



BUILDING BRIDGES

FOSTERING CONNECTIONS, FORGING COMMUNITY, FINDING TALENT



SUMMER TEACHING & LEARNING INSTITUTE



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We are excited to have you participating in the inaugural St. George's School Summer Teaching & Learning Institute. The conference is designed to provide an inclusive and supportive space for future and early-career BIPOC educators to expand their community and spark professional growth through workshops, networking, and social events. While on campus, you will explore your 'WHY' and leave the institute better prepared to show up as your full authentic self and equipped with the tools to ensure all your students thrive.

Dwayne Pina,
Building Bridges Program Director

WELCOME!



It is my pleasure to welcome you to St. George's for the 1st annual Building Bridges Summer Program. Building Bridges creates opportunities for learning and exploration, the strengthening of networks, and the broadening of professional avenues. St. George's is truly excited to host this pivotal program, providing opportunities for early career educators and students from Historically Black Colleges and Universities to learn more about New England boarding schools. My colleagues and I are excited to meet you and partner with you in the days and years ahead.

With all best wishes,

A handwritten signature in black ink, appearing to read 'Michael C. Wirtz'.

Michael C. Wirtz, *Head of School*



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ITINERARY

WEDNESDAY, AUG. 2

- 1-3 p.m. **Arrival** *Main Common Room, Old School*
- 3:45 p.m. **Welcome** *Main Common Room, Old School*
Michael C. Wirtz, *Head of School*
Mervan Osborne, *Associate Head of School for Student Life*
- 4-5:30 p.m. **SESSION 1: Navigating Independent Schools** *Atrium, Academic Center*
Varghese Alexander, *Windsor School, Head of Mathematics, Founder of the Pipeline Cooperative*
- 5:30 p.m. **Campus Tour** *Depart from Atrium, Academic Center*
- 6:30 p.m. **Welcoming Cookout** *Sixth-Form Porch*

THURSDAY, AUG. 3

- 9-10 a.m. **Breakfast** *Nash Common Room*
- 10:30 a.m.-12 p.m. **SESSION 2: The ABCs of Lesson Planning** *Davenport Room, Nathaniel P. Hill Library*
Shelby Stokes, *Riverdale Country School, Dean of Faculty and English Teacher*
- 12:30-1:30 p.m. **Lunch** *Buell/Wheeler Dormitories Terrace*
- 1:45-3:15 p.m. **SESSION 3: Assessment Feedback and Identity** *Room 23, Memorial Schoolhouse*
Mark Boswell, *MehtaCognition, Managing Director*
- 3:15-4 p.m. **Break**
- 4-5:30 p.m. **Real Talk - A Candid Conversation** *Sachuest Beach*
- 5:30-7 p.m. **Break**
- 7 p.m. **Dinner** *Sixth-Form Porch*
- 8:30 p.m. **Optional Social Time** *Fire Pits, Cliff Field*

ITINERARY

FRIDAY, AUG. 4

- 9-10 a.m. Breakfast *Nash Common Room*
- 10:30 a.m.-12 p.m. **SESSION 4: Allyship in Action** *Room 23, Memorial Schoolhouse*
Justin Cerenzia, *The Episcopal Academy*, Buckley Executive Director Center for Teaching & Learning
- 12:15-1:30 p.m. Lunch *Buell/Wheeler Dormitories Terrace*
- 1:45-3:15 p.m. **SESSION 5: Handprints Heal Footprints** *Room 23, Memorial Schoolhouse*
Dr. Charles Herring, *South Fayette Township School District*,
Diversity, Equity, and Inclusion Director
Dr. Christine Herring, *Herring Seminars and Consulting*, Founder, CEO
- 4-5:30 p.m. Dinner *Sixth-Form Porch*
- 6:30-8 p.m. Newport Harbor Cruise *Depart from Old School Front Circle*
- 8 p.m. Free Night Downtown

SATURDAY, AUG. 5

- 9 a.m. Breakfast *Nash Common Room, Buell/Wheeler Dormitories*
- 9:45 a.m. Newport Jazz Festival *Depart from Old School Front Circle*

SUNDAY, AUG. 6

- 9:30-10:15 a.m. Breakfast *Nash Common Room*
- 10:30 a.m.-12 p.m. **SESSION 6: Showing Up & Showing Out** *Room 23, Memorial Schoolhouse*
Christian Garriss, *Thacher School*, Associate Director of Admission, Director of Diversity,
Equity, and Inclusion
- 12:15-1:15 p.m. **Opportunities in the 'Pipeline'** *Room 23, Memorial Schoolhouse*
Networking opportunity
- 1:15 p.m. Departing Lunch *Main Common Room, Old School*

SESSIONS



NAVIGATING INDEPENDENT SCHOOLS Varghese Alexander

Whether you are the only or one of many, the first years of working at an independent school include pitfalls and opportunities that a number of us with decades in schools have experienced and helped usher newly minted teachers through. From ideas of what rigor means coming from an immigrant context to how to leverage retirement and other benefits, the first five years often determine the likelihood of longevity in the industry. Starting with broad strokes about his own experience, Varghese will then invite a panel of administrators to discuss their own path from imposter syndrome to creating their own cohort and now aiding with leadership decisions.



LESSON PLANNING FOR EARLY CAREER TEACHERS: BACKWARD DESIGN WITH THE PERFORMANCE-BASED ASSESSMENT FRAMEWORK Shelby Stokes

The PBA (Performance Based Assessment) is a user-friendly framework for backward designing a lesson, a unit, or a course. In the best way possible, PBA's create a space for teachers to interrogate and problem-solve student "roadblocks" (understandings or skills) in creating their assessment designs. This will be a "make and take" session. Participants should bring a teaching dilemma in their discipline (actual or anticipated) or an existing assessment, lesson, or unit they want to begin designing/redesigning using the PBA framework during the session.



MODERN GRADING: GRADING PRACTICES THAT PROMOTE EQUITY, INCLUSIVITY, MOTIVATION, AND BELONGING Mark Boswell

Conventional grading methods are inadequate in accurately capturing (and conveying) what students have learned. Not only that, these outdated practices amplify inequities inherent in our educational system and society. This interactive session will provide an overview of the history of traditional grading, a discussion of traditional practices, introduce more equitable/inclusive grading practices, and emphasize the need for updating grading systems to reflect contemporary values.



ALLYSHIP IN ACTION Justin Cerenzia and Anthony Franco

This session will identify and explore the characteristics and actions of effective white allies. We will discuss the indicators of genuine allyship among white educators and provide practical tools for identifying and collaborating with these allies. By fostering stronger relationships and more inclusive communities, we can cultivate an antiracist academic environment where equity and diversity thrive, empowering faculty of color to reach their full potential. Join us in exploring allyship and how it can contribute to the ongoing pursuit of excellence in independent education.

SESSIONS



HANDPRINTS HEAL FOOTPRINTS: A FRAMEWORK FOR EQUITY & INCLUSION Dr. Christine & Dr. Chuck Herring

The power of “your why” lies in its ability to provide a strong sense of purpose and motivation. When we have a clear understanding of why we are doing something, we are more likely to stay committed to our goals and persist through challenges. During this enlightening and empowering seminar participants will delve into the transformative process of discovering and harnessing their “why” in the context of equity and inclusion in curriculum.

Through engaging discussions, hands-on activities, and introspective exercises, participants will explore the importance of developing and implementing lessons that are inclusive, equitable and promote dignity and respect for all.

This interactive seminar will provide participants with practical tools and strategies to avoid equity and inclusion footprints which can lead to school-based and curriculum-based trauma. By connecting their “why” to actionable steps, attendees will take the first step of understanding how equity and inclusion handprints can heal equity and inclusion footprints.

Key takeaways from this seminar will include:

- Defining equity and inclusion handprints and footprints
- Unearthing one’s personal “why” as a driving force for using the DEI lesson plan filtering tool to prevent curriculum-based trauma
- Being introduced to a tool to navigate challenging conversations



SHOWING UP & SHOWING OUT **Christian Garriss & Anika Walker-Johnson**

Participants will learn the art of the interview and job search process in this session. We will focus on research prep, common and uncommon questions; interview do’s and don’ts, and conscious and unconscious bias. We will also explore the process of finding the “right” job for you. Does the job you are interviewing for align with your career goals? What are your career goals? Do the institutional values match yours? Candidates will leave this session feeling empowered to ask and answer tough questions. Always remember: You are interviewing the school just as much as they are interviewing you!

**SCAN TO THE QR CODE
TO ACCESS ADDITIONAL
RESOURCES FOR ALL SESSIONS**



PIPELINE COOPERATIVE

We are a network of schools and educational practitioners of color from across the country who connect directly with local colleges in order to inform, mentor, and grow the next generation of teachers at independent schools.

BROADEN THE PIPELINE OF TEACHERS OF COLOR AT EVERY LEVEL.

- Create long term connections between independent schools and colleges/universities.
- Create a purpose for administrators of color to gather and calibrate best practices in hiring (and all things.)
- Strengthen the network between early career teachers of color and administrators of color to ensure the sustainability of the work.

Varghese Alexander, Head of Mathematics, arrived at Windsor School in the Bahamas in 2021. An 18-year veteran of boarding schools, Varghese has taught, coached, geeked out about technology, cooked for and helped onboard numerous faculty members into independent schools. He returned to the Klingenstein Summer Institute as co-lead teacher in teacher in 2013 and co-directed the program during his final three years of a ten-year run. Varghese is the founding director of Pipeline Cooperative.

Mark Boswell is managing director of MehtaCognition Consulting. Prior to MehtaCognition, Mark worked closely with Joe Feldman's (author of Grading for Equity) Crescendo Education Group and partnered with public and private institutions who were looking to shift grading practices. In 2016, at Galloway in Atlanta, Mark developed a professional development opportunity for educators of color pursuing leadership roles within independent schools called BOLD. Currently, he serves on the Board of Directors for Challenge Success and the Governing Board of The Atlanta Neighborhood Charter School.

Dr. Kim Bullock Dr. Kim W. Bullock is a native Washingtonian and has been at St. George's since 1996. She currently serves as the Director of Equity and Inclusion and as a member of the STEM faculty. She earned her B.A. in Biology from Hampton University and her Doctorate of Veterinary Medicine at the University of Florida. She is the inaugural holder of the W. Clyde Dorsey '70 Chair for Diversity, Inclusion and Leadership, coaches JV girls basketball, serves as dorm parent and as a faculty advisor for the Young Women of Color and Insight Multicultural club.

Dr. Danica Tisdale Fisher joined St. Andrew's School in 2022 as dean of inclusion and belonging. She is a DEIJ practitioner with 15 years of progressive experience in the development and oversight of academic programs, policies, and initiatives in higher education and independent schools.

Shelby Stokes is the Dean of Faculty at Riverdale Country School in the Bronx. She received her BA in English from Wesleyan University and her MA in English from the Breadloaf School of English at Middlebury College. She is an alum of Klingenstein Summer Institute and current co-lead English teacher. She is forever grateful for how learning "think/pair/share" in her English cohort back in 1999 and has, without fail, always transformed her quieter, more introverted English classes. She loves indoor cycling and yoga for sanity and exercise, and she tries to attend one silent meditation retreat per year.

NEWPORT JAZZ FESTIVAL

All are welcome at Newport Folk Festival and Newport Jazz Festival regardless of race, color, national origin, gender, gender identity, gender presentation, sexual orientation, age, body size, disability, appearance, religion, citizenship or pregnancy. We have a zero-tolerance policy for discrimination or harassment of any kind.

WHAT TIME DOES EVERYTHING OPEN?

Gates: 10 a.m.

Food, crafts and merchandise: 10 a.m.

Music: 11 a.m.

Beer and wine gardens: 12 p.m.

Times subject to change.

IF I LEAVE THE EVENT GROUNDS, CAN I GET BACK IN?

There is no re-entry to the festival grounds. The Fort Adams Visitors Center is located inside the gates, providing permanent bathrooms and an ATM. Please pack accordingly for the day.

WHAT IS PROHIBITED?

- Discrimination or harassment of any kind
- Bags larger than 20" x 20" x 10"
- Glass containers
- Hard coolers
- Beach umbrellas or beach balls
- Unsealed beverages
- Alcoholic beverages
- Illegal substances
- Firearms
- Tools including knives, box cutters and Leathermen
- Pepper spray, mace, or any

item that could be used as a weapon

- Flag poles
- Professional audio, photography and video equipment (no detachable lenses)
- Laser pointers
- Pets
- Plastic bags
- Plastic straws
- Selfie sticks
- Canes and Trekking Sticks with metal points protruding from bottom (or concealed)
- Drones

DIGITAL TICKETS

Newport Folk Festival and Newport Jazz Festival tickets are now all digital. Tickets will only be delivered via the DICE mobile app and your smartphone will be scanned at the gate. No PDF or paper tickets will be issued. Tickets will be delivered to your mobile phone closer to the event. Only the live ticket QR code from your DICE app on your mobile phone will be accepted at the gate. Screenshots, email confirmation and printouts are not valid.

BEER & WINE GARDENS

You must be 21+ to enter the beer and wine gardens. IDs will be checked at the garden entrances and 21+ wristbands will be issued. Cash and credit cards are accepted. Food and non-alcoholic beverages are also available. Beer and wine garden hours are from 12 p.m. to 6:30 p.m. daily.

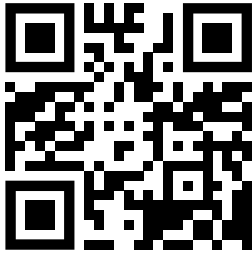
CAMERAS & RECORDING

Professional audio and video equipment are prohibited, as is audio-capturing. Please be courteous when using your cell phone or non-professional camera (no detachable lenses) to take pictures and video. We encourage you to keep cell phone and camera use to a minimum as to not interfere with others' experiences. Be present!



LEARN MORE

To learn more about St. George's School DEI strategic plan and how it fits into the larger schoolwide strategic plan, use the codes below:



DEI Strategic Plan



Strategic Plan

IMPORTANT PHONE NUMBERS

Campus Safety: (401) 842-6666

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