LEADERSHIP TOMORROW

Education Challenge Day
April 14, 2022

Link: https://seattlemetrochamber.zoom.us/j/91476624457
Meeting ID: 914 7662 4457
Find your local number:
https://seattlemetrochamber.zoom.us/u/aejCTk0hmk

AGENDA

Sponsored by:

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Questions for the Day: *How might deeply inclusive, anti-racist and equitable school environments look and be experienced by those furthest from justice? What would our education system look like if we believed in supporting and investing in the potential of all young people?*

Today's session was organized to support movement toward these outcomes:

- ***Community and Belonging:*** *Build trusted connections among people across many lived experiences. Feel inspired and empowered to act by belonging to an enduring community of regional stewards.*
- ***Regional Challenges and Opportunities:*** *Expand your knowledge about regional challenges and opportunities and how they are interconnected, including how dismantling systemic racism and pursuing racial equity advances a healthy community for all.*
- ***Leadership****: Practice and deepen skills to act as a leader and change agent in the program and one's own chosen area, including an emphasis on asset-based approaches to work within and across sectors to build a more resilient, equitable, and just region.*

9:00 a.m. Land and Labor Acknowledgement, **Shomari Jones**, LT'10, Curriculum Committee

9:10 a.m. Traditional Tribal Welcoming, **Bill Kallappa**, Chair, Washington State Board of Education and Enrolled Member, Makah Tribe

9:30 a.m. Context Setting: Overview of the Day & History of Education, **Shomari Jones**, LT'10, Curriculum Committee; **Mary Fertakis**, Honorary LT, Curriculum Committee

9:45 a.m. Connecting with your Quad, **Shomari Jones**, LT'10, Curriculum Committee

10:10 a.m. *Break*

10:25 a.m. The Future of Education: Dismantling Problems and Imagining Possibilities, **Anecia Grigsby**, Assistant Principal, Sammamish High School; **Mary Fertakis**, Honorary LT, Curriculum Committee; **Brandon Hersey**, President, Board of Directors, Seattle Public Schools; **Shomari Jones**, LT'10, Curriculum Committee; **Dr. Keisha Scarlett**, Chief Academic Officer, Seattle Public Schools; **Alma Villegas**, Principal, Alma Villegas Consulting

12:00 p.m. Journaling about Antiracist Community Leadership, **Mary Fertakis**, Honorary LT, Curriculum Committee

12:10 p.m. Setting up Open Space, **Shomari Jones**, LT'10, Curriculum Committee

12:15 p.m. *Lunch*

1:30 p.m. Open Space! **Shomari Jones**, LT'10, Curriculum Committee

2:45 p.m. *Break*

3:00 p.m. Racial Caucusing, **Jen Estroff**, LT'14, Racial Caucus Facilitation Team; **Mary Fertakis**, Honorary LT, Curriculum Committee; **Faizal Kassamali**, LT'21, Racial Caucus Facilitation Team; **Julie Pham**, Ph.D., LT'16, Chair, Curriculum Committee; **Nancy Sanabria**, LT'20, Racial Caucus Facilitation Team; **Jenefeness Tucker**, Honorary LT, Curriculum Committee

4:15 p.m. *Break*

4:30 p.m. Reflection, **Julie Pham**, Ph.D., LT'16, Chair, Curriculum Committee

4:50 p.m. Sponsor Comments, **Jocelyn Herrera-Ternes**, Vice President and Chief People Officer, Human Resources, Washington Region, Kaiser Permanente

4:55 p.m. Closing, **Sue Bennett**, LT'94, Executive Director

Mary Fertakis, Principal and CEO, M Fertakis Consulting, LLC; **Shomari Jones**, Director of Equity and Strategic Engagement, Bellevue Public Schools

Guests

Jocelyn Herrera-Ternes, is the Vice President of Human Resources for Kaiser Permanente, Washington Market. A native Southern Californian, Jocelyn joined Kaiser Permanente in 2011 and migrated to the beautiful state of Washington in the Fall of 2019. Jocelyn leads the People strategy for Kaiser Permanente Washington State and is known for her collaborative, results-oriented leadership approach, and her deep commitment to Kaiser Permanente members. She is a well-rounded, highly experienced leader, and is passionate about supporting and developing people throughout the organization. Jocelyn earned her bachelor's degree in management with an emphasis in human resources from California State University in Fullerton, CA. She also completed Kaiser Permanente's Executive Leadership Program at Harvard University. Jocelyn is a proud parent to three grown sons who live in various parts of the world, and she enjoys spending winter days on the ski slopes and summer days on the beach with her husband.

Brandon Hersey The son of a former high school teacher, Brandon was raised in Hattiesburg, MS where he attended the University of Southern Mississippi Honors College. Upon graduation he worked as a Truman-Albright policy fellow in the U.S. Department of Health and Human Services, Administration for Children and Families during the Obama Administration. Upon moving to Washington state, Brandon taught 2nd grade at Rainier View Elementary in the Federal Way Public School District. In 2019 he was elected to the Seattle School Board and now serves as President of the Board. Most recently, he has joined the labor movement, working as the Political Director for PROTEC17, a member-powered union representing over 9,000 members across Washington and Oregon.

Bill Kallappa II Gov. Inslee appointed Tumwater resident Bill S. Kallappa II to the State Board of Education in 2019. He currently serves as the Board's Chair. Bill has a combined 25 years' experience working in public education, Parks and Recreation Youth Programs, Tribal Youth Programs and is currently the Education Liaison for the Nisqually Tribe. In this capacity, Bill does Educational outreach to local K-12 school districts and institutions of Higher Education, promoting and sharing local tribal history and knowledge. Bill recently worked to establish the Nisqually Youth Council, a governing youth body that engages tribal youth in addressing issues that concern them. The Nisqually Youth Council is designed to imitate Tribal Council and is a legitimate organization complete with a resolution, constitution and bylaws. They have elected officials and a voting body that give a voice to Tribal Youth. Bill is also proud to be a co-founder of the Inter Tribal League. The ITL is a tribal youth sports league that was established in 2009 that gives Tribal Youth access to playing youth sports. The ITL serves Boys and Girls in grades 3-12 in sports such as basketball, softball, flag football and soccer. The ITL has partnered with the Seattle Storm over the past 6 years to provide an annual youth basketball camp for Tribal youth. Bill serves as a member of the Washington State Indian Education Association, the National Indian Education Association and serves on the Tribal Leaders Congress for Education. He is also the representative from the Governor's Office of Indian Affairs to the Educational Opportunity Gap Oversight and Accountability Committee (EOGOAC). Kallappa is a graduate of The Evergreen State College with a bachelors in interdisciplinary studies. Bill enjoys spending time with his wife Maia Bellon and teenage daughter Talia.

Dr. Keisha Scarlett is Chief Academic Officer for Seattle Public Schools and formerly served as the district's Chief of Equity, Partnerships and Engagement. Keisha's vast educational leadership experiences range from her early career in the STEM field at The Boeing Company to middle school teacher, principal, and numerous central office leadership positions in Seattle Public Schools. In 2014, Keisha Scarlett was named *Washington State Middle Level Principal of the Year*. She was recipient of *University Council for Educational Administrator (UCEA) Excellence in Educational Leadership Award* in 2013. Dr. Scarlett has dedicated her career to advocate for academic opportunities and environments which tap into the inherent brilliance of students, particularly students furthest from educational justice. One of Dr. Scarlett's proudest career accomplishments was the 2019 launch of the Academy for Rising Educators (ARE), a tuition-free educator preparation pathway program, in partnership with the City of Seattle DEEL, Seattle Central College to diversify the workforce **serving 250+ aspiring educators of color across three cohorts with a 90% retention rate.** Dr. Keisha Scarlett is a multigenerational resident of Seattle and graduate of Seattle Public Schools. She and her husband, Christopher, are the parents of three adult children and a COVID puppy - Winston. Keisha is also a proud HBCU graduate of Clark Atlanta University (Go Panthers). Dr. Scarlett holds a doctorate degree in Education Leadership and Policy Studies from University of Washington. Keisha loves reading non-fiction, has wanderlust, and listening to live music – especially R&B, Reggae, and Hip Hop.

Alma Villegas brings over 25 years of experience facilitating engagement efforts founded on racial equity and social justice. A seasoned advisor, she has a long history in organizational development in both the private and public sectors. Her areas of expertise include conducting racial equity audits and organizational assessments, multicultural and multilingual community engagement, one-on-one coaching and group facilitation including visioning and strategic planning with an equity lens. Alma also specializes in assisting agencies going beyond translation to develop communication materials through community-driven processes. She has developed and implemented several multi-lingual and multi-

cultural community liaison models building bridges between diverse populations, school districts, non-profit organizations, cities, and other government agencies. In 2014, Alma was awarded the WA State Planners Association Award for new Innovative Community Engagement Program for the development of the Community Connectors Pilot Program in partnership with the City of Tukwila and the organization Forterra. Alma holds a Bachelors in Liberal Arts, a certification in racial equity facilitation from the Institute of Creative Development and is certified as a Spanish language interpreter. She currently serves as a Commissioner with The City of Tacoma's Commission on Immigrant and Refugee Affairs.

Curriculum Committee Planning Team

Mary Fertakis is the CEO of her own consulting business, specializing in P-12 education and equity issues, and the intersection of education with housing, transportation, workforce, health, and human services policies. She is a Consultant with the National School Boards Association Equity Department, providing training and assistance to state school board associations on equity and diversity issues, and a member of the WSSDA Leadership Consultant Cadre, which provides training to school boards in Washington State. Fertakis served on the Tukwila School Board for 22 years, representing a school district that has been called the most ethnically-diverse in the United States. During her tenure, Fertakis served two terms as the Board President, seven years as the Board Vice President, 10 years as the Legislative Representative, and was engaged in the policy, resource, and culture shift as the district transitioned from being a majority White to a majority Students of Color district and community. Fertakis was the 2012 President of the Washington State School Directors' Association (WSSDA), chaired the Association's Nominating Committee, and has served on WSSDA's Closing the Achievement Gap Task Force, Urban Issues Committee, and Diversity & Multicultural Action Team. She also served as Chair of the Washington State Federal Relations Network of NSBA, advocating for her students at the federal level for 21 years. She represented WSSDA on the Expanded Learning Opportunities Council, a task force of the state legislature, and served on the Early Learning Work Group for Washington State's ESSA plan process. She is an original member of the Racial Equity Policy Design Team of the Puget Sound Educational Service District (PSESD) and WSSDA, which created a process for school district leadership teams to develop Race and Equity policies, and delivers this content through a series of all-day convenings.

In addition, Fertakis serves on the Community Leadership Team (CLT) of the Road Map Project (RMP), a regional, cradle-to-career initiative involving seven school districts, with the goal of doubling the number of post-secondary degrees earned by students in South King County by 2030. The CLT is charged with implementing the regional strategic plan, which has a strong racial equity focus. She has served on the RMP's High School to College Completion, Birth to 3rd Grade, Summer Learning Loss, and Bi-Lingual Teacher Pipeline Work Groups. She is the founder of the Tukwila Children's Foundation, which helps meet the unmet needs of children in the Tukwila community, serves on the Board of Still Waters, a non-profit serving homeless families in Tukwila. Justice.Fertakis is a Seattle native with a life-long interest in, and appreciation for, world cultures. She served two years as a Rural Community Development Program Officer for the US Peace Corps in Senegal, where her projects included: constructing a school; creating micro-enterprise opportunities for women; primary health care training; reforestation; gardening/nutrition; introduction of fuel-efficient stoves; improving grain storage/preservation; and improved access to water and sanitation. She maintains regular contact with her Senegalese family and village. Fertakis holds a B.A. in Political Science and a B.A. in International Studies from the University of Washington, an ELL Teaching Certification from Seattle University, a Master's degree in Education Policy from the University of Washington School of Education, and certification in P-3 systems work from the UW's P-3 Executive Leadership Institute, She has received certifications from the Harvard Graduate School of Education's P-3 Institute and their Family Engagement Institute. She is married to Jon and has two sons, both college grads who are actually working in their degree fields. They share their home with three Golden Retrievers, and a lot of Seahawks paraphernalia collected over many years.

Shomari Jones, LT'10, is the Director of Equity and Strategic Engagement in the Bellevue School District. In that role, he serves as a powerful advocate for students of color to challenge district leaders to identify, confront, disrupt, and dismantle structures that limit the potential of those students. Working within and between the fraught social, emotional, and political fault lines of equity work, Shomari designed and facilitated district professional development for school district staff that nurtured impactful conversations around racial inequity, inequality, and the impact institutional racism has on students of color. His persistent efforts has sparked a community-wide conversation about the corrosive impact of inequity in schools and the responsibility school leaders and staff have to be more responsive to all students. Shomari also works closely with students to raise their social awareness and help them feel more connected and engaged in the district and their communities. He developed several student empowerment programs like Students Organized Against Racism (SOAR), Breaking Out Of the Margins (BOOM), and Sistahs Having Outstanding Uniqueness Together (SHOUT), as well as parent advocacy groups like the Parent Alliance for Black Scholars (PABS). Currently, Shomari is part of a handful of educational leaders in the U.S. recognized as a "2019 Leader to Learn

From" by *Education Week* for the significant impact his work has had in Bellevue schools. His past professional experience includes working as the Chief Operating Officer at the Urban League of Metropolitan Seattle. He holds a Bachelors in Science in Mathematics from Tuskegee University and has a daughter in college. In his free time, Shomari enjoys playing tennis and traveling the world.

NORMS Class of 2022

Put Relationships First	The most commonly named takeaway from LT is relationships made during the year. You all are successful in your fields, but this is not a place to compete with each other, it's a place to collaborate. Trust takes time and intention to build. As you participate in LT please share stories, honor confidentiality, dig deep, and build bridges. Identify the unique strengths of virtual work – practice them.
Be Present	You're going to come into each Challenge Day and retreat with a lot on your minds. Tasks, deadlines, budgets, emails to write. The many crises we have been living in and with create strong attention pulls and distractions. You or your colleagues may be facing extraordinary responsibilities at this time. Do everything you can to use LT time for your development. Listen actively to speakers and classmates and stay engaged throughout the day. Be present with your needs, too, and please practice self-care.
Be Kind, Be Brave	This is a new space for all of you. Some of you may be wondering how much of your full-self you can show up with. Some of you might be used to a particular work or social culture that is different than others. Let's try to make this a safer space and a brave space, where we grow our compassion and capacity for kindness alongside growing our courage and willingness to experience discomfort and take risks.
Create Space for Multiple Truths and Perspectives	Consider framing thoughts with "I" statements so you are speaking your truth and not for others. Make space for ambiguity, non-closure, and the idea of the "both and" – both your lived experience and someone else's can be true and vastly different. At the same time, strive to notice which kinds of voices in your professional, community, and personal lives are loud and which have been suppressed or silenced. Be open and listen for opportunities to expand your understanding of leadership, one another, our region, and our world.
Practice Sharing Power	In speaking your truth, strive to increase your awareness of your impact on others. As Robert Jones, Jr. says, "We can disagree and still love each other unless your disagreement is rooted in my oppression and denial of my humanity and right to exist." You might not recognize the power you have. Seek to learn what you haven't been taught to notice. When your learning happens at the expense of others, take responsibility and own the impact of your actions. Strive to build an environment where everyone can participate actively. Everyone benefits when we create spaces where power can be explicitly named, shifted, and shared. Think "power-with" not "power-over."
Seek to Learn	Every experience this year is an opportunity to learn. From classmates. From speakers. From experiences. Lean in, stay curious, "try on" new ideas and tap into the collective wisdom that's in the cohort and LT community. Your agency, engagement, and action will determine what your leadership growth looks like.