

iGrow WA Partners:



iGrow WA

We Hear You. We See You. We Need You!



LEADERS OF COLOR
NETWORK

Stay connected
with AWSP's
Leaders of
Color Network!



Program & Agenda

Thank You to Our Sponsors:



Thank You to Our Committee Members:

Kamrica Ary-Turner, Associate Director, AWSP
James Layman, Director, Association of Washington Student Leaders (AWSL)
Dameon Brown, Professional Learning Coordinator, AWSP
Roberto Elizondo, Superintendent, Touchet SD; and WALAS President
Dr. Wilnic Gideon, Principal, Everett SD
Dr. Jessica Proctor, Director of PK-12 Education and College Readiness, Tukwila SD
Dr. Kelly Niccolls, Director, Teaching & Learning, Secondary, Cheney PS
Thomasina Rogers, Assistant Principal, Central Kitsap SD
Jason Smith, Principal, Puyallup SD

Thursday, March 13

2:30 - 4:00 p.m. | Preconference Affinity Sessions

Women of Color Affinity Group

Led by Dr. Rachele Rogers-Ard,
Harvest Consulting

Room: Summit I



Men of Color Affinity Group

Led by Harrison Peters, MCEL (Men of Color
in Educational Leadership)

Room: Summit II



Preconference sessions are generously sponsored
by a grant from OSPI.

4:00 - 8:00 p.m. | Evening Social

Room: Dash Point/Redondo

Full March 14-15 Agenda Continued Inside



Friday, March 14

7:45 a.m.

Continental Breakfast

8:30 - 8:45 a.m.

Opening

Kamrica Ary-Turner Beaver,
Associate Director, AWSP



Room: Dash Point/Redondo

Welcome to AWSP's second annual iGrow WA Summit!

8:45 - 9:15 a.m.

Welcome from Dr. Tron Young, Founder of iGrow

Room: Dash Point/Redondo



Dr. Tron Young is the building principal at Joseph Arthur Middle School in the Central 104 School District in O'Fallon, IL. He was the 2020 Illinois Middle School Principal of the year and Illinois NASSP National Distinguished Principal of the Year, along with several other awards. Dr. Young is the founder and organizer of the Illinois Grow Summit to grow, retain, and recruit more educational teachers and leaders of color. He is the founder and host of the Be The Thermostat Podcast. Dr. Young is also an adjunct professional at Southern Illinois University-Edwardsville.

9:25 - 10:10 a.m.

Breakout Session 1

Impostor to I'mPowered: Unleashing Your Power Within to Live a Life of Purpose

Gemma Bulos,
Speaker, Educator,
Filmmaker, & Author



Room: Alki I

This interactive session for women of color will explore science-based strategies to combat impostor syndrome and shift from self-doubt to confidence. Through reflection, practice exercises, and small group discussions, you'll uncover how impostor syndrome affects your career and learn practical tools to own your unique value and purpose. Walk away I'm powered to thrive in your career and beyond.

Self-Preservation is Beauty & Resistance

Dr. Monica Haule,
Assistant Principal,
Evergreen Middle,
Everett PS



Room: Alki III

This is one Black woman's journey to self-discovery after pain, trauma and setbacks in the volatile world of education. I will speak frankly about my experiences and allow participants to share while providing evidence-based strategies to support triggers that may arise due to my background as a social worker and school counselor.

A Green Book for Educational Leaders of Color

Harrison Peters, MCEL
(Men of Color in Ed. Leadership)



Room: Alki II

Participants will be introduced to the Essential Competencies for Educational Leaders of Color, a roadmap designed to help educators of color navigate our leadership journeys and thrive in today's schools and systems—even as we work toward a most just, inclusive future. Participants of all races/ethnicities will discuss and unpack the Competencies, offer feedback and insights,

and develop an action plan for self-care, professional growth, and/or systemic improvement. Session objectives:

- Understand the research- and experience-backed inputs that informed the development of the Essential Competencies for Educational Leaders of Color.
- Provide actionable feedback on the suite of resources and tools we've developed for both leaders of color and white allies.
- Develop a personal action plan, including commitments and timelines, for using the Competencies for self-care, professional growth, and/or systemic improvement.

Breaking Barriers: Leading with Purpose as the First Latina NASSP President

Raquel Martinez,
NASSP President and
Sageview HS Planning
Principal, Pasco SD



Room: Dash Point/Redondo

In this inspiring session, Raquel will discuss the challenges and triumphs of her leadership path, the importance of representation in school leadership from the state to the national level, and the future of educational leadership. Attendees will gain insights into:

- Navigating the importance of diverse school leadership being reflected in the real communities that school leaders serve – and the lasting impact of how principals recruit and retain diverse teachers.
- The power of mentorship and advocacy in elevating diverse leaders.
- NASSP's vision and priorities under her leadership, including equity, student success, and school leader support.

This session is a must-attend for school leaders, aspiring administrators, and educators committed to fostering diverse, inclusive, and equitable schools. Come ready to be inspired and equipped with tools to lead boldly in your own communities!

Friday, March 14 (Continued)

10:20 - 11:05 a.m.

Breakout Session 2

More Than a Number: Humanizing Attendance with Student Voices

Sumeyye Cardakli, Associate Principal, Tesla STEM High, Lake Washington SD



Room: Alki I

This presentation will tackle the pressing issue of attendance and the challenges it creates for students, families, and educators. Traditional, one-size-fits-all solutions often fall short in addressing the root causes of chronic absenteeism. Through an interactive session, I will share my journey of uncovering how centering student voices can transform attendance interventions. Attendees will explore case studies, engage in collaborative discussions, and leave equipped with strategies to design equitable, student-centered solutions that foster improved attendance and engagement.

Planning for the Margin

Brooke Brown, Instructional Equity Specialist; and **Dr. Annette Burnett**, Director, Teaching & Learning, Franklin Pierce SD



Room: Dash Point/Redondo

Navigating leadership as a person of color in the education system often means operating from the margins, where systemic inequities persist and the need for resilience is constant. This session will explore how to leverage cultural identity as a strength, build networks of support, and implement self-care practices that sustain long-term leadership. By the end of the session, attendees will walk away with a plan for navigating systemic barriers, fostering inclusive environments, and amplifying their impact within educational spaces.

Cycle of Inquiry for Continuous Improvement

Dr. Tron Young, Founder of iGrow and Principal at Joseph Arthur Middle School in Illinois



Room: Alki III

The growth of both a leader and the organization they lead is not left to chance, but requires deliberate and strategic action. A truly effective leader understands that personal, social, and systems intelligences are essential for transforming a school into a dynamic learning organization, driven by a mindset of continuous growth, dedicated service, and cultural responsiveness. It is undeniable that strong leadership is the linchpin of a school's success. Extensive research and practical experience unequivocally demonstrate that without a skilled and unwavering leader to steer the course of teaching and learning, the creation and maintenance of high-quality learning environments is an uphill battle.

Leadership in the Ring: Rounds of Collaboration Between Principal and Assistant Principal

Raquel Martinez, Sageview HS Planning Principal, & **Rose Gilliam**, Assistant Principal, Chiawana High, Pasco SD



Room: Alki II

This session will explore the dynamic partnership between principals and assistant principals, emphasizing the importance of effective communication, trust-building, and mutual vulnerability in fostering a cohesive leadership team. Participants will learn strategies for investing in coaching relationships that enhance professional growth, create alignment in vision and goals, and model collaborative leadership for their school community. Join us to discover how these essential "rounds" in the leadership ring prepare you to tackle challenges and achieve lasting impact.

11:15 - 11:40 a.m.

Educator Recognition: Honoring Washington Leaders

Room: Dash Point/Redondo

Dr. Margaret Chow, Director, Educational Leadership Programs, City University of Seattle



Sponsored by City University

CityU
of Seattle

11:40 a.m. - 12:20 p.m.

Lunch with Student Performance

Room: Dash Point/Redondo

Performance by Mount Tahoma Viet Club



Friday, March 14 (Continued)

12:20 - 1:05 p.m.

Keynote: Dr. William Jackson

Room: Dash Point/Redondo



Dr. William Jackson was principal at Nathan Hale High School in Seattle when he was named the 2024 Washington State Secondary Principal of the Year. He is now Director of Teaching and Learning (P-12) in Bellevue School District.

Dr. Jackson has been a school leader for seven years and leads with his strong belief that “honoring the brilliance of [his] students by centering their voice in [the] curricular and school design is the justice-centered approach that leads to high engagement in learning, and strong academic outcomes.”

1:15 - 2:00 p.m.

Breakout Session 3

Don't Forget about Us: Cultivating a Staff Culture of Belonging

Justin Booker,
Assistant Principal,
South Shore PK-8
School, Seattle PS



Room: Alki I

Often when schools engage in work to cultivate a feeling of belonging for all children in all classrooms the focus is singularly on the children. Traditional leadership norms, often defined by white supremacy cultural characteristics, can impact our ability to engage in leadership practices with staff that are aligned to the core values that drive our work with children. So then, how do we as educational leaders, cultivate a culture of belonging for staff so that they, in turn, can do the same for children?

In this session, we will explore ways to cultivate staff belonging through a journey of self-reflection, community story creation, and community development so that staff who are working with students feel like they belong as much as we want the children to feel like they belong.

Conscious for the Unconscious
Cheney BSU Students and Advisor
Breanyah Mitchell

Room: Alki III

Join Cheney students and advisor Breanyah Mitchell on a journey through the Black Student Union. Over the last three years the club has had their highs and lows when it comes to numbers. But the solid group continues to do the work and completely change the trajectory of BSU at Cheney High School.



Transformational Leadership:
Leaders of Color Leading Change

Dr. William Jackson,
Director of Teaching
and Learning (P-12),
Bellevue SD



Room: Dash Point/
Redondo

Shaping culture and leading change takes time, capacity, and stewardship for strong outcomes. School leaders carry the responsibility and have the opportunity to create the conditions for change by centering justice through transformative strategies around leadership capacity, teaching and learning strategies, recruiting and retaining, and centering student and family voice in decisions. Join this session to learn strategies from school leaders who have led for change centering the above strategies in their focus.

Leading with Authenticity and Liberation: Breaking Barriers in Educational Leadership

Miguel Perez, Director
of Teaching, Learning
& Leadership
(Secondary), Mount
Vernon SD; and
Saara Kamal, Project
Manager and Learn-
ing Facilitator, Center
for Strengthening the
Teaching Profession
(CSTP)



Room: Alki II

Join us for a transformative session on leading with authenticity and liberation in a system not designed for leaders of color. This interactive session will provide strategies for embracing your identity, challenging systemic barriers, and fostering equity-centered leadership. Participants will engage in reflective dialogue, share experiences, and build a community of support to sustain and thrive in their leadership journeys. Come ready to affirm your leadership, elevate your voice, and inspire change!

2:10 - 2:50 p.m.

Real Table Talk

Room: Dash Point/Redondo

You'll have an opportunity to give your feedback on the following topics:

- Student Discipline
- Budget Reductions
- Culture & Climate
- Community Conflict and Its Impact on Work
- Navigating Evaluations: Staff and Supervisors

2:50 - 3:10 p.m.

Day 1 Closing & State of Leaders of Color in Washington

Kamrica Ary-Turner Beaver,
Associate Director, AWSP

Room: Dash Point/Redondo

Saturday, March 15

7:45 a.m.

Continental Breakfast

8:30 - 8:45 a.m.

Opening

Kamrica Ary-Turner, Associate Director, AWSP



Room: Dash Point/Redondo

8:45 - 9:15 a.m.

Networking and Reflection on Day 1

Room: Dash Point/Redondo

9:25 - 10:10 a.m.

Breakout Session 4

Let's Talk about Discipline for BIPOC Students

Future Dr. Nadine Daniel, Assistant Principal, Evergreen Middle School, Federal Way PS



Room: Alki I

In this session, I will be presenting about some of the unethical issues rooted in our schools and classrooms that do not bridge the opportunity gap for our black, brown and marginal students. I will talk about equity opportunities and an everyday action plan. The plan will be used as a guide to eradicate some of the injustices that are done to harm our students each and everyday. The New/Now/Next steps movement will provide action base steps that you can utilize and transform your building. This presentation will allow you to shine and feel empowered as you soar your leadership potential to the next level. The presentation will be in power point format as well as it will invite and illicit participation and active engagement.

(re)Creation Stories; (re)Connecting with Self

Sonia Barry, Assistant Principal, Fairview Middle, Central Kitsap SD



Room: Alki III

Historically, BIPOC communities have experienced traumatic injury and loss of collective memory due to the displacement, erasure, and genocide that resulted in disconnection from culture and identity. Research shows that one traditional pathway towards healing from intergenerational trauma starts with breaking the silence and sharing our stories. We cannot heal from what we do not name. Based upon the research of Vicki Besaw and "The Transformative Power of Story" participants will engage in a reflective process of guided story mapping and storytelling to reconnect to their cultural identity and pivotal moments in their identity development. The process will be holistic incorporating visual, written, and spoken methods. Participants will be encouraged to express their personal narratives with guided practice to (re)create their identity, (re)connect with self, and move toward collective healing. This process helps leaders show up with their most authentic selves.

Conscious for the Unconscious

Cheney BSU Students and Advisor Breanyah Mitchell

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Join Cheney students and advisor Breanyah Mitchell on a journey through the Black Student Union. Over the last three years the club has had their highs and lows when it comes to numbers. But the solid group continues to do the work and completely change the trajectory of BSU at Cheney High School.



Breaking the Bamboo Ceiling: Co-Mentoring through Affinity Spaces

Dr. Maria Breuder, Principal, Hazel Wolf K-8 STEM, Seattle PS; Dr. Jessica Proctor, Director of PK-12 Education & College Readiness, Tukwila SD; and Erin Taylor, Principal, Greenwood Elementary, Seattle PS; and Annie Parker, Principal, Bryn Mawr Elementary, Renton SD and Co-Founder of AAPI Education Leaders of Washington

Room: Dash Point/Redondo



Over the past five years, our organization has undergone a remarkable transformation, beginning as informal affinity groups formed online in response to the challenges of the pandemic. During that time, we witnessed the need for a supportive space where leaders of color, particularly those from AAPI (Asian American and Pacific Islander) and NHPI (Native Hawaiian and Pacific Islander) communities could connect, share experiences, and find solidarity in a period of unprecedented isolation and adversity. These virtual gatherings served as a lifeline for many, offering a sense of belonging and collective strength. As the group grew, so did our vision, and we recognized the need for a more structured and sustainable initiative that could provide lasting support. This led to the creation of our nonprofit organization that is has since become a powerful we platform dedicated to amplifying the voices and leadership of AAPI/NHPI individuals. We aim to create opportunities for mentorship, professional development, and advocacy. Our work centers on holding space for these leaders to explore their identities, tackle challenges, and cultivate connection, while ensuring that these leaders have the tools and resources they need to thrive.

Saturday, March 15 (Continued)

10:20 - 11:05 a.m.

Breakout Session 5

Elevating Voices, Building Bridges: Cultivating Inclusion and Liberatory Practices in Educational Leadership

Dan Dizon, Executive Director of Employee Support Services, Peninsula SD



Room: Alki I

Join us for an interactive and thought-provoking session designed to amplify voices of students of color (historically, those who are furthest away from educational justice) and foster equitable partnerships in educational settings. Grounded in the liberatory design framework developed by the National Equity Project, this workshop invites participants to explore promising practices and strategies for collaboratively cultivating a culture of inclusion and belonging across the district.

Breaking the Bamboo Ceiling: Co-Mentoring through Affinity Spaces

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Bites and Snacks! Maximizing Student Voice in Schools!

James Layman, Director, Association of Washington Student Leaders (AWSL)



Room: Alki III

Learn strategic and impactful ways to increase and augment student voice in your schools and communities utilizing AWSL's proven strategies and approaches.

Opportunity Based Work Groups: Build Community While Changing the Future

Dr. Alvertis Brooks, Director of Admissions and Outreach, Learn With Us Now



Room: Alki II

Through the implementation of OBWG in your institution. Leaders are able to work in step with teachers, students, community members. Focus on the change their community has identified as being needed, while engaging everyone in the process. If you are looking for a way to act on the data you have gain from your community this workshop is for you.

11:15 - 11:40 a.m.

Educator Recognition: Honoring Washington Leaders

Raquel Martinez, NASSP President and Sageview HS Planning Principal, Pasco SD

Room: Dash Point/Redondo



11:40 a.m. - 12:20 p.m.

Lunch and Author Spotlight: Dr. Gideon & Dr. Love

Room: Dash Point/Redondo



12:20 - 1:05 p.m.

Afternoon Affinity Spaces (Elementary, Middle, High School, District/Higher Ed.)

Elementary: Alki I

Middle Level: Alki II

High School: Alki III

District/Post Secondary/K-8/ Higher Ed: Dash Point/Redondo

Saturday, March 15 (Continued)

1:15 - 2:00 p.m.

Breakout Session 6

Leveraging the C.O.N.C.I.U.S. Framework: Transforming School Leadership for Student Success

Dr. Wilnic Gideon,
Principal,
Eisenhower Middle,
Everett PS



Room: Alki I

How can school leaders leverage brain science to drive student success? This session explores the C.O.N.C.I.U.S. Framework—a leadership model that empowers principals to redesign learning environments, foster student confidence, and implement innovative instructional strategies. Walk away with practical, research-backed approaches to transform teaching, learning, and student outcomes in your school.

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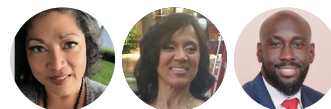
2:10 - 2:50 p.m.

Principal Panel

Room: Dash Point/Redondo

Panel Participants:

- Thomasina Rogers, Central Kitsap Assistant Principal and AWSP GLLC Middle Level Chair
- Dr. S. Elaine Love, Renton Assistant Principal, Renton Principal Association President, and Author
- Dr. Wilnic Gideon, Everett Middle School Principal and Author



Facilitated by Kelly Nicolls, Director of Teaching and Learning Leadership & Outcomes,
Cheney PS



2:50 - 3:10 p.m.

AWSP Resources

Room: Dash Point/Redondo

3:10 - 3:30 p.m.

Closing & Partner Acknowledgments: Thank You for Attending!

Room: Dash Point/Redondo