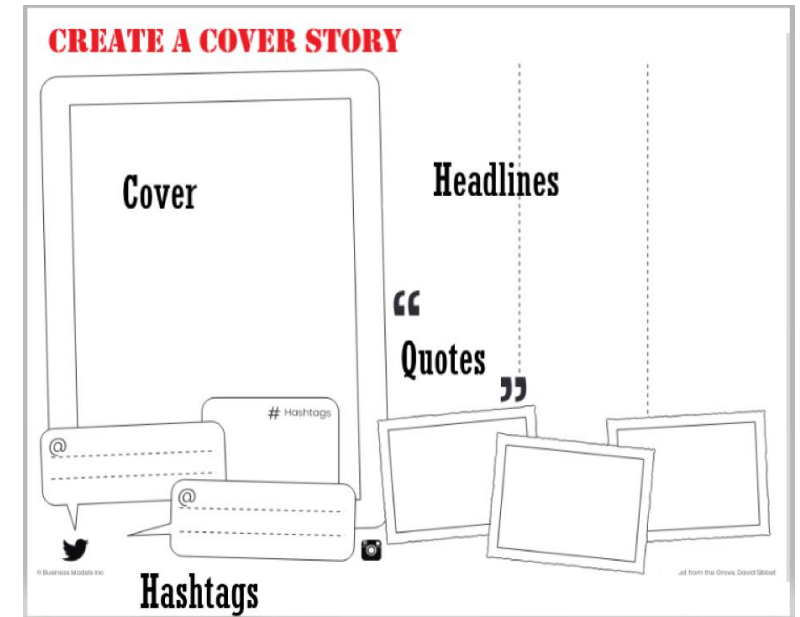
Pretend that this future has already taken place and it was so successful that it made the news.

You will have 25 minutes to generate this "story of the year" and represent it on your poster.



Cover Story Elements:

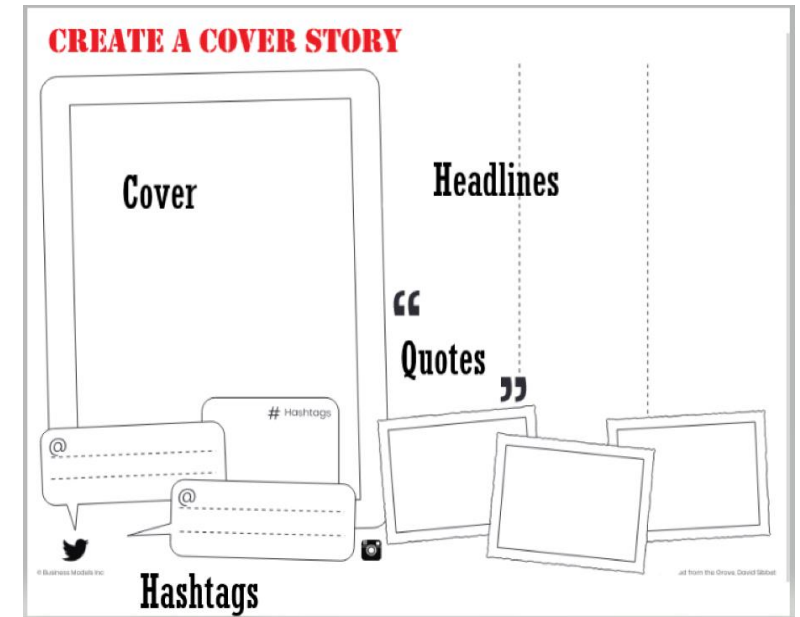
- "Cover" tells the BIG story of your success
- "Headlines" convey the substance of the cover story
- "Quotes" can be from anyone in the ecosystem
- "Hashtags" are for tagging the story on social media





What's Next?

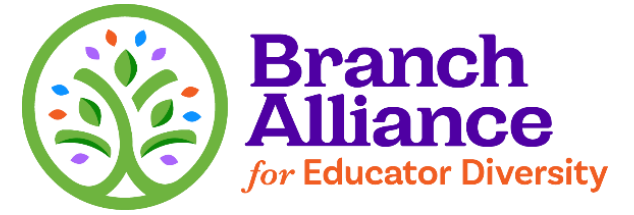
- Post your cover stories around the room
- Do a gallery walk
- These posters will serve as reference points throughout the event





Learning Lab

Cohort 2 BRIGHT SPOTS



Presentation 1
10 minutes

Presentation 2
10 minutes



Jot down notes in the note taking sheet provided while listening to the presentations



Discuss your notes from the presentations with people at your table (7 minutes)

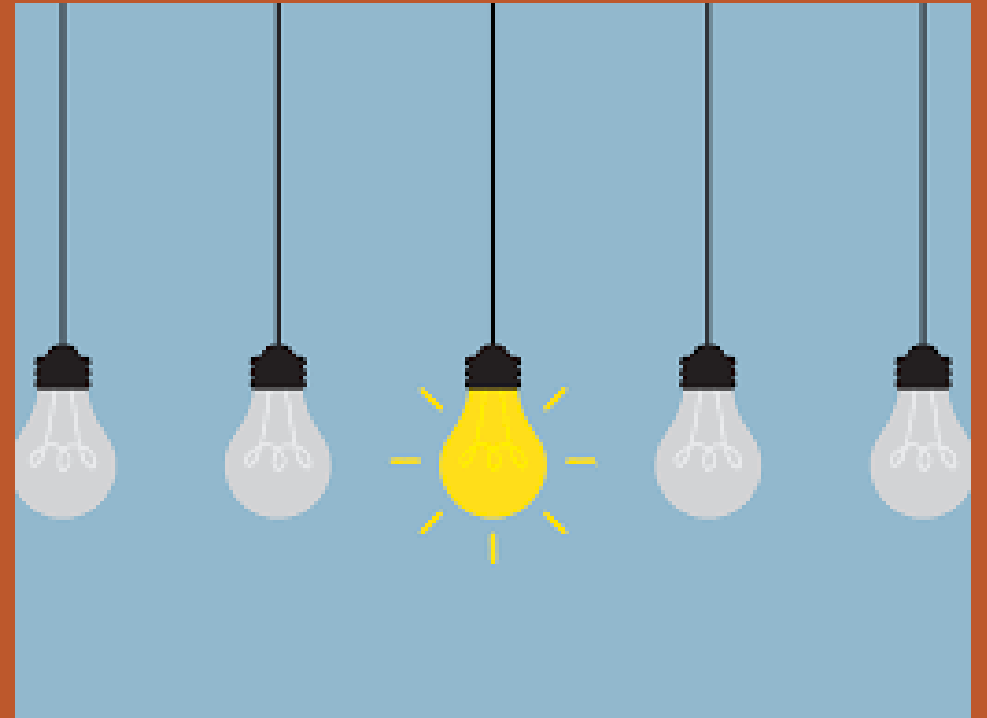


UNIVERSITY OF LA VERNE

Michael Vallejo, Ed.D.
Shana Matamala, Ed.D.

VIGNETTES

- Coaching conversations
- Implementing key assessments and dispositional assessments
- Half our courses have a key assessment and half have a vignette as a dispositional assessment



IMPLEMENTATION



Training with Branch Ed for all adjuncts and faculty



Designing a rubric



Twice yearly meetings to calibrate, analyze data, discuss best practices for implementation

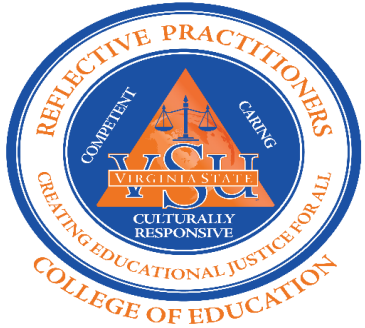
IMPACT OF VIGNETTES

Creating a safe place for all to share their viewpoints was paramount in the class discussions about confidence.

Many candidates rated their confidence higher after completing the vignettes, they still expressed apprehension about how they would react in the moment to a real critical situation in their classroom.

- “Gave students an opportunity to share their own personal story and funds of knowledge relative to each theme presented”.
- “One teacher candidate felt safe to share that his confidence level was low because of his personal religious beliefs and lack of experience in addressing these issues, but he knew he needed to act and protect the student in the scenario. He appreciated the class discussion in providing him clear ideas on how to respond”.
- “Rich feedback came from that group discussion where students often shared about similar situations that they've been a part of.”

Branch Alliance for Educator Diversity Transformation Center Convening



Virginia State University
College of Education
Department of Teaching and Learning
September 2023

Dr. Willis Walter, Dean, College of Education
Dr. Trina Spencer, Department Chair,
Teaching and Learning



School Division Partnerships



Petersburg City
Public Schools



Alexandria City Public Schools



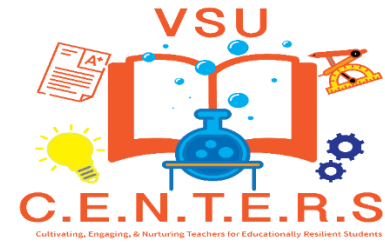
Other External Collaborators

Internal Stakeholders

- Undergraduate and Graduate Students
- Secondary Liaisons

Student Outreach

- 3 M Society (Male Teachers Molding Minds)
- 3 L Society (Leading Ladies to Leadership)
- Inscribe
- GroupMe/Remind



VSU TEACH



Outcomes

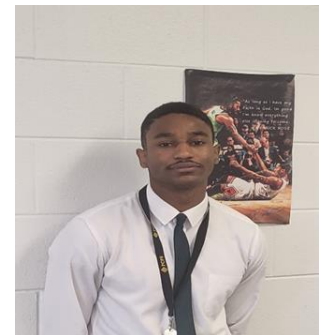
Growing Pathways for School Divisions

- I Too Teach- Teacher Residency Program
- Apprenticeship
- HERO-Hybrid Education Residency Opportunity



Other Accomplishments

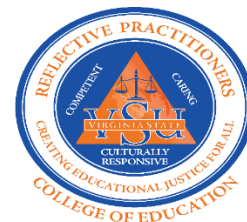
- Developing Outstanding Virginia Educators (DOVE-Dual Enrollment)
- Living Learning Community (Ed. Justice LLC)
- 4 to 66 VSUTEACH (11 Spr. & 13 Fall)
- FAST TRACK - Comm. College
- Better Faculty Realignment



Thank You

Dr. Willis Walter
wwalter@vsu.edu
(804) 524-6869- office

Dr. Trina Spencer
tspencer@vsu.edu
(804) 524-6165- office





Building a Transformation Toolbox

MSMU Teacher Preparation Programs



Inventory what is in your “box”

Opportunities to reflect on personal thoughts and efforts that:

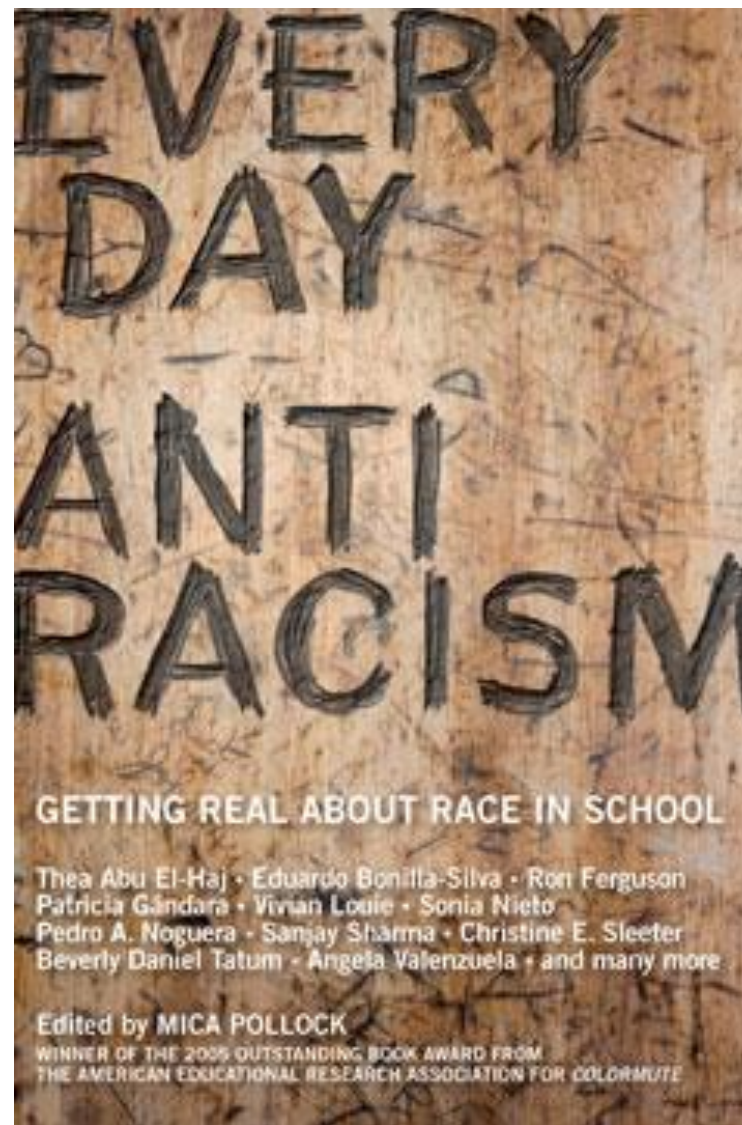
- support antiracism
- are currently lived in courses and assignments
- provide teacher candidates with models and opportunities to grow.

Sharpen the tools

What are the current faculty/team understandings of what it means to be anti-racist?

Where are these team members in their personal journeys?

Group read and weekly discussions Everyday Antiracism: Getting real about race in school, edited by Mica Pollock.



Develop Written Plans



- Teacher Educator Competencies that include anti-racism
- Included adjunct faculty in the revision process of these competencies.
- The revision was iterative, and we worked to get all perspectives.
- Common language and models for teacher candidates.



Gather/develop new tools

- Disorienting dilemma aka *Complexities in the Classroom*
- Faculty support (time & \$) to develop new course activities and assignments to provide teacher candidates rich opportunities to reflect and join the journey.
- Reflective Practice Tool for Teacher Educators



Gather “raw materials”

Recruiting new teacher candidates: Bessie Bruington Bruke Award & Scholarship

Strong partnership with district/schools that share our vision for future teachers.

Seeking additional new partnerships.



Use the Plans

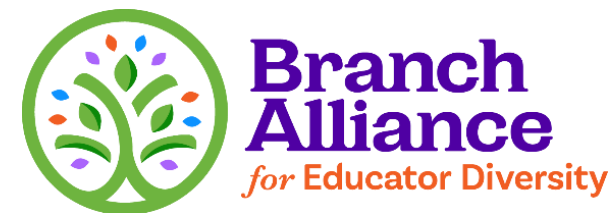
We had three searches last spring!

Teacher Educator Competencies informed interview and selection of new team members that are ready to journey with us.





Break (15 min)





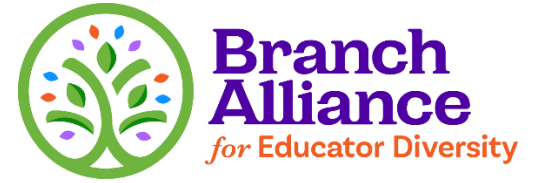
**Branch
Alliance**
for Educator Diversity



Data Talk: Scope Your Own Opportunities



What We will Cover



Data Empowerment

Transformation Domain Areas

The Work

The Impact

Brights Spots

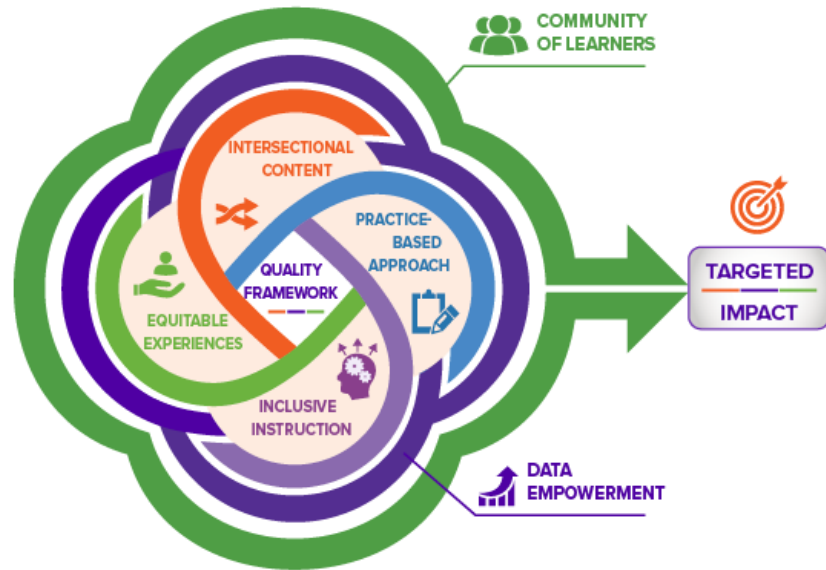
Opportunities





BranchED Framework

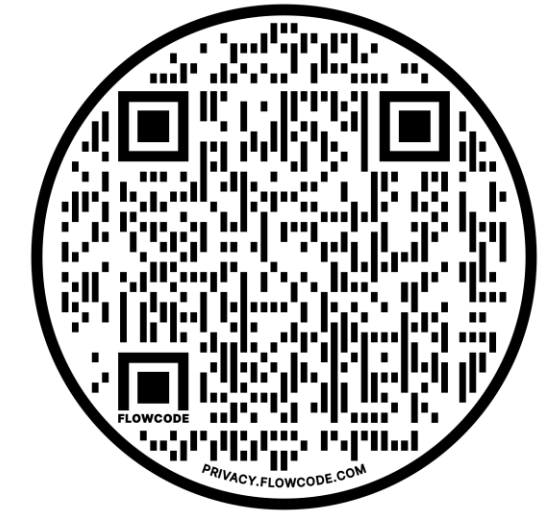
Quality Preparation of Educators



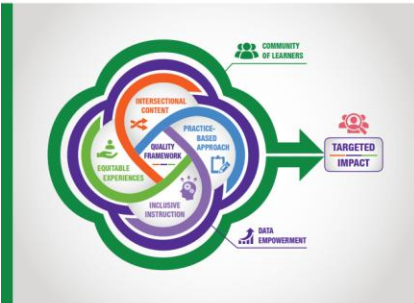
- Outlines a roadmap to create teacher preparation programs that meet the needs of our increasingly diverse student body.
- Seeks to build equity-oriented educator preparation programs that prepare educators to reflect, respect, and reify the value of the diversity of America's PK12 school children.



Toolkits



BRIEF: Community of Learners



A Higher Standard



BRIEF: Data Empowerment



A Higher Standard



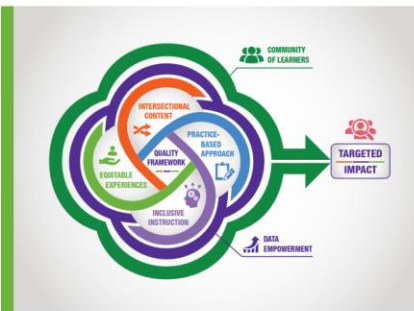
Brief: Inclusive Instruction



A Higher Standard



BRIEF: Equitable Experiences



A Higher Standard



BRIEF: Practice-Based Approach



A Higher Standard



BRIEF: Intersectional Content



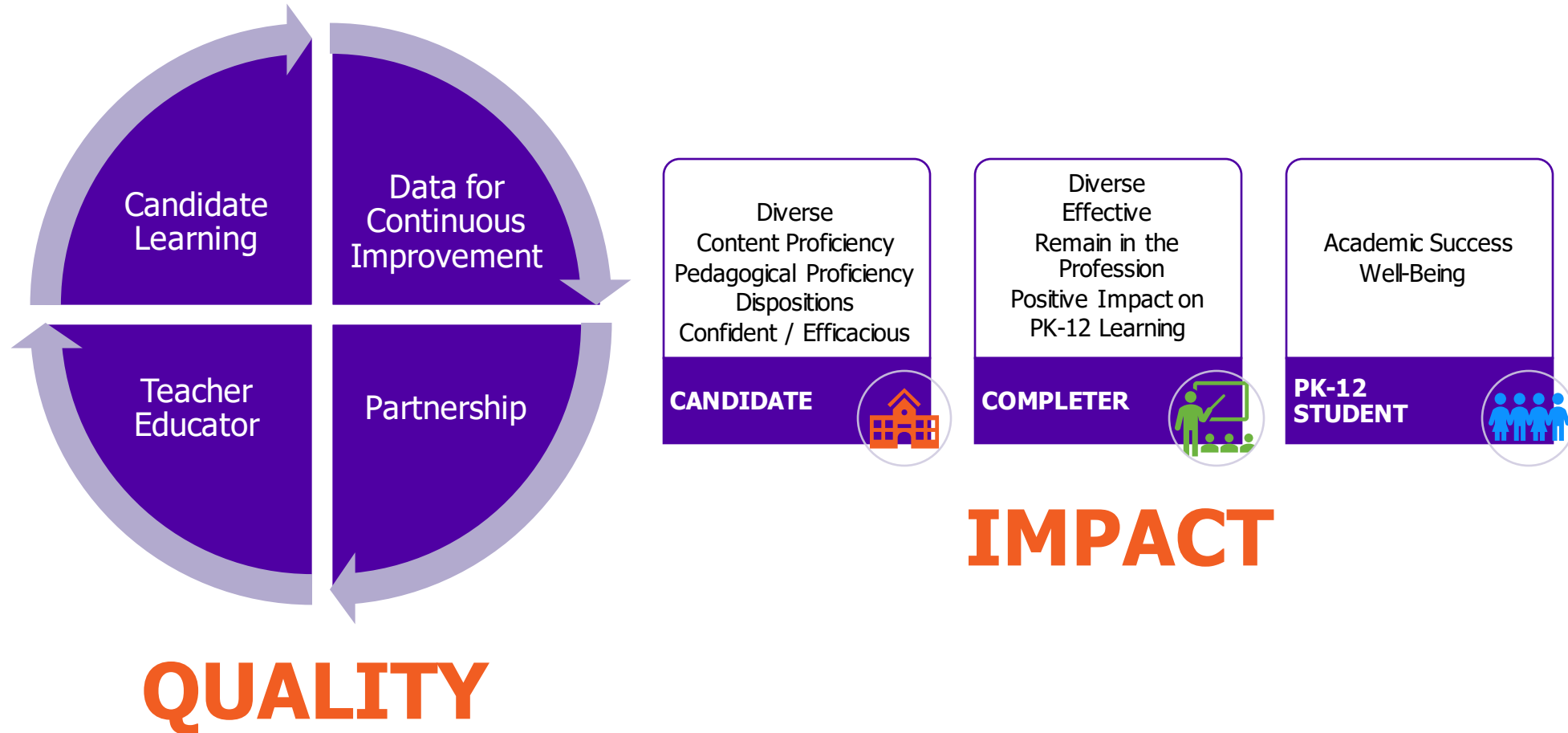
A Higher Standard





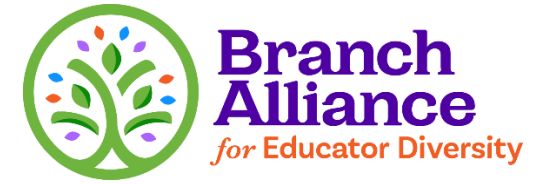
The Transformation Journey

Aligns with the BranchED Framework





Path to Transformation



Focus Area	Cohort 2	Cohort 3	Cohort 4	Cohort 5
Fostering deeper learning and supports for teacher candidates	100%	84%	59%	45%
Using data for continuous improvement	100%	80%	54%	51%
Advancing teacher educator effectiveness	100%	77%	43%	38%
Developing and sustaining strong EPP and district partnership	100%	77%	56%	34%



BRIGHT SPOTS

Diversifying the Teacher Workforce

of Enrolled Candidates

6,073 Candidates

3,484 Candidates of Color (61%)



Think about it this way:



For every 5 enrolled teacher candidates, 3 are candidates of color.

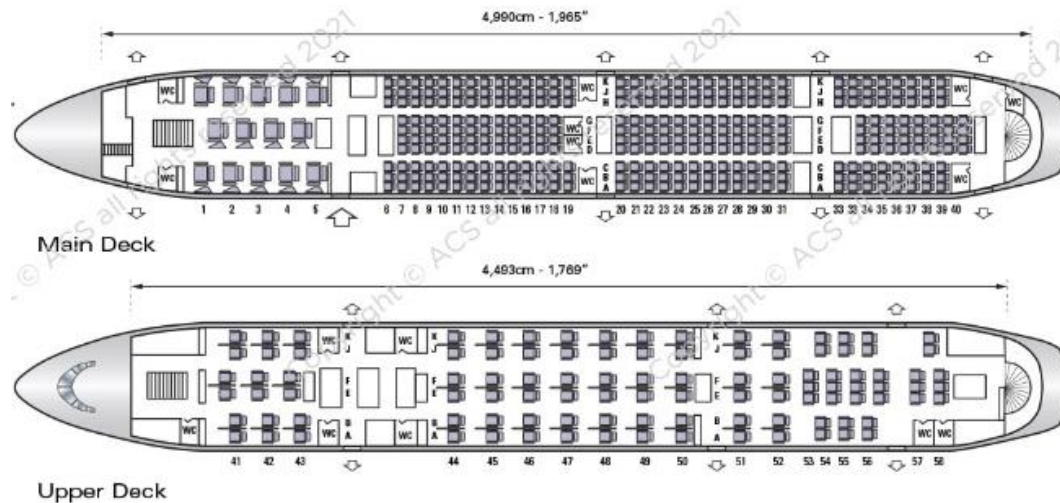


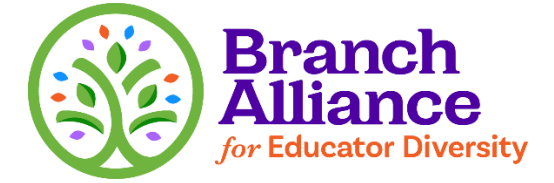
Or this way:



The number of candidates of color enrolled in cohort EPPs would be enough to fill 4 Airbus A380 planes, with 72 candidates remaining.

Airbus A380-800





BRIGHT SPOTS

Diversifying the Teacher Workforce

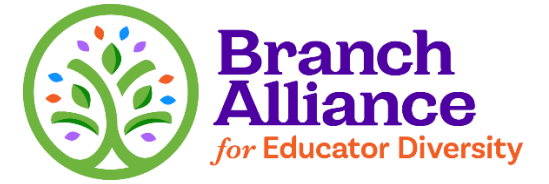
of Completers

1,045 Completers

558 People of Color (54%)



Translating 969 Completers



If we assume that each of the 1,045 graduates becomes a teacher and follows the average of affecting over 3,000 students during their career, then these graduates collectively have the potential to touch the lives of approximately **3,135,000** children.



BRIGHT SPOTS & OPPORTUNITIES

Cohort Impact

Content Knowledge
(72%)

Candidate



Pedagogical Knowledge
(82%)

Candidate



Dispositions
(96%)

Candidate



Confidence
Self-Efficacy
(85%)

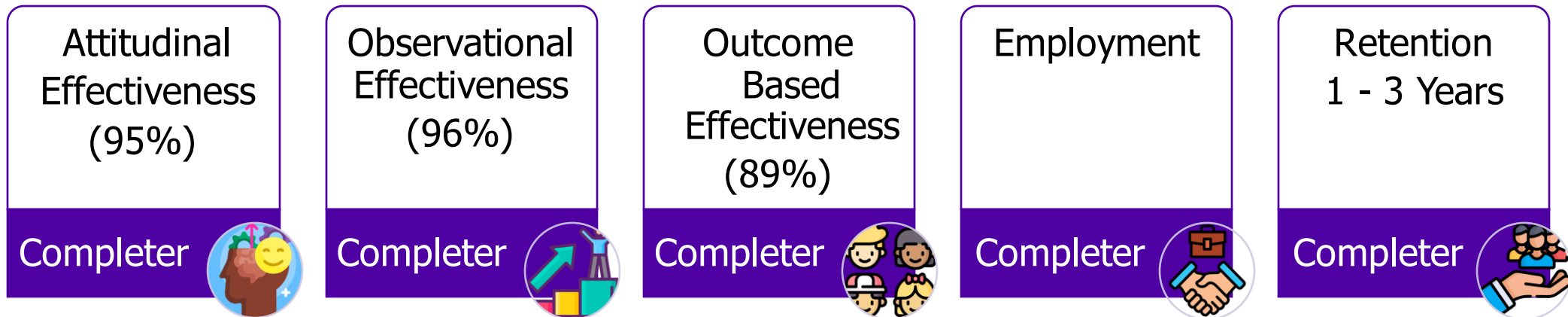
Candidate





BRIGHT SPOTS & OPPORTUNITIES

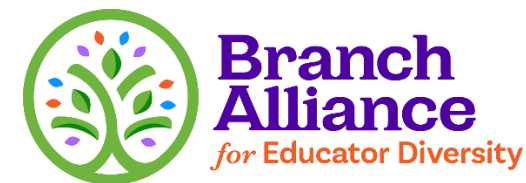
Cohort Impact





Outcome

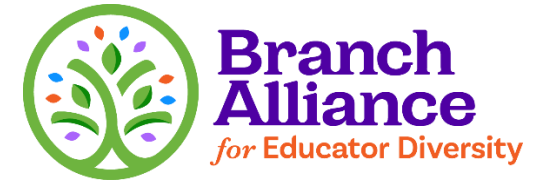
Academic Success and Social And Emotional Well Being





OPPORTUNITIES

Completer Diversity



The Washington Post
Democracy Dies in Darkness

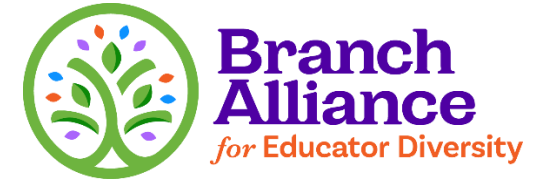
Education

America's schools are more diverse than ever. But the teachers are still mostly white.



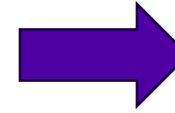


Scope Your Opportunities



Team Activity

Identify an opportunity area(s) where the EPP and district partners can collaboratively create a positive impact and address these questions:



- What is within reach for you to make a difference?
- What small things have you done and can continue to do?
- How could you stretch just a few inches more?
- What will be your next step upon return from convening?
- How can you address your opportunities to transform the cover story you crafted earlier today into a tangible achievement?

Candidate Diversity
Content Proficiency
Pedagogical Proficiency
Dispositions
Confidence
Completer Effectiveness
Completer Employment
Completer Retention



Fall 2023 Transformation Center Convening Reflection and Action

Day 1: Quick Write

What did you learn today?

What more do you want to know?

Who do you want to connect with to learn more?

Where might you look for additional information?

Day 2: Quick Write

What did you learn today?

What more do you want to know?

Who do you want to connect with to learn more?

Where might you look for additional information?

Day 3: Action

Discuss with your team how you might incorporate what you learned at this convening into your work.

Which tools/ideas you might explore more? or act upon?

What is the outcome you anticipate?

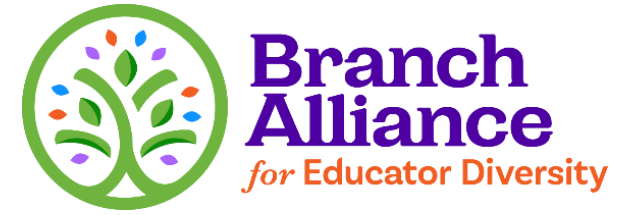
What are your possible next steps?

How can BranchED support you in taking your desired action?

Reflection and Action



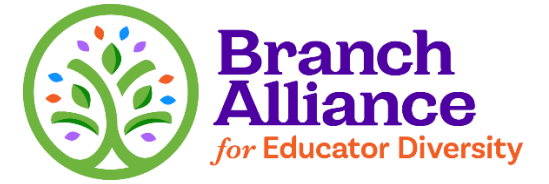
Pulse Check



<https://www.menti.com/al9kdm496if3>



Tonight



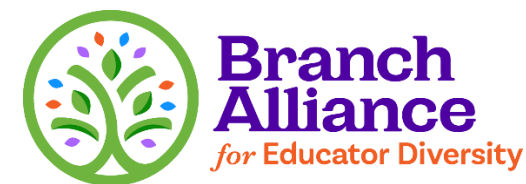
6:00-7:00 PM Reception

7:00-9:00 PM Dinner

Regency VI Ballroom



Preview of Day 2



7:00 – 8:30
Breakfast



9:00 – 5:00
Meeting Time



Dinner on your own



A Higher Standard

Thank you for your time



 info@educatordiversity.org

 (800) 519-0249

 www.educatordiversity.org