

EDUCATOR EQUITY SUMMIT

"Re-Imagining Diverse Educator
Recruitment and Retention"



April 28, 2023

10:00 Welcome Remarks

Lynne Howard, WCEEP Co-Lead
Dr. Cora Smith, Deputy Secretary
DE Dept. of Education

10:15 Framing the Conversation

Tamara Smith, Executive Director
Teach for America - Delaware

10:30 Fireside Chat with Thought Partners

- Terry Williams, Founder & CEO Teacher of Color Recruitment Decatur, Georgia
- Darren Rainey, Sr., Program Manager, Delaware State University Educator Recruitment & Retention
- Dominic Banks, HR Supervisor, Appoquinimink School District
- Margie Lopez Waite, CEO, Las Americas ASPIRA Academy

Audience Discussion

11:55-12:55 Concurrent Workshops (select one)

- *Are You Really Ready for Retention? Preparing Your Space to Better Recruit, Retain and Support Teachers of Color*
Presenters: Dr. Mariah Harmon – Dir. Of Teacher Services, Teacher of Color Recruitment and Terry Williams, Founder and Executive Director, Teacher of Color Recruitment
- *The Value of Affinity Groups*
Presenter: Darren Rainey, Sr., Delaware State University

1:00-2:00 Small Group Action Planning

Facilitators: Jennifer Thompkins, CEO MWUL (1); Cora Scott, DOE Deputy Secretary (2); Daphne Evans, DYE Consulting (3); Terry Williams and Mariah Harmon, Teacher of Color (4); Nikki Monroe-Hines, Teach for America-DE (5)

2:10 Small Group Share

2:25 Path Forward/Closing

Raye Jones Avery, Co-Lead WCEEP

Thank you for joining us today!

IN PARTNERSHIP WITH:



Red Clay
Consolidated School District



Delaware State University
Making our mark on the world

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Speakers



Darren Rainey Sr.

Darren Rainey Sr. leads Delaware State University's effort to recruit, support, and retain diverse educators in the field with an emphasis on recruiting and supporting Black males. Darren also leads the Master of Arts in Equitable Curriculum and Instructional Leadership at DSU, designed for educators who seek to redesign their school and the education system for equity, enhance their knowledge of curriculum and instruction, refine their pedagogical skills in culturally responsive and anti-racist practices, and influence equitable classroom practices. A Philadelphia native, and graduate of Hampton University, Darren is a TFA alum receiving his Master of Arts in Teaching from Relay Graduate School of Education.



Dominic Banks

Dominic Banks is celebrating his 22nd year as an Educator. He has served as a health and physical education teacher; an assistant principal and he currently reigns as the supervisor of recruitment and retention in the Appoquinimink School District. Dominic received his bachelor's degree from the University of Delaware and his masters degree from Norfolk State University.



Terry Williams

Terry Williams, a Spelman College graduate is Founder and Executive Director at Teacher of Color Recruitment and Black Parents Forum & Student Admission Fairs. The Teacher of Color Recruitment (TOC) and Black Parents Forum & Student Admission Fairs (BPF) are one-day forums and fairs designed to help educators and families learn more about school hiring and private school admissions, PK-12. Both the Teacher of Color Recruitment Fairs and Black Parents Forum Student Recruitment Fairs are gateway organizations and are currently being held annually in Atlanta and virtually online.



Margie Lopez Waite

Margie Lopez Waite was instrumental in opening ASPIRA of Delaware, the first dual language (English/Spanish) charter school in Delaware. She has been involved with ASPIRA since 2004 and become the Head of School shortly after the charter was approved in April 2009. With the expansion to high school and a second campus in 2020, Margie took on the role of CEO with a Head of School assigned to each campus. Previously, she was a Spanish teacher in the Appoquinimink School District. Prior to becoming a teacher, Margie worked at MBNA/Bank of America for sixteen years. After the merger with Bank of America, Margie decided to pursue her life-long goals and passion in the education field. She earned her master's degree in Secondary Education and School Leadership certification from Wilmington University in May 2008. Margie earned a bachelor's degree in marketing from Delaware State University and proudly serves on the DSU Board of Trustees.



Mariah Deans Harmon, PhD.

Mariah Deans Harmon, PhD (she/her) is the Director of Teacher Services at the Teacher of Color Recruitment and an Assistant Professor at Penn State University's College of Education. She earned her doctorate at Vanderbilt University, where her research focuses on supporting Black women pre-service teachers. Mariah is committed to making teacher education more inclusive for all teachers of color and has won awards for her work as a middle school teacher. In her free time, she enjoys playing golf, going to brunch, and spending time with her family.



Tamara Smith

Tamara Smith is honored to serve as the Executive Director of Teach For America-Delaware. She has dedicated her career to ensuring educational equity for all students and has pursued this mission in various capacities. After graduating from Spelman College, Tamara joined Teach For America as a 2003 Philadelphia corps member, teaching ELA in the School District of Philadelphia. Following her tenure as an educator and school administrator in Philadelphia and Camden, Tamara joined the legislative team of former Congressman Robert Andrews, with a focus on economic development initiatives and education and immigration policy. Before accepting the opportunity to lead Teach For America-Delaware, she served as the Executive Director of Operations and Co-School Leader of Great Oaks Charter School in Bridgeport, Connecticut. Tamara is passionate about the holistic development and empowerment of BIPOC students and educators and believes in the power of community led advocacy.