



THE INAUGURAL

# BOND ACADEMY

SATURDAY, APRIL 21, 2018

8:30 A.M. – 1:00 P.M.

*“Uplifting Our Kids,  
Our Culture,  
and Our Craft.”*

Argyle Middle School – 2400 Bel Pre Road – Silver Spring, MD. 20906

[www.bondeducators.org](http://www.bondeducators.org)

# What is the BOND Project?

In Montgomery County Public Schools (MCPS), we recognize that our success today and in the future requires us to recruit, retain, and develop the most talented workforce in public education. In MCPS, a bold initiative exists to increase the diversity of our teaching corps to include the best teachers of all backgrounds, especially attracting teachers of color and others with backgrounds and experiences that are underrepresented in our current workforce.

The Building Our Network of Diversity (BOND) Project is one of a number of MCPS mentoring programs, with a particular focus on ensuring the broad diversity of the MCPS teacher workforce. It was developed by a group of MCPS staff to focus on the distinctive issues of recruiting and retaining talented male educators of color, with mentoring support from experienced veteran MCPS educators.

In today's global community, we know that race still matters in the lives of our students and our employees, and we need to acknowledge this in building a diverse workforce. Our increasing student diversity demands that we recruit more teachers, especially teachers of color, who share their students' backgrounds or life experiences. While all teachers can and should serve as role models for their students, we believe that teachers who share their students' backgrounds have the potential to support and engage students in additional meaningful ways based on their own personal experiences.

To promote diversity, we need to address the challenge that it is often difficult to recruit and retain talented staff when they face the isolating experience of being one of only a very few employees of a particular background. This is especially true for Black and Latino male teachers, who are particularly underrepresented in MCPS and throughout public education. The BOND Project is committed to elevating the success of male educators of color in MCPS.

# BOND Academy Agenda

8:30am to 9:00am	Registration, Reception, & Continental Breakfast
9:00am to 9:45am	Opening Session BOND Welcome/Occasion Dr. Daryl C. Howard BOND Project Leadership Team Welcome Mr. James Allrich, Principal Argyle Middle School Plenary Address Mr. Kenneth M. Smith, NBCT 2018 MCPS Washington Post Teacher of the Year
9:45am to 10:00am	Break
10:00 to 10:50am	Breakout Session #1
10:50am to 11:05am	Break
11:05am to 11:55am	Breakout Session #2
11:55am to 12:10pm	Break
12:10pm to 1:00pm	Breakout Session #3
1:00pm	Evaluation & Adjournment

# **The BOND Project's Mission**

The BOND project is committed to advancing efforts to recruit, develop, support, and retain male educators of color at all grade levels within Montgomery County (MD) Public Schools. The BOND project demonstrates its commitment through professional enrichment, mentoring, scholarship, and fellowship activities in Montgomery County as well as the national stage.

## **Goals:**

### **I. Recruitment**

BOND advocates for increased hiring of male educators of color in MCPS and the larger field of education.

### **II. Development**

BOND increases educator capacity via professional development, presentations, and scholarship.

### **III. Retention**

BOND serves as a mentoring network for male educators of color that provides support and understanding of professional advancement and retention processes in MCPS.

# Plenary Speaker

*Kenneth M. Smith*

**2018 MCPS Washington Post Teacher of the Year**



Kenneth M. Smith is a teacher at Montgomery Blair High School in Silver Spring Maryland. A Nationally Board Certified teacher and Lead teacher for Montgomery County Public Schools, he is a reflective and passionate practitioner that brings an energy to his students that inspires them to think critically and become independent learners. He exemplifies teacher leadership as he strives to enhance the capacity of teachers to become accomplished educators. He is a strong advocate for closing the opportunity gap between various groups of students and working to diversify their learning experiences by recruiting, mentoring and retaining teachers of color - particularly males. Kenneth believes in establishing a culture of systemic inclusiveness for all students so that they are able to reach their full potential as human beings. In his two decades as a professional educator, Kenneth has taught several subjects within Social Studies, sponsored numerous student led groups and continues to work with outside organizations that are committed to the health and development of students and teachers alike such as the Thurgood Marshall Teacher Quality Retention Program.

## **First Session (10:00 a.m. – 10:50 a.m.)**

### **1.)Panel Discussion: Examining the Importance of Diversity in Curriculum, Policy, and Higher Education**

*Dr. Cristobal Rodriguez, Associate Professor, Educational Leadership and Policy, Howard University*

*Dr. Robert Palmer, Associate Professor, Educational Leadership and Policy, Howard University*

*Dr. Daman Harris, Asst. Principal, Wheaton Woods Elementary School and BOND Project Leadership Team*

### **2.)The Need for Culturally Conscious Educators**

*Dr. Kmt G. Shockley, Associate Professor, Howard University*

Dr. Kmt Shockley's session will focus on the critical importance of cultural consciousness for educators and school leaders. The session will define cultural consciousness, focus on its importance, offer an argument related to how lacking cultural consciousness negatively affects children (especially African Americans), and the session will offer tools that can help with becoming more culturally conscious.

### **3.)Creating a Differentiated Classroom Environment for Diverse Learners**

*Darrian T. McCarter, Supervisor of Secondary Mathematics, Department of Curriculum and Instruction*

The teacher is the most influential factor on student learning. Knowing that race and culture are also powerful influences, culturally responsive practices are necessary to ensure equitable instruction. Quality teaching begins with intentional study and planning of the curriculum. Anchoring our work in Planning for Powerful Instruction, we will focus mainly in level 3 planning as we explore meeting the needs of all learners in mathematics.

### **4.)Preparing for Your Job Interview**

*Royce Wallace, Staffing Specialist, Office of Human Resources and Development*

Interview questions are generally designed to tap applicant attributes that are specifically relevant to the job for which the person is applying. The job-relevant applicant attributes that the questions purportedly assess are thought to be necessary for one to successfully perform on the job. The job-relevant constructs that have been assessed in the interview can be classified into three categories: general traits, experiential factors, and core elements. We will examine each category in detail and explore how they apply to our current circumstances.

### **5.)Education Saves Lives!**

*Kenneth Alford, Teacher, Albert Einstein High School*

How often are you having conversations with students about the rest of their lives and how the decisions they are making now will shape their lives? Are you encouraging them to pursue a career in education? Why/Why Not? This session is a session for adults who want to communicate the significance of education in the life of a young male of color and the need for increasing the number of male educators of color across the country.

### **6.)Educational Grouping and Student Success**

*Jamal Jeter, Teacher, White Oak Middle School*

Session attendees will look at examples of projects that utilize diverse groupings of students to facilitate student success. Based on this model, attendees will learn how to advocate for – and pilot – programs in their own schools in order to foster student success across the county.

## **Second Session (11:05 a.m. – 11:55 a.m.)**

### **1.)Documentary Film (Part One): Strange Fruit Redux**

In 2016, Dr. Hakim Rashid explored the challenges of youth development and provided possible solutions. Dr. Rashid, professor in the Department of Human Development and Psychoeducational Studies at Howard University, will share his documentary, highlighting the disparities of culture and education for African-American boys from Prekindergarten through 3<sup>rd</sup> grade.

### **2.)Elevating the Black Male - The Urgency of Now**

*Kim Bishop, Equity Specialist, Equity Initiatives Unit*

There is a significant body of research that suggests Black students, especially our Black males, are subjected to a broad array of structural and psychological barriers that thwart and constrain their ability to thrive, thereby making them disengage from learning. This session will examine how the long standing societal depictions of Black Male students has contributed to sustained educational disparities. Participants will have opportunities to reflect, examine, challenge and interrupt their perceptions through research, data, and case studies to create learning environments that will help Black Male students grow, learn, develop and THRIVE to their human potential.

### **3.)Mastery Lessons**

*Mark McCoy, Consulting Teacher, Office of Human Resources and Development*  
*John Howard, Consulting Teacher, Office of Human Resources and Development*

This session will provide insight into some key lesson components that serve to help all students achieve success with content material. It is appropriate for aspiring educators, new educators, experienced educators, or anyone interested in learning how to promote mastery of lesson content.

### **4.)Presenting Your Whole Self in Educational Spaces**

*Timothy Jones, Chief Visionary Officer, Hip Hop Ed*

Educators/Administrators examine their 5Ps (profession, passion, purpose, pastime and perspective) and then begin to brainstorm on how to begin to integrate their whole self into their classrooms and management styles as a way to deepen the engagement with their students and encourage the students to bring their whole selves in to the classroom. Workshop includes overview of Hip Hop Ed and Reality Pedagogy.

### **5.)Mastering the Media**

*Derek Turner, Director, Department of Communications*

Learn the best practices for engaging with the media, straight from the director of communications for Montgomery County Public Schools.

### **6.)Latino Students in our Classrooms**

*Thomas Ryan, Assistant Principal, New Hampshire Estates Elementary School*

Participants will discuss and reflect on the complex history of Latinos in the U.S. Participants will also discuss and reflect on increasing our cultural proficiency with Latino students in our classrooms.

### **7.)Mentoring Our Future Leaders**

*Robert J. Barnes, Teacher, Julius West Middle School*

Mentors can improve the academic achievement, self-esteem, social competence, and avoid problem/high-risk behavior by providing a relationship with a caring adult who works to help youth achieve their potential. The mentor will use

motivational tools to assist in building self-esteem and to help his or her mentee set attainable short-term and long-term goals. The mentor will monitor the mentee's progress and provide continued support and motivation. The end result is that students will see the connection between their efforts and overall achievement. It will also serve as an opportunity for them to take responsibility of their own behaviors.

### **8.) Where's the Money? Helping students with financial aid and scholarship searches**

*Jose Medrano, ACES Coach, Montgomery College/Montgomery Blair HS*

Help jump start the scholarship search for your students! Learn how to assist students in planning strategic scholarship searches and get insights into where to find additional opportunities. Bring your mobile phone!

## **Third Session (12:10 p.m. – 1:00 p.m.)**

### **1.) Standing in the Gap: Student Activism & Academic Achievement**

*Michael Williams, Teacher, John F. Kennedy High School*

*Gideon Wikina, Shane Ramsey, and Luis Pineda Zelaya, MCPS Students*

This workshop will help educational leaders understand the importance and the role of students in tackling the opportunity and achievement gap. Through interactive activities, student testimony and data analysis of the Minority Scholars Program, the presenters will demonstrate how over the past 12 years MCPS students in the Minority Scholars Program have built a powerful youth movement as a viable way to tackle the opportunity gap and create positive change in their schools and communities.

### **2.) Cultural Proficiency: Reflection on Bias and Trust**

*Samuel Ward, Professional Growth Consultant, Office of Human Resources and Development*

*Kirby Rowe, Plant Equipment Operator, Redland Middle School*

How can stakeholders be responsive to different ethnic and linguistic subcultures? During this session stakeholders will be able to problem-solve and share experiences that will lead to a better knowledge base of cultural proficiency to use among students and colleagues.

### **3.) Restorative Justice/Peace Circles**

*Tyrone Terry, Teacher, Charles R. Drew Elementary School*

Participants will learn how to effectively implement Restorative Justice practices in a positive way. Participants will also engage in a community Peace Circle to understand the positive impact it has on students and adults.

### **4.) Race Counts In the Classroom**

*Brenton McCoy, Teacher, Wheaton High School*

Understand the role race plays in the ability for teachers to be the best educators for their minority students. "Seeing one color" is not an option when creating the best learning environment and getting the most out of your teaching and your students. We must embrace race and not shy away from it within our classrooms.

### **5.) "Current Students, Future Leaders": The Effectiveness of MS Student Leadership Programs**

*Jerome Price, Teacher, Julius West Middle School*

In the spring of 2017, MCPS middle school history teacher Jerome Price founded the Jaguar Scholars Leadership Program (JSLP). This organization pulls together 33 high-achieving African Americans and Latino students with a goal of closing the achievement gap and building the leadership capacity of its members. Less than one year into the program, the Jaguar

Scholars have designed a tutoring and mentoring program for their school, been invited by the Mayor of Rockville to City Hall and traveled to Georgetown University. Learn how this group turned a vision into a reality!

#### **6.)Helping Student of Color Meet High Standards**

*Troy Horsley, Teacher, John F. Kennedy High School*

This session will focus on strategies that would better assist teachers with planning lessons and/or activities for African American and Latino students.

#### **7.)Beyond Colorblindness: Promoting Equity for All**

*Desmond Mackall, Acting Assistant Principal, Wyngate Elementary School*

In this session, participants will explore the work of Glen Singleton and Curtis Linton's *Courageous Conversations about Race*. Characteristics of anti-racist leadership practices in the classroom will be explored as participants engage in dialogue and exercises that encourage them look introspectively at their own personal, local and immediate circumstances related to race. After examining the impact of race on their own lives, participants will then examine colorblind thinking and create next steps for themselves as they continue to engage with students of color within the classroom and beyond.

#### **8.)Documentary Film (Part Two): Strange Fruit Redux**

In 2016, Dr. Hakim Rashid explored the challenges of youth development and provided possible solutions. Dr. Rashid, professor in the Department of Human Development and Psychoeducational Studies at Howard University, will share his documentary, highlighting the disparities of culture and education for African-American boys from Prekindergarten through 3<sup>rd</sup> grade.

## **Acknowledgements**

The BOND Leadership Team

Mr. Allrich, Principal - Argyle Middle School

Building Services & Security Team - Argyle Middle School

Montgomery County Public Schools

Howard University

A Host of Incredible Presenters and Participants!

## **Website**

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## **Twitter**

**@BONDEducators**

## **The BOND Charge**

*"You must always keep your word, be a man of honor,*

*And represent your community with dignity.*

*You must always conduct yourself as a leader,*

*So that those coming after you will have a model to follow.*

*You have a responsibility to improve the world.*

*You must leave your mark on this earth."*

*The BOND, 2007*