

Please note: The agenda below is subject to change prior to the conference.

National Partnership for Educational Access 12th Annual Conference Agenda
Reaching Out and Rising Up: Forging Ahead for Student Success
April 15-17, 2020

Royal Sonesta Boston Hotel, Cambridge, MA

WEDNESDAY, APRIL 15, 2020

1:00 PM – 4:00 PM PRE-CONFERENCE SESSION

How Well-Intentioned Educators & Administrators Perpetuate, Widen, and Deepen the Achievement, Opportunity and Access Gaps

- Paul Forbes, *Executive Director for Educational Equity, Anti-Bias & Diversity, Office of Equity and Access*, New York City Department of Education

Description: The current social, economic, and political climate both within New York City and across the country suggests a need for more implicit bias awareness programs that build more inclusive, nurturing, and collaborative communities. While most people in this country adamantly reject any form of racism, sexism, prejudice and discrimination, research shows us that the same people unknowingly reveal recurring patterns of subconscious bias in their thoughts, feelings and actions. Learn what NYC Department of Education is implementing citywide to ensure that school, district, and central staff, as well as parents and students are aware of these implicit biases, which encompass both favorable and unfavorable assessments, and learn strategies and interventions to reduce them.

2:00 PM – 4:00 PM PRE-CONFERENCE SESSION

Giving WISE Support: Introducing a Framework to Support Student Identity and Wellness

- Stephanie Pinder-Amaker, *Founding Director, College Mental Health Program*, McLean Hospital; and *Assistant Professor*, Department of Psychiatry, Harvard Medical School
- Caitlin Nevins, *Director of Psychological Services, College Mental Health Program*, McLean Hospital; and *Instructor in Psychology*, Harvard Medical School
- Lauren Wadsworth, *Founder and Director*, Genesee Valley Psychology; *Clinical Senior Instructor*, University of Rochester Medical Center; and *Education and Training Consultant, College Mental Health Program*, McLean Hospital, Harvard Medical School

Description: The leadership team of the McLean Hospital's College Mental Health Program will be introducing their Wellness Index for Student Equity (WISE) framework. This model addresses secondary and college systems that desire to support the health and wellbeing of all students (inclusive of those with diverse socio-cultural identities) more effectively. The WISE framework is intended as a tool for students, families, and educational systems to make sure they are considering best practices for meeting the mental health and well-being needs of students across varying identities.

1:00 PM – 4:00 PM COMMUNITY SITE VISIT EXPERIENCE

Tufts University Site Visit

- Sean Ashburn, *Assistant Director of Admissions*, Tufts University
- Margot Cardamone, *Director, FIRST Resource Center*, Tufts University
- Christopher Flores, *Associate Director of Admissions*, Tufts University

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- Jared Smith, *Program Director, Bridge to Liberal Arts Success at Tufts (BLAST)*, Tufts University
Description: Please join us for a site visit to Tufts University. The visit will have a particular focus on the resources and support we offer first generation, low-income, and undocumented students. As an attendee, you will have a session with representatives from Tufts' FIRST Resource Center, which provides access to community-building, advising opportunities, and resources for underrepresented student success at Tufts. You will take a brief campus tour, including visits to six identity-based resource centers, and connect with admissions officers and various campus partners. You will also hear from a panel of current students and administrators about the multiple ways that Tufts supports first generation and low-income students. Bus transportation will be provided for all NPEA site visit participants, departing from the conference hotel promptly at 1:00pm and returning at approximately 4:00pm. A light snack and coffee break will be provided during the visit.

4:30 PM – 7:30 PM CONFERENCE REGISTRATION

You will have time to register and pick up your conference materials prior to and during the *Reach Out and Rise Up Welcome Reception*.

5:00 PM – 6:30 PM REACH OUT AND RISE UP: WELCOME RECEPTION

Conference Welcome

- Kelly Glew, *President*, The Steppingstone Foundation

Remarks

- Jennifer Mulhern, *Vice President, Mission Implementation*, The College Board

Please join us as we kick off the 2020 Conference! You will have the opportunity to enjoy light appetizers and network with fellow attendees before an exciting two days of workshops and events. As we come together to share and learn, we encourage you to think about ways we can reach out - to each other and to our students - and to forge ahead for the communities we serve. We will provide prompts to help guide and inspire your conversations.

THURSDAY, APRIL 16, 2020

7:00 AM – 8:15 AM BREAKFAST, NETWORKING, FIRST-TIME ATTENDEE/NEW MEMBER ROUNDTABLE, COFFEE CONVERSATIONS, AND REGISTRATION

Conference registration will be open and registered attendees can check in to pick up a nametag, program, and other conference materials at this time. Connect with your fellow conference attendees in structured dialogue during our Coffee Conversations in the general session ballroom. There will also be an area in the ballroom designated for first-time conference attendees and new NPEA members.

7:30 AM – 8:15 AM BREAKFAST ROUNDTABLE & COFFEE CONVERSATIONS

First-Time Attendees and New NPEA Members

Join this breakfast roundtable to meet other first-time conference attendees and new NPEA members, and hear tips and strategies from veteran attendees about how to make the most out of your conference and NPEA experience.

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Coffee Conversations

Join others at breakfast to discuss key topics in the field and get to know each other. Tables will be equipped with topic signs and suggested conversation prompts.

Jack Kent Cooke Foundation Breakfast – pre-registration required

- Alan Royal, *Senior Program Manager, Outreach and Partnerships*, Jack Kent Cooke Foundation
Description: Please join the Jack Kent Cooke Foundation for a special breakfast session to meet with staff and learn about the Foundation's work in advancing the education of exceptionally promising students who have financial need through scholarships, grants, and thought leadership. Learn more about the Cooke Foundation's Young Scholars Program, a pre-college program for high-performing 7th grade students with financial need.

8:15 AM – 9:45 AM OPENING GENERAL SESSION: <i>YOUNG VISIONARIES AND EMERGING LEADERS PANEL</i>

Description: Please join us for the kick-off panel of the conference and hear from young visionaries and emerging leaders in education and other relevant fields. The session will be moderated and include lively discussion related to the conference theme as well as the opportunity for audience Q&A.

10:00 AM – 11:15 AM CONCURRENT WORKSHOP SESSIONS

A Clearer Path to College for All Students: Scholarships and Free Digital Tools for College Planning

- Queenstar Akrong, *Associate Director, Partner Mobilization, Access to Opportunity, College & Career Access Division*, The College Board

In December 2018, The College Board launched the new \$25 million College Board Opportunity Scholarships program to help guide students through the college planning process. This scholarship program is open to all students regardless of GPA, test scores, family income, and citizenship status. With each action completed, students earn chances at scholarships ranging from \$500 to \$40,000. Since its launch, over 400,000 students have joined the program and thousands have earned scholarships to help finance their college dreams. Join us as we discuss how students can use the College Board Opportunity Scholarships program to identify and track key college planning actions, including building a college list on BigFuture, practicing for the SAT using Official SAT Practice on Khan Academy, and completing the FAFSA.

Skill Level: TBD

Meet the Funders

- Steve Filosa, *Founding and Executive Director*, The Malcolm Coates Prep@Pingree Program at Pingree School
- Beth Francis, *President and Chief Executive Officer*, Essex County Community Foundation
- Laura Kurzrok, *Former Executive Director*, Eastern Bank Charitable Foundation
- Beth Lynch, *Executive Director*, Cabot Family Charitable Foundation

Description: What stands in the way of your organization living its dream or surviving at all? Are there even more services you could provide but you know your organization lacks the personnel and bandwidth to do more things well, if at all? Do you ever wonder why employees at your organization leave despite all you invest in mentoring them? Are you tired of cutting budgets instead of thinking about growth and deeper impact? Of course, the common denominator in all of these scenarios is

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money. Come to this interactive panel discussion of funders offering a range of perspectives and advice about how to approach and succeed with them. This fundraising panel will feature representatives from family, community, and corporate foundations seeking to make the world a better, more equitable place through their philanthropy.

Skill Level: TBD

Building a Values-Aligned Culture: Introduction to Restorative Practices

- Kristin Arcangeli, *Senior Director of Counseling Services*, The Steppingstone Foundation
- Mary Sullivan, *Director of Preparation and Placement*, *The Steppingstone Academy*, The Steppingstone Foundation

Description: Restorative Justice in Education practice names relationships as foundational and responds to conflict through the lens of repairing harm. As The Steppingstone Foundation has embarked on a journey to better understand how racial equity informs our work, both internally and externally, we have incorporated these practices into our program model. In this workshop, we will engage with participants through circle practice, which is the foundation of restorative practices. We will share our journey, examine the mindset shift from punitive to restorative, and provide concrete tools that can be adapted for use in any program setting. We will build a community of professionals who are committed to supporting students in more equitable, compassionate, and inclusive ways.

Skill Level: All Levels

Privileged Poor, Doubly Disadvantaged: Centering the Lens of Equity and Inclusion in Your Work

- Katherine Fritz, *Director of College Counseling*, Phillips Academy
- Sean Logan, *Dean of College Counseling*, Phillips Academy
- LaShawn Springer, *Associate Director of College Counseling, and Director of Community and Multicultural Development*, Phillips Academy
- Joy St. John, *Dean of Admission and Financial Services*, Wellesley College

Description: Inspired by Anthony A. Jack and his book, *The Privileged Poor: How Elite Colleges Are Failing Disadvantaged Students*, Andover's College Counseling Office and Office of Community and Multicultural Development were motivated to create a student support model that would better serve the needs of our entire population. Using the lens of Dr. Jack's research, we looked critically at language and programming for our low-income and/or first-generation-to-college students and their families. Working with Dr. Jack, we will put his theories and data into practice during our "Family Weekend" program. Joy St. John, Dean of Admission and Financial Services at Wellesley College, who originally recruited Dr. Jack to Amherst College, will discuss how they have changed their programming, procedures, and policy to accommodate their intentionally diverse community. This session will focus on how both schools have developed, organized, and implemented programs aimed at these marginalized groups. We will discuss and share the resources we created and feedback from our families.

Skill Level: All Levels

Benchmarking for Student Success: Measuring Strategic Outcomes Using Public Data Sources

- Avery Newton, *Insights & Outcomes Specialist*, American Student Assistance
- Phung Vo, *Senior Data Analyst*, American Student Assistance

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Description: There is a wealth of data available to the general public, especially in the areas of K-12 education, postsecondary education, and career outcomes. Indicators from these sources paint a comprehensive picture of student outcomes, but few take advantage of these data sources and therefore miss out on key learnings and student trends across Massachusetts and the country. This workshop will introduce participants to publicly available data sources in education and provide guidance for how to use these data sources strategically in their own work. Presented in three parts, this workshop will begin by introducing some of these data sources. Second, attendees will learn strategies for utilizing these data and embedding learnings into their organization's strategic goals. Finally, the presenters will share examples (including in Tableau) of benchmarking and dashboarding with public data and conclude with exemplar nonprofits and school districts that are using public data to support student success.

Skill Level: Intermediate, Advanced

Initiate, Implement, Improve: Multidimensional College Access and Admissions Partnership Frameworks to Improve Impact and Student Success

- Brittney Cleveland, *Senior Manager of Partner Engagement*, College Greenlight
- Brittney Cooper, *Director of College Access*, Uplift Education
- Taaha Mohamedali, *Director of College Attainment*, The Academy Group
- Danielle Santos, *Program Coordinator for Strategic Outreach*, University of Michigan

Description: Many colleges and universities face blind spots when seeking out prospective first generation, low-income students to recruit and enroll. Many community-based organizations (CBOs) and secondary schools encounter difficulties getting on the radar of colleges and universities and ensuring their students will persist and graduate. In this session, panelists from the University of Michigan, Uplift Education Charter School Network, The Academy Group, and College Greenlight will present insights and proven practices to: 1) create an effective organization profile and lean on your access network to help promote your brand; 2) navigate informal partnerships vs. memoranda of understanding (MOUs) and evaluate the ROI of partnerships; and 3) discuss examples of several successful multidimensional partnership frameworks that promote postsecondary success. Elements of this session will be drawn from research and findings from a College Greenlight/American Talent Initiative research brief on best practices for CBO and college collaboration.

Skill Level: All Levels

Readiness from the Inside Out: Reinforcing Self-Reflection, Relevancy, and Relationships

- Jennifer Murphy, *Director, GEAR UP/Faculty*, Arizona State University

Description: We teach methods for improving upon a student's critical thinking, rhetorical analysis, creative thinking, comprehension, and problem-solving skills, but rarely do we work with our students to master the art of self-reflection. Acknowledging the relationship between student success and the value of a student's metacognitive skills can increase academic, interpersonal, and emotional resiliency for college and career success and retention. As educators, we need to be mindful of our own self-reflection as we strive to build relationships with students -- are we asking the right questions and providing the necessary feedback to elicit trust and, ultimately, to reinforce relevancy in student learning? Research demonstrates that college readiness encapsulates far more than cognitive skills and, as educators, we must recognize that success involves the whole student and is multidimensional. The presenters will translate current and relevant research into practical activities for use with students for classroom and/or workshop use.

Skill Level: Intermediate

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Reach Out and Rise Up for Talent: Building an Equitable and Inclusive Talent Acquisition Strategy

- Cassandra Scarano, *Managing Director*, Koya Leadership Partners

Description: Talent acquisition and retention is the most critical issue for organizations working towards educational access and equity but it doesn't get the human and financial resources needed to fully support the organization's mission. This practical workshop will provide a variety of frameworks and strategies for building a strong and diverse team by embedding an equity lens into each stage of the talent acquisition process. We will discuss strategies and tactics related to: planning to hire, scoping a role, building organizational values into the hiring process, minimizing bias in the recruitment and hiring process, and onboarding.

Skill Level: Advanced, Expert

11:30 AM – 12:45 PM CONCURRENT WORKSHOP SESSIONS

Start Early, Stress Less: Effective Early Engagement Strategies to Empower Students in the College Planning Process

- Ed Bianchi, *Director of College Partnerships*, IDEA Public Schools
- Timothy Groves, *Interim Executive Director*, Coalition for College
- Aramis Gutierrez, *Director*, Rutgers Future Scholars
- Karen Taylor Mitchell, *Executive Director*, Governor's Institutes of Vermont

Description: The Coalition for College will lead an interactive panel discussion on successful strategies for engaging students in the college planning process early in their high school years. Come hear about innovative approaches that encourage reflection and exploration and help students make the most of their high school years. Panelists Aramis Gutierrez (Rutgers Future Scholars), Ed Bianchi (IDEA Public Schools) and Karen Taylor Mitchell (Governor's Institutes of Vermont) join Tim Groves of the Coalition for College to share their insights and experiences with different programs that share a common goal: to support students throughout high school and extend the runway to college matriculation, persistence, and graduation.

Skill Level: TBD

High-Impact Strategies for Improving College Student Outcomes

- Donnell Butler, *Managing Director, College Initiatives*, Together Education

Description: With so many strategies aimed at improving college student outcomes, we should consistently be asking: what works, for whom, under what conditions, and how do we use this information to better help our students? In this workshop, we will review results from a landscape analysis of college success practices and organizations that included interviews with over 100 leading practitioners, researchers, and funders. We will better understand the range and variation of college success practices as well as their costs, benefits, and replicability. Further, we will examine how to measure the impact of our work in improving college completion and other postsecondary outcomes for our students. College access and success programs and higher education institutions must choose wisely where and how to expend limited resources. We will all leave this workshop better prepared to evaluate and innovate our existing practices to help more of our students succeed in college and beyond.

Skill Level: All Levels

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Advocacy and Responsibility Beyond the Classroom: The Power of Providing Holistic Support for Systematically Marginalized Students

- Ferni Cruz, *High School Coordinator*, Breakthrough New York
- Sylvia Ortega, *High School Programs Coordinator*, Bridge to Enter Advanced Mathematics (BEAM)

Description: “[T]he full weight of my responsibilities, even the most quotidian ones, was often as invisible to me as it was to my adviser and financial-aid officer,” writes Anthony A. Jack, 2018 NPEA Keynote speaker and Professor at the Harvard Graduate School of Education in a heartfelt *New York Times Magazine* article. As educators and advocates for our students, we emphasize the importance of strong academics and ensure that our students are strong college applicants, but what are we doing beyond the scope of providing academic support? In this workshop, we will discuss what it means to support the whole student. How do we define holistic support and why is it important to the success of our students as they prepare to be in spaces where they might be the only one? We will discuss what these practices are and will conclude with an activity that will allow participants to create a comprehensive plan of action that outlines how holistic support practices can be implemented within their organization.

Skill Level: All Levels

Using Strategic Data to Promote Campus Equity and Inclusion

- Loris Adams, *Director of Community & Equity Affairs*, St. Mark’s School
- Sarah Enterline, *Director of Institutional Research*, St. Mark’s School
- Nadia Alam, *Principal*, Enquiry Evaluation LLC

Description: Many K-12 schools invest significant time, money, and other resources to foster equitable and inclusive school climates; however, without equity data to guide Diversity, Equity, and Inclusion (DEI) policies and practices, institutions are challenged in making truly informed decisions to address equity gaps on campus. What’s more, ‘equity data’ remains an elusive term to many. In this session, presenters will share their unique approach to collecting equity data and then using that data to align campus stakeholders toward a cohesive and strategic DEI plan. The session will include information about the Institutional Climate and Inclusion Assessment, a leading-edge instrument for assessing institutional equity gaps.

Skill Level: All Levels

Challenging the Status Quo: Financial Aid’s Role in Student Access and Success

- Heidi Johnson, *Advising Coordinator*, University of Wisconsin-Madison
- Kari Temkin, *Outreach Coordinator*, University of Wisconsin-Madison

Description: This session shares lessons learned and tangible examples of how the financial aid team at the University of Wisconsin-Madison has shifted its culture from being strictly an administrative office to one that is actively engaged in student access and success through a social justice approach. We will highlight partnership examples and share replicable successful initiatives. Participants will be invited to think creatively about how they might elicit positive change for student access and success through partnership with their financial aid office.

Skill Level: All Levels

Fostering Student Resilience: Creating an Emotionally Healthy School

- Deborah Offner, *Consulting Psychologist*, Beacon Academy
- Sarah Smith, *Dean of Students*, Beacon Academy

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Description: Across the country, mental health issues are an increasingly powerful barrier to student progress, persistence, and success, especially for underserved students. Poverty, racism, and social oppression exacerbate the stresses of growing up; these factors also distract educators and families from identifying and addressing specific mental health issues, e.g. anxiety, depression, post-traumatic stress, in students from underserved communities. Whether you are a classroom teacher, advisor, dean, or other administrator, you are routinely “on the ground” with today’s students. In this workshop, you will hear lessons learned from Beacon Academy’s Dean of Students and Consulting Psychologist. We will consider barriers to recognizing mental health issues in underserved students; explain how to identify and respond to adolescents in distress; help you gain confidence in collaborating with parents; consider big picture and policy recommendations; hear your stories; and offer guidance around addressing student mental health challenges in your school communities.

Skill Level: All Levels

Putting Mission Back into Admission

- Akil Bello, *Founder*, Bell Curves
- Frankie Brown, *Director of Admissions and Financial Aid*, Sidwell Friends
- Keith Wilkerson, *Founder and Chief Executive Officer*, CollegeThoughts

Description: Institutions work to ‘prepare a diverse community of students’ to ‘make a meaningful difference in the world’ and build a ‘lifelong spirit of inquiry and joy in learning’ but are the processes and procedures required ensuring that or preventing it? What are the factors that allow our institutions to support equity and access for a diverse group of students? Join this session in which a veteran admissions director, a specialist in educational access, and an authority on various high-stakes tests share ways schools can think about the obstacles to true diversity. The presenters will share their ideas for making your school’s admissions process one in which the whole student is valued and provided a better chance at success in your school’s program.

Skill Level: All Levels

Managing for Diverse Productivity Styles

- Yully Cha, *Principal*, Yully Cha Consulting

Description: We often hear and try to embody some version of the familiar adage that an organization is only as good as its people and subsequently invest a lot in recruitment and hiring for talent. After we’ve hired, how much effort do we put into day one and beyond for those hard-won hires? We will focus this session on what leaders can do to support staff after hiring through managing for diverse productivity styles. Actively drawing out and supporting work styles different from your own strengthens the performance of not only your direct report, but also your team and organizational culture. We will use a productivity style assessment and role-play scenarios to apply our understanding and attendees will leave with changes you can make to your own day to day activities and how you work with productivity styles different from their own.

Skill Level: Intermediate, Advanced, Expert

12:45 PM – 1:45 PM NETWORKING LUNCH AND AWARD FOR EXCELLENCE IN EDUCATIONAL ACCESS

Please join your colleagues for informal networking and the Award for Excellence in Educational Access over lunch. We extend a very special thank you to the Jack Kent Cooke Foundation for generously sponsoring the Award for Excellence in Educational Access for the fifth year in a row.

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The Award for Excellence recognizes an NPEA member organization, program, or school for excellence in supporting underserved students on the path to and through college.

2020 Award for Excellence Presentation

- Alan Royal, *Senior Program Manager, Outreach and Partnerships*, Jack Kent Cooke Foundation

1:45 PM – 2:45 PM KEYNOTE GENERAL SESSION

Keynote Speaker Introduction

- Shawna Young, *Executive Director*, Duke University Talent Identification Program (TIP)

Keynote Speaker

- Howard C. Stevenson, *Constance Clayton Professor of Urban Education, Professor of Africana Studies, Graduate School of Education*, University of Pennsylvania; *Executive Director*, Racial Empowerment Collaborative; and *Director*, Forward Promise

3:00 PM – 4:15 PM CONCURRENT WORKSHOP SESSIONS

If Elephants Could Talk: Racial Literacy for Healing School Conflicts

- Howard C. Stevenson, *Constance Clayton Professor of Urban Education, Professor of Africana Studies, Graduate School of Education*, University of Pennsylvania; *Executive Director*, Racial Empowerment Collaborative; and *Director*, Forward Promise

Description: Given the national turmoil regarding racial relations and inequity, many concerns exist about how children and families make emotional sense of this unrest. Parents and teachers question how best to raise and teach children within this climate. The stress of these racial politics are most evident in relationships. This workshop will focus on racial literacy strategies to reduce, recast, and resolve the stress of in-the-moment, face-to-face racial encounters. We can reduce the negative effects of racism on our bodies, minds, and souls, but not without racial climate change. Racial literacy calls for improving racial storytelling, mindfulness and assertiveness, fundamental skills in activism and healthy decision-making. Participants will learn: 1) about the role racial socialization plays in coping with unpredictable racial encounters; 2) to interpret racial encounters as resolvable rather than impossible threats to control; 3) to help self and others regulate emotions during face-to-face racially stressful encounters; and 4) to use racial mindfulness and build confidence to assert oneself during incidents of injustice.

Skill Level: All Levels

Case Studies and a Conversation with Students on Overcoming Hidden Barriers to College Success

- Nada Abdelaziz, *College Success Counselor*, Leadership Enterprise for a Diverse America (LEDA)
- Abel Berhan, *Student*, Leadership Enterprise for a Diverse America (LEDA)
- Amber Briggs, *Project Director*, Leadership Enterprise for a Diverse America (LEDA)
- Carolina Espinal, *Student*, Leadership Enterprise for a Diverse America (LEDA)

Description: This session will feature a candid conversation with two students from highly selective institutions and two college access professionals from Leadership Enterprise for a Diverse America (LEDA) who will discuss barriers that students face to college completion and how college access professionals can best work in partnership with students, universities, and other support programs in order to ensure that students' needs are being met. The session will begin with case studies followed

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by ample discussion time with the student panelists. This session is ideal for higher education and community-based organization professionals who are looking to deepen their college success services and want to better support students from low-income backgrounds.

Skill Level: All Levels

Transformative Summer Programs: Leveraging Summer Opportunities for College Access

- Liza Littenberg-Tobias, *Director of College Access*, Excel Academy Charter High School
- Liz Quinn, *Director of Pre-College Programs*, Northeastern University

Description: Over the last 10 years, there has been a dramatic increase in summer opportunities for high school students. Participation in summer programs is a critical lever to increase college access with many admission officers expecting students to participate in programs to demonstrate interest. Although the number of opportunities has increased, many programs are prohibitively expensive or require complex applications. As a result, students who are first generation or come from low-income households are less likely to participate in these programs. Excel Academy Charter School will share a comprehensive program model that engages all students in transformative summer opportunities. Northeastern University will explore how schools, community-based organizations, and universities can cultivate partnerships that increase access to summer programs. The presenters will share strategies that can be applied by many organizations to harness the power of community partnerships.

Skill Level: Beginner, Intermediate, Advanced

Fixing the Bike While Riding It: Incorporating Data into a Program as it Runs

- Geoff Hunt, *High School Director*, Breakthrough New York
- Jomar Lopez, *Middle School Program Manager - Manhattan*, Breakthrough New York

Description: This workshop presents attendees with several challenges common to student-serving programs and discusses the ways that Breakthrough New York (BTNY) is attempting to address those problems. In particular, BTNY staff has created systems to collect and organize information in ways that make it easier for line staff to engage in data collection and reporting without losing student support as their primary focus. By showcasing several real problems and different iterations of the solution process, participants will gain a window into how to begin to address the need to continue running a program while continually updating processes to make incremental improvements.

Skill Level: Beginner, Intermediate, Advanced

Blended Counseling Families: Collaborative Support for CBO Scholars from All Sides of the Desk

- Beth Foulk, *Associate Director, College Counseling*, The Lawrenceville School
- Patrick Wu, *Senior Educational Adviser, Young Scholars Program*, Jack Kent Cooke Foundation

Description: As first generation students navigate the college process, we can all agree that the more resources, the better. But what happens when a student has a community-based organization (CBO) counselor (or counselors from two or more CBOs), a college counselor, and even additional supports in place? Sometimes, a CBO-supported student could feel that they have too many cooks in the kitchen and struggle to know which support systems to access at which times. And, in a worse-case scenario, students may even receive conflicting messages from mentors who they consider experts. Add to this, the potential to be overburdened with school and CBO commitments, and students with multiple resources have their own set of unique challenges. In this workshop, we

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will share promising practices learned from collaborative partnerships between the Cooke Foundation Young Scholars Program and the Lawrenceville School so students can feel successful with the shared support of their CBO and school.

Skill Level: Beginner, Intermediate, Advanced

Addressing Educator Shortage and Teacher Diversity in Times of Change in the Education Sector

- Alexandra Manuel, *Executive Director*, Professional Educator Standards Board
- Darcy Pietryka, *Senior Study Director*, Westat

Description: Presenters will set the stage by sharing the national landscape as related to educator diversity and preparation as well as share concrete strategies at the state and educator preparation program level for increasing diversity and retaining quality in our educator workforce. The session will include strategies at the policy and implementation level, and share how one state and its programs are leading the way in addressing issues of diversity, equity, and inclusion in its educator workforce by changing policies, working in partnership across sectors, and removing barriers to entering the teaching force while providing support through myriad nontraditional ways.

Skill Level: All Levels

Planning for the Future: College Savings and the Positive Impact on Students

- Joanne Dashiell, *Director of Consumer Engagement*, Private College 529
- Jonathan Hughes, *Associate Director, College Planning and Education*, MEFA
- Jonathan Sparling, *Associate Director, College Planning and Education*, MEFA
- Alayna Van Tassel, *Deputy Treasurer and Executive Director, Office of Economic Empowerment*, Massachusetts State Treasurer's Office

Description: Saving for future educational costs is important -- it can put students on the path to college, reduce student debt burden, and affect long-term economic wellbeing. So why are so many families not saving? Is it lack of knowledge, fear of the unknown, or monetary constraints? Led by a panel of experts in the 529 and College Savings Industry, this session provides an overview of college savings programs, discusses industry trends, and highlights effective strategies for reaching families to start saving early and often. Attendees will walk away with more knowledge in this important piece of the higher education financing equation that will help them support their students and families as they begin- or continue- their college planning and saving journey.

Skill Level: All Levels

Boston University's Partnership Mentoring Model: A Promising Case Study

- Michael Dennehy, *Executive Director, College Access and Student Success*, Boston University
- Clare Fitzgerald, *Program Manager, College Access and Student Success*, Boston University Wheelock College of Education
- John McEachern, *Director of Undergraduate Admissions*, Boston University
- Laurie Pohl, *Professor of the Practice and Program Director of the Higher Education Administration Program*, Boston University Wheelock College of Education
- Brittney Sampson, *Associate Director for Multicultural Recruitment, Undergraduate Admissions*, Boston University

Description: Boston University's Office of Undergraduate Admissions and its Wheelock College of Education and Human Development have collaborated to develop a research-based mentoring

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model that supports Boston University (BU) undergraduates who are historically underrepresented in higher education. The model initiates when BU Admissions engages potential partners by describing BU's commitment to access and success and builds a pipeline with the organization's students through targeted information sessions, student interviews, and in some cases sponsored visits to campus. Once students matriculate at the University, Admissions connects admitted students to Wheelock College's Access and Student Success (CASS) office. CASS recruits and trains BU faculty and staff to serve as volunteer student mentors and actively supports them in this role. The scope of mentorship includes individual meetings and group activities designed to encourage students' participation in NSSE's High Impact Practices. This workshop will provide the rationale, context, and preliminary outcomes of this low-cost model, which is both scalable and replicable.

Skill Level: Advanced, Expert

4:30 PM – 5:30 PM RESOURCE-SHARING FAIR AND EXHIBIT TABLES

Please join other conference attendees in visiting the Exhibit Tables and learn about a range of helpful resources. Bring your business cards and have your contact information ready to share during this active learning opportunity.

5:30 PM – 7:00 PM *CELEBRATING OUR COMMITMENT TO STUDENTS* NETWORKING RECEPTION

Please join us to relax after a busy day and network with your friends and colleagues at the Thursday evening networking reception.

7:30 PM OPTIONAL DINE-AROUNDS

Join your fellow attendees for dinner at local restaurants for additional networking.

FRIDAY, APRIL 17, 2020

7:30 AM – 8:45 AM BREAKFAST, NETWORKING, FIRST-TIME ATTENDEE/NEW MEMBER ROUNDTABLE, COFFEE CONVERATIONS

Network with other conference participants, share what you have learned at the conference thus far, and consider joining a Coffee Conversation.

8:00 AM – 8:45 AM OPTIONAL ROUNDTABLE AND COFFEE CONVERSATIONS

First-Time Attendees and New NPEA Members

Description: Join this informal breakfast roundtable to meet other first-time conference attendees and new NPEA members, and hear tips and strategies from veteran attendees about how to make the most out of your conference and NPEA experience.

Coffee Conversations

Join others at breakfast to discuss key topics in the field and get to know each other. Tables will be equipped with topic signs and suggested conversation prompts.

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9:00 AM – 10:15 AM MORNING GENERAL SESSION AND KEYNOTE

Keynote Speaker Introduction

- Jason Patenaude, *Executive Director*, Schuler Scholar Program

Keynote Speaker

- Angel B. Pérez, *Vice President for Enrollment and Student Success*, Trinity College

10:30 AM – 11:45 AM CONCURRENT WORKSHOP SESSIONS

Opening College Doors for Disadvantaged Youth by Elevating Character Criteria in College Admissions: The Way Forward

- David Holmes, *Executive Director*, Character Collaborative
- Angel B. Pérez, *Vice President for Enrollment and Student Success*, Trinity College

Description: This workshop follows the keynote address by Angel Pérez, Dean of Admission at Trinity College and eloquent advocate for opening doors for disadvantaged youth through elevating non-academic factors in admission. Angel, along with the other panelists, are members of a national initiative, the Character Collaborative, that is advancing the use of character factors in admission practice. The panelists will report on: 1) enduring realities of college admission that deter opening doors of opportunity, 2) the growth of a character movement in admission, 3) emerging practices and tools in assessing character attributes, and 4) examples of programs and standards of good practice that are changing the landscape of admission. Recognizing the experience and insights of the audience, the panel will seek comments, questions, and concerns about the goal of elevating character criteria in admission and ideas and suggestions for advancing this goal. Audience contributions will be collected and reported back following the conference.

Skill Level: All Levels

Liberating School Climate: A Three-Pronged Approach for Supporting Undocumented Students and Their Families on the Post-Secondary Journey

- Andrea Navarro, *Director of College and Career Counseling*, Excel Academy Charter High School

Description: For years, the conversation around undocumented students and college access centered around federal and state policies and tactical information about how the application process differs for this population. It's time to move the conversation to how to support students earlier and in a more comprehensive way. A liberated and inclusive organizational climate can positively affect undocumented students' college and career counseling process as well as their post-secondary outcomes. This session will present a novel three-pronged framework for transforming culture to better uplift and prepare students and their families to take an active role in their post-secondary planning approach. It includes family engagement, staff training, and emergency response protocols, and the importance of student voice. After a one-year pilot in 2017-2018, this model is the result of a decade of working with students with complex immigration situations and qualitative data showing that it takes much more than passionate educators to ensure sustained post-secondary success for this vulnerable population.

Skill Level: All Levels

Removing Barriers and Building Trust with Families from Diverse Backgrounds: An Admissions Lens

- James E. Bravo, *Assistant Director of Admissions*, The TEAK Fellowship

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- Danielle Holman, *Director of Admissions*, The TEAK Fellowship
- Enya O’Riordan, *Admissions & Enrollment Manager*, Breakthrough New York

Description: This workshop will present solutions to support the recruitment of families from diverse backgrounds for organizations committed to educational access. The workshop uses the experiences of two New York community-based organizations (CBOs), Breakthrough New York and The TEAK Fellowship, to identify unexpected barriers in the admissions recruitment process and provides several strategies to make the process more inclusive. The family engagement strategies shared by the presenters can also be extended more generally to practices in supporting students in schools and CBOs from middle school through college.

Skill Level: Beginner, Intermediate, Advanced

Painting a Compelling Picture of Your Results with Testing Data

- Benjamin Bingman-Tennant, *National Director of Programs*, A Better Chance
- Nora Dowley-Liebowitz, *Executive Director*, The Achieve Program
- Rob Evans, *Executive Director*, Independent School Alliance
- Andy Hoge, *Vice President, Placement and Analytics*, New Jersey SEEDS
- Brenna O’Neill, *Director of Education*, Test Innovators
- Jane Ventrone, *Vice President of Academic Programs*, The Steppingstone Foundation

Description: Data has become increasingly important in driving organizational conversations and decisions. We need data to present to our boards, prospective families, and to understand internally what the results of our work have been. This session will discuss the standardized test results and related information that different community-based organizations (CBOs) collect, the types of analysis each organization runs, and the visualization tools that have been most effective for understanding their results. Panelists will also talk about the challenges related to data collection, analysis, and presentation and answer questions around what data to collect, how to understand and present qualitative results, and more.

Skill Level: All Levels

Addressing Critical Needs and Highlighting Hidden Costs: Assessing the Emergency Needs of Underrepresented Students

- Ashley Bianchi, *Director of Financial Aid*, Williams College

Description: Emergency aid at colleges is a tricky topic. Where do the funds live, who is funded, what is funded, and how can students access the funds? These are all questions Williams College tackled when overhauling and streamlining their critical needs funding process. Come learn about wraparound support given to students starting with pre-enrollment funding and ending at post graduate resources. Contribute to the growing conversation about the varying needs of students and examine some early results showing how additional resources are helping students enroll, persist, and graduate.

Skill Level: All Levels

The Emotions of College Access

- Jenni Johnson, *Assistant Director of Student Life and Senior Scholar Support*, Elon Academy/Elon University
- Princess King, *Assistant Director of College Success*, Elon Academy/Elon University

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- Katie LaPlante, *Assistant Director of Counseling and Family Programs*, Elon Academy/Elon University
- John Pickett, *Assistant Director of Scholar Support*, Elon Academy/Elon University

Description: How does your program support the emotional well-being of your students? In the world of college access, empowering students with college knowledge is essential, however that's only half the battle. The hidden curriculum of college access and success is student emotional well-being. This is particularly true for first generation and underrepresented students. Elon Academy, a highly successful college access and success program, has been intentional in its holistic approach to supporting the emotional health of students and families for over a decade. Workshop participants will have the opportunity to synergize, brainstorm, and plan with the presenters and fellow attendees about how they can leverage their own resources and partnerships to inspire intentional inclusion of student and family programming that addresses strategies for emotional well-being which contribute to college access and success.

Skill Level: All Levels

Expanding Opportunity in Our Own Backyard: Building Professional Development and Leadership Pathways for our Near-Peer Advisers

- Emily Blatter Boyer, *Senior Director of Learning, Development, and Training*, College Advising Corps
- Katie Hill, *Director*, College Advising Corps-Boston University
- Erica Martin, *Curriculum and Training Specialist*, College Advising Corps

Description: Earning a college degree is a key step for changing the trajectory of our students' and advisers' lives. However, another important factor post-college is that individuals from low-income and under-resourced communities must be provided real opportunities for advancement in the workforce. So, how does College Advising Corps (CAC) ensure that our near-peer advisers, many of whom were advised by CAC advisers themselves, reap the benefits of higher education and experience their own career success? CAC has made a commitment to helping launch the careers of our advisers through strategic professional development, coaching, and support. Join us as we share our approach to building professional development and leadership pathways for our near-peer advisers. This session will also highlight the challenges encountered, explore lessons learned, and start the process of creating a competency model that allows the audience to contextualize what is possible in their own backyards.

Skill Level: Advanced, Expert

Building an Effective Career Development Program: Leveraging Curriculum, Mentors, and Partners

- Jerome Joseph, *New York Executive Director*, America Needs You
- Marianna Tu, *Chief Executive Officer*, America Needs You

Description: Many organizations have made a commitment to supporting students through college and into careers but are struggling with decisions as they build or refine their career development program. This interactive workshop will lay out best practices for developing a comprehensive and holistic career readiness curriculum, focused on building the hard and soft skills low-income and underserved students need to succeed in college and beyond. Our goal is to share best practices with organizations who wish to develop or ramp up their college and career success programming.

Skill Level: All Levels

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12:00 PM – 1:00 PM NETWORKING LUNCH

Please enjoy a networking lunch with your fellow conference attendees.

1:15 PM – 2:15 PM CONCURRENT SPARK SESSIONS

Please join us for one-hour Spark Sessions highlighting innovative ideas, unique challenges, and/or inspiring stories that speak to this year's theme of reaching out, rising up, and forging ahead for student success. Each Spark Session will have brief 7-10 minute presentations followed by audience discussion.

2:30 PM – 3:45 PM CLOSING KEYNOTE GENERAL SESSION

Keynote Introduction

- Kimberly Stezala, *Senior Partner*, Design Group International

Keynote Speaker

- Marcia Chatelain, *Provost's Distinguished Associate Professor*, Georgetown University; and *Author*, *South Side Girls: Growing Up in the Great Migration* (2015) and *Franchise: The Golden Arches in Black America* (2020)

3:30 PM – 4:00 PM MARCIA CHATELAIN BOOK SIGNING

Marcia Chatelain will sign copies of her book immediately following the closing Keynote General Session.