

Diversifying the Educator Workforce in Vermont



Webinar #1:

**The Framework's Grounding Principles
November 17, 2020**

Hosted by:

**The Vermont Task Force to
Diversify the Educator Workforce**

#VTED

WELCOME!

Our outcome for today:

Introduce the NESSC *Increasing the Racial, Ethnic, and Linguistic Diversity of the Educator Workforce* report and animate this work in Vermont.



Agenda



- Welcome
- Community Building
- Grounding Principles
- Conversations
- Closure
- Next Steps

Community Agreements



- Participate fully and listen deeply
- Share the air
- Be open
- Stories stay, lessons leave
- Tame the technology
- Be brave!

NATIVE LAND ACKNOWLEDGEMENT

The image features a dramatic landscape at sunset or sunrise. The sky is a mix of deep purple, pink, and orange, with scattered clouds catching the low light. In the foreground, the dark silhouettes of evergreen trees are prominent, particularly on the right side. The middle ground shows a range of mountains, some with patches of snow, under the colorful sky. The overall mood is serene and majestic.

Learn more about the Task Force and the agencies and organizations supportive of the work

newenglandssc.org/vtdew



The Vermont Team

- **Xusana Davis**
Executive Director for Racial Equity, State of Vermont
- **Jess DeCarolis**
Division Director, Vermont Agency of Education
- **Martha Deiss**
Global Citizen Specialist, Vermont Agency of Education
- **Flor Diaz Smith**
Vice Chair, Washington Central Unified School District
- **Erin Maguire**
Director of Equity & Inclusion, Essex-Westford School District
- **Caitlin Steele**
Director of Teaching and Learning, Addison Central School District

... and growing.

Building our Community

- Share an experience where you have been a part of building a more equitable community.
- We will move to small groups for 7 minutes.
- Please help ensure that every voice is heard in your group.
- Please also begin by briefly introducing yourselves by sharing your name, role, and the community(ies)/organization you represent.

Brief Orientation

- NESSC: A partnership of 6 New England SEAs in its 13th year
- Our group participated in a regional taskforce on Diversifying the Educator Workforce
- We were among 40 people from the region and shared our stories, examined resources, and developed recommendations
- We want to grow this work in Vermont

Grounding Principles





Grounding Principles

Key Points

- Disruption is imperative.
- Necessary underpinnings to achieve target outcomes.
- Leadership exists at many levels, is both positional and dispositional.
 - ▶ Grounding principles apply to all forms of leadership addressed.
 - ▶ Considering your role in the status quo is a critical disposition of each leader regardless of positional circumstance.



Grounding Principles

Principle 1: Commit to equity

Principle 2: Acknowledge the harm the system has perpetrated and continues to perpetrate

Principle 3: Honor identity in all forms

Principle 4: Engage equitably

Principle 5: Be an antiracist

Principle 6: Measure, share, and reflect on data and evidence of progress in a transparent manner.



Commit to Equity

Principle 1

- Equity: Ensuring just outcomes for each student, raising marginalized voices and challenging the imbalance of power and privilege.
- Equity is both process and outcome.
- Educator development and career progression systems must work toward the goal of ensuring diverse educators thrive at every level of the education system.

Acknowledge the harm the system has perpetrated and continues to perpetrate

Principle 2



- We have inherited a system that has resulted in the homogenization of the education profession.
- At every step of an educator's career, more White educators than educators of color were encouraged, supported, recognized, and elevated.
- We did not arrive at this point without investing in racist practices, and we will not disrupt and reinvent the system without investing in antiracist practices.



Honor identity in all forms

Principle 3

- Socially significant identities such as:
 - ▶ Race
 - ▶ Ethnicity
 - ▶ Language
 - ▶ Gender
 - ▶ Class
 - ▶ Sexual orientation
 - ▶ Ability
 - ▶ Age
- Leaders must acknowledge how intersectionality—the combination of multiple elements of identity impacting our lives—has led to myriad injustices felt by members of our society.



Engage Equitably

Principle 4

- Equitable community engagement requires an ongoing, two-way process of building relationships, working collaboratively, and sharing power.
- Leaders must deliberately reach out to professional organizations, government agencies, and educator preparation programs, as well as teachers, administrators, community leaders, policymakers, families, and students—especially those of color.
- If we commit to examining the deep and pervasive issues that have led to our lack of diversity among K-12 educators but continue to enlist the same (usually White) stakeholders to do so, we miss the point and will not make progress.



Be an Antiracist

Principle 5

- Antiracist: “One who is supporting an antiracist policy through their actions or expressing an antiracist idea.”
- “No one becomes a racist or antiracist. We only strive to be one or the other. We can unknowingly strive to be a racist. We can knowingly strive to be an antiracist. Like fighting an addiction, being an antiracist requires persistent self-awareness, constant self-criticism, and regular self-examination”
- Dr. Ibram Kendi
- Antiracism requires us to be persistently self-aware, constantly self-critical, and regularly self-examining in our actions, beliefs, and commitments.



Measure, share, and reflect on data and evidence of progress in a transparent manner

Principle 6

- Establish long-term **goals** and mid- to short-term benchmarks
- **Routinely collect and analyze** qualitative and quantitative data
- Implement **high-leverage** strategies
- Be **transparent** in making and tracking progress to build the trust and the shared sense of ownership and commitment this work requires.

Measure, share, and reflect on data and evidence of progress in a transparent manner

Principle 6



- VT struggles with statistical constraints on school data (sample size, PII). Still, we can look at upstream factors:
 - ▶ Housing: Who can afford houses in VT? What towns have amenities?
 - ▶ Ecological “Push Factors”: From what regions are newcomers coming?
 - ▶ Economic: Can people afford to teach in VT? Who are competitors?
 - ▶ Community safety: Where is it too scary for people to live and what are we doing about it?
- Use data to advance an antiracist framework for VT
 - ▶ Data explain the current situation, but can also be used for advocacy. VT needs more meaningful inclusion generally, and school outcomes data support that fact.
 - ▶ There is a business case for equity--don't forget to showcase this.

Why Diversity Matters



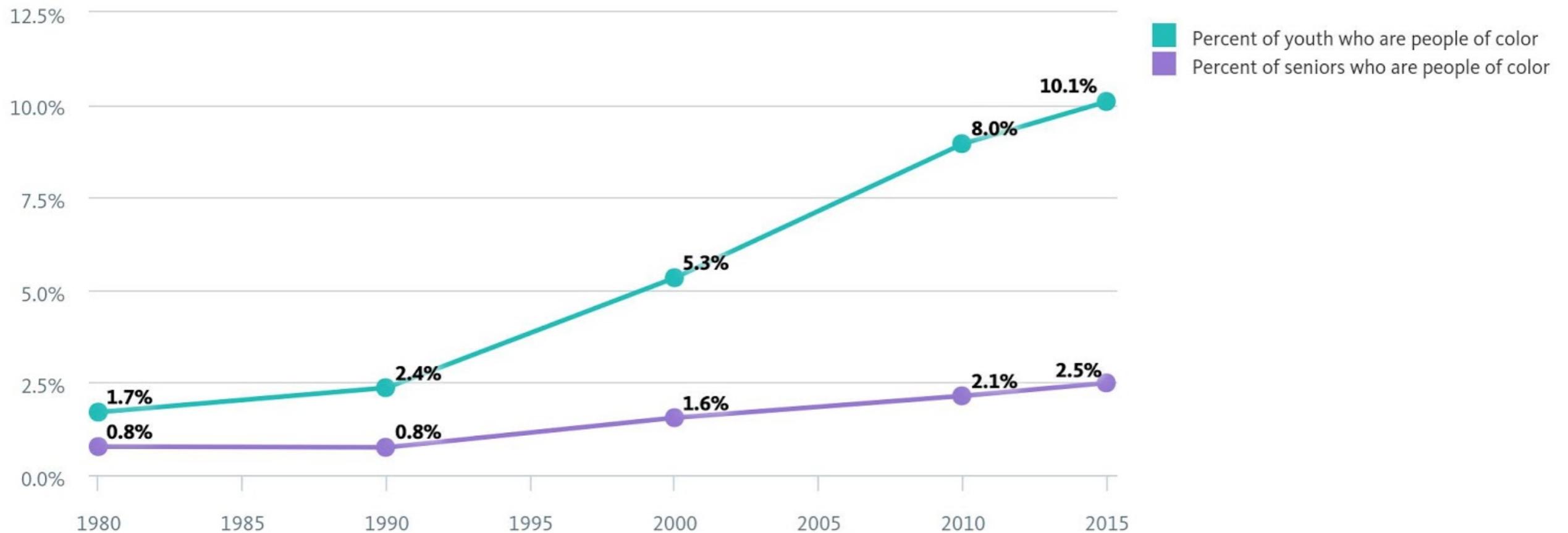


Why Diversity Matters

Vermont by the Numbers

As in the rest of the country, VT's youth are more racially diverse than other age cohorts.

Percent people of color by age group: Vermont, 1980-2015



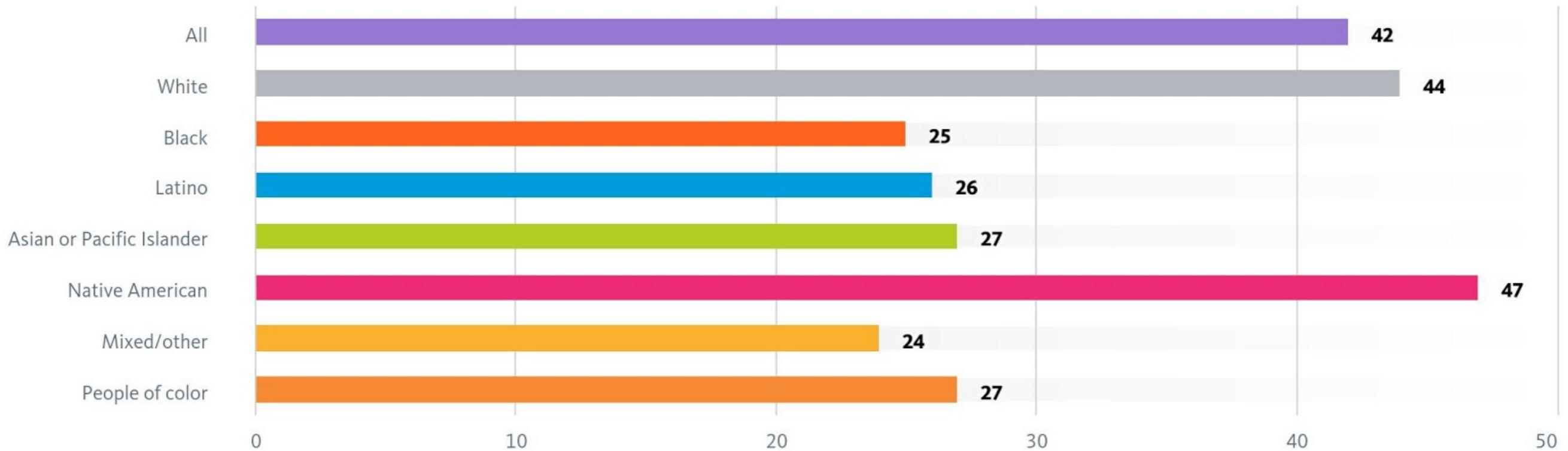


Why Diversity Matters

Vermont by the Numbers

VT has the 2nd highest median age & the 2nd lowest racial diversity in the U.S. ...but let's break that down:

Median age: Vermont, 2015



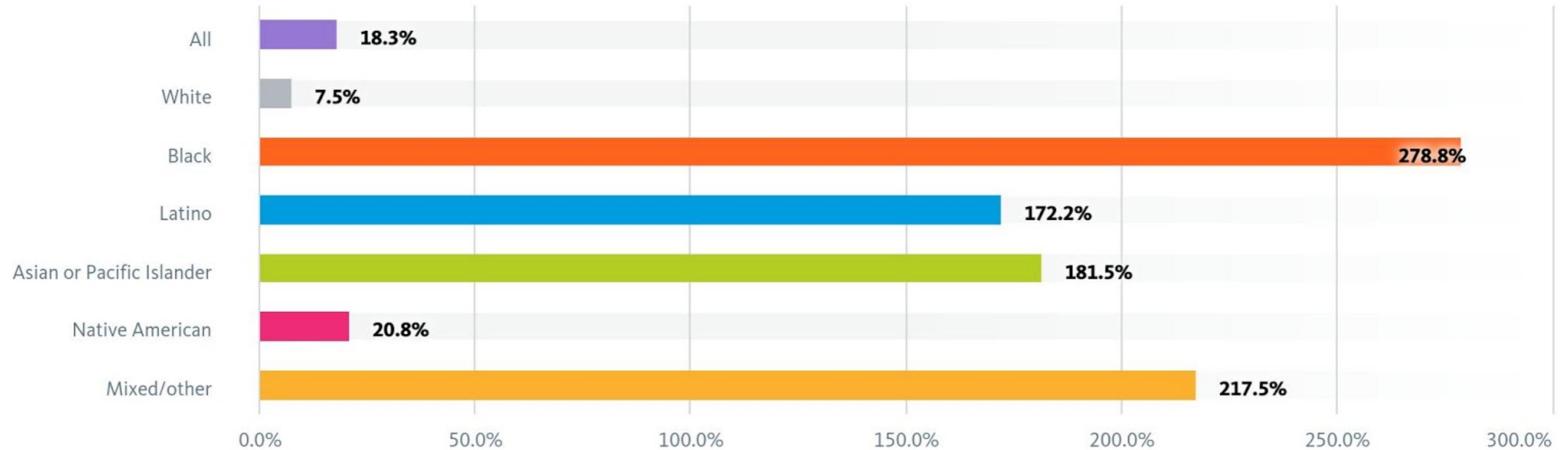


Why Diversity Matters

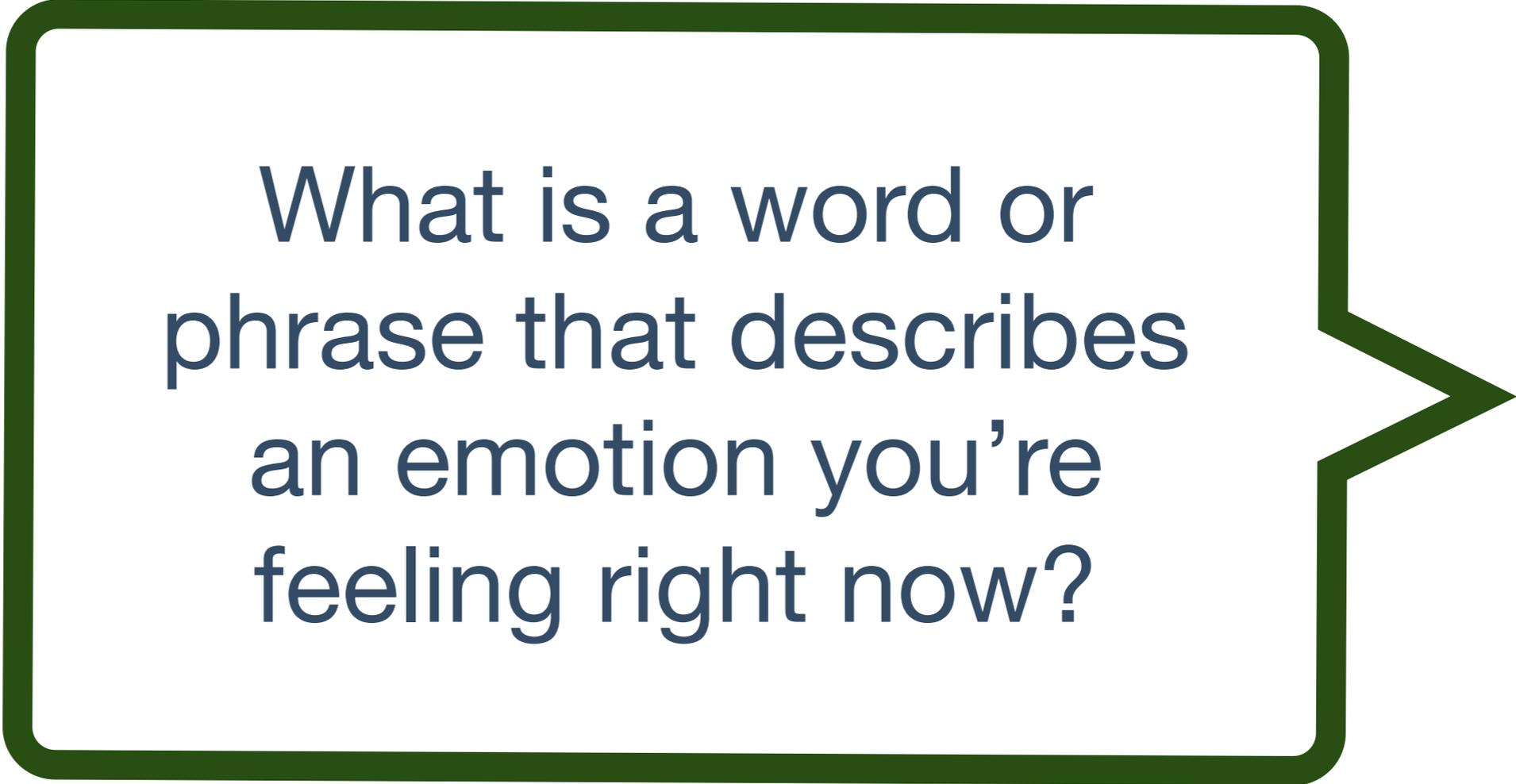
Vermont by the Numbers

By 2050, Vermonters of color will grow significantly in number (estimates are pre-COVID, ∴ likely undercounts)

Percent change in population: Vermont, 2010-2050



Use the Chat...



What is a word or phrase that describes an emotion you're feeling right now?

Small Groups

1. Why are these principles important in your work?
2. What do you need more time with?
3. What do you see that connects these ideas together?



Looking Ahead: The DEW Framework



Closing

Be brave and have the strength to do the work.

Here is a challenge we'd like to pose for you in advance of the next webinar:

- In your work moving forward, what will you commit to think about, work on, incorporate? What mistakes are you willing to make?
- How are you going to pay it forward? Is there anyone else you can bring into this work?

What are you grateful for?



Diversifying the Educator Workforce in Vermont



Webinar #2:

Supporting and Retaining Diverse Educators

Join us on

Tuesday December 15, 2020

3:30-4:30 pm

#VTED