

## 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 iGrow WA Committee Members:

**Kamrica Ary-Turner**, Associate Director, AWSP  
**Lolita Ceja**, Indian Education Director, Toppenish SD  
**Roberto Elizondo**, Superintendent, Touchet SD; and WALAS President  
**Dr. Wilnic Gideon**, Principal, Everett SD  
**Dr. Jessica Gideon**, Principal, Everett SD  
**Crystal Goodwin**, Assistant Principal, Highline SD; and AWSP Middle Level GLLC Rep.  
**James Layman**, Director, Association of Washington Student Leaders (AWSL)  
**Dr. Jon Ram Mishra**, Assistant Superintendent of Elementary, Early Learning, and Federal Programs Division, OSPI  
**Dr. Kelly Niccolls**, Director, Teaching & Learning, Secondary, Cheney PS  
**Thomasina Rogers**, Assistant Principal, Central Kitsap SD  
**Jason Smith**, Principal, Rogers High School, Puyallup SD  
**Henry Strom**, Executive Director, Office of Native Education, OSPI

## Friday, April 19

5:00 - 7:00 p.m.

Evening Social and  
iGrow WA Summit Kickoff

Room: Dash Point/Redondo

Meet and network with fellow Leaders of Color during this evening social ahead of the full-day conference.

Appetizers and a no-host bar will be provided.

## Saturday, April 20

Full Agenda Inside



# Saturday, April 20

7:45 a.m.

## Continental Breakfast

8:30 - 8:45 a.m.

### Opening

*Dr. Scott Seaman, Executive Director, AWSP; and Kamrica Ary-Turner, Associate Director, AWSP*



**Room: Dash Point/Redondo**

Welcome to AWSP's first 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 is 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.

**Sponsored by the Tacoma Urban League**



**Tacoma Urban League**

9:25 - 10:10 a.m.

## Breakout Session 1

### Call Them In: Affinity Spaces for BIPOC Students

*Monica Haule, Assistant Principal, Everett SD and L4L Doctoral Candidate*



**Room: Alki I**

Are schools creating an environment with conditions affirming the identities and cultures for BIPOC students? How can they identify, pursue and take advantage of the histories, cultures and assets of those who contribute to the student body? Within this interactive session, participants will learn how to identify gaps for affinity spaces in their schools, tap the right facilitators to lead in this work and curate topic sessions that advance the quality of learning life for all students.

### Career Tools for US!

*Stephen Lozano, CEO of Vitaes*



**Room: Alki III**

We are failing our BIPOC students. Current tools designed for career awareness lacks representation. Vitaes is a ground breaking website built to inspire students to "dream differently". How is a student expected to choose a career when they don't know what's possible. You can't be what you can't see. Vitaes' creative navigation features keep students engaged. Vitaes brings AUTHENTIC work life to the classroom from professionals of color.

### A Green Book for Educational Leaders of Color

*Peter Harrison, 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 sys-

tems—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.

### Top Ten "Hot Button" Legal Issues for Principals

*Heidi Maynard, Attorney Shareholder, Vandenberg, Johnson & Gandara P.S.*



**Room: Dash Point/Redondo**

This conversation will highlight the latest "hot button" legal issues for principals – from "ripped from the headlines" trends to other less obvious but liability-laden scenarios. The learning goal here is to raise awareness so that principals can: 1) recognize these legal pitfalls; 2) take proactive steps to avoid or contain them; and 3) seek support and legal advice when necessary.

10:20 - 11:05 a.m.

## Breakout Session 2

### Opportunity-Based Work Groups: Build Community While Changing the Future

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



**Room: Alki I**

Discover how OBWG can facilitate close collaboration among leaders, teachers, students, and community members to address identified community needs. By involving everyone in the process, OBWG promotes a holistic and inclusive approach to opportunity-solving. If you're eager to translate community insights into meaningful action, this workshop is tailored to equip you with the tools and strategies needed to effectively implement OBWG and drive positive change in your institution.

# Saturday, April 20 (Continued)

## The BIPOC Triangle: Leading for Equity and Justice on a Black and Brown Administrator Team

**Dr. William Jackson, Principal; Jessica Proctor, Assistant Principal; and Makela Steward-Monroe, Assistant Principal; Nathan Hale High School**



**Room: Dash Point/Redondo**

We will share our experiences as one of the few, if not only, all Black and Brown leadership teams in Washington and Seattle. We will break down new challenges we have experienced and how we navigate the nuances around them together. We will also share how to build a cohesive leadership team with varying backgrounds and skills.

## Grace Under Pressure: How Authentic Care for 'Self' and Others Creates Meaningful Connections

**Thomasina Rogers, Assistant Principal, Central Kitsap SD**



**Room: Alki III**

Not just your ordinary self-care workshop - it's about authentic connections for the real-life struggles we face each day. How well are you managing YOU while leading others? As a Leader of Color, there is often an "unscripted" pressure for exceeding the standard, especially under the current political and/or community context. Join our session to align hearts and minds in a collective way - to know that we can rise up and demonstrate to others how to walk through life with grace under ever-increasing pressures of the profession.

## Cultivating Culturally Responsive Education: A Systems Approach

**Brooke Brown, 2020-21 WA State Teacher of the Year, and Julien Pollard, Director of Equity, Franklin-Pierce SD**



**Room: Alki II**

Our team is seeking consultation on our pursuit towards culturally responsive education. Join our panel of facilitators to exchange strategies and practical insights aimed at embedding culturally responsive education within the fabric of their institutional practices. This session will provide a comprehensive overview of their ongoing efforts, challenges encountered, and successes achieved in fostering environments where every student feels valued, understood, and empowered.

**11:15 - 11:30 a.m.**

## Achievement Recognition

**Dr. William Jackson, 2024 WA Secondary Principal of the Year, Nathan Hale High School, Seattle PS; Jessica Proctor and Makela Steward-Johnson, Assistant Principals, Nathan Hale High School, Seattle PS; and Brooke Brown, 2021 WA State Teacher of the Year, Instructional Equity Specialist, Franklin Pierce Schools**



**Room: Dash Point/Redondo**

Introduction by **Joel Aune, Executive Director, WASA**



**Sponsored by WASA**



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

## Lunch with Student Performance

**Room: Dash Point/Redondo**

**Music by Evergreen High School Mariachi Band (Highline SD)**



**Sponsored by Next Level Leaders**



**12:20 - 1:05 p.m.**

## Keynote: Dr. Rachele Rogers-Ard

**Room: Dash Point/Redondo**



Dr. Rachele Rogers-Ard is a published author, adjunct professor, organizational development specialist and former school district educator with over 28 years' experience preparing adults to lead and manage numerous workplace spaces. Dr. Rogers-Ard specializes in coaching agency leaders to dismantle racist policies, practices and procedures that threaten organizational health. Currently, Dr. Rogers-Ard is the Principal Lead for Harvest Consulting, where she grows school, district, and organizational managers through anti-racist leadership development.

**Sponsored by College Spark**



# Saturday, April 20 (Continued)

1:15 - 2:00 p.m.

## Breakout Session 3

### Empowering Financial Wellness

**Richard Lasso,**  
Assistant  
Superintendent,  
Puyallup SD



**Room: Alki I**

This session focuses on personal finance strategies tailored for educators, offering practical advice to enhance financial literacy and wellness. Attendees will learn about budgeting, saving, and retirement, specifically addressing the unique financial challenges faced by educational leaders of color, aiding in their journey towards financial empowerment.

### UDL for Native Students

**Will Nelson,**  
Superintendent,  
La Conner SD



**Room: Alki II**

Supt. Will Nelson will discuss Universal Design for Learning (UDL) for Native students.

### Conscious for the Unconscious

**Cheney BSU Students and Advisor  
Breanyah Mitchell**

**Room: Dash Point/Redondo**



Join Cheney students and advisor Breanyah Mitchell on a journey through the Black Student Union. Student presenters will include Dezjahna Williams (11th), Sasha Alexandre (11th), Chelsea Opiyo (10th), and Devol Yokley-Griffin (11th). Over the last two years the club has had their highs and lows when it came to numbers. But the solid group continued to do the work and completely change the trajectory of BSU at Cheney High.



### 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 maximize and increase student voice in your schools and communities utilizing AWSL's proven strategies and approaches, empowerment, and voice!

2:10 - 2:50 p.m.

### Beyond the Principalship Panel

**Room: Dash Point/Redondo**



**Richard Lasso,** Assistant Supt., Puyallup SD; **Beverly Raymond,** Seattle PS Chief of Staff; **Dr. Annette Burnett,** Director of Teaching and Learning, Franklin Pierce Schools; **Miguel Perez,** Director of Teaching, Learning & Leadership (Secondary), Mount Vernon SD; **Will Nelson, Supt., La Conner SD;** **Dr. Jon Ram Mishra,** Assistant Supt., Elementary, Early Learning and Federal Programs, OSPI; and **Dr. Heather Yow-Tick,** Supt., Issaquah SD. Facilitated by **Dr. Kelly Niccolls,** Director, Teaching & Learning, Secondary, Cheney PS.

**Brought to you by WALAS**



2:50 - 3:20 p.m.

### Closing Keynote: Raquel Martinez

**Room: Dash Point/Redondo**



Raquel Martinez serves as the Planning Principal for Comprehensive HS#3 in Pasco, Washington. With 18 years of education experience, Martinez has worked as an administrator, biology teacher, and bilingual facilitator. She also serves on the National Association for Secondary School Principals' (NASSP) board, where she was recently named president-elect. In 2024, she will lead NASSP as the organization's first Latina president.

**Sponsored by Seattle University**

# SEATTLEU

3:20 - 3:30 p.m.

### Closing & Thank You

**Room: Dash Point/Redondo**