Principal(ing) in Place

Season 2: Center for Women in Leadership

Thursday, October 29, 2020
8:00 pm EST; 7:00 pm CST; 5:00 pm PST

www.naesp.org   @naesp   @thenaesp   #PrincipalingInPlace
NAESP Centers for Advancing Leadership

Associate Executive Director, Professional Learning
Dr. Gracie Branch

Senior Fellow
Dr. Andy Jacks

Associate Executive Director, Communications
Dr. Kaylen Tucker

Center for Diversity in Leadership
Dr. Ryan Daniel
Mr. Edgardo Castro

Center for Innovative Leadership
Mr. Hamish Brewer
Dr. Rachael George

Center for Middle Level Leadership
Dr. Kevin Armstrong
Mrs. Jessica Cabeen

Center for Women in Leadership
Mrs. Jessica Gomez
Dr. Andrea Thompson

www.naesp.org  @naesp  @thenaesp  #PrincipalingInPlace
Purpose for this Series

CONNECT

SHARE

LEARN
"Success is liking yourself, liking what you do, and liking how you do it."

– Maya Angelou

#NationalPrincipalsMonth #ThankAPrincipal

www.naesp.org -twitter @naesp -facebook @thenaesp  #PrincipalingInPlace
Principal(ing) in Place Challenge:

Sue Danielson
Principal, Virginia

Liz Garden
Principal, Massachusetts

www.naesp.org  @naesp  @thenaesp  #PrincipalingInPlace
Tonight’s Moderators

Center for Women in Leadership

**Dr. Andy Jacks**  
Principal  
Ashland Elementary  
Manassas, VA  
jacksam@pwcs.edu  
@_andyjacks

**Dr. Andrea Thompson**  
Assistant Principal  
Prince Georges County PS  
Maryland  
andrea.thompson@pgcps.org  
parentsastutorsllc@gmail.com  
@drandreathomps1

**Jessica Gomez**  
Principal  
Alice Birney Elementary  
Colton, CA  
jessica_gomez@cjusd.net  
mrsjessgomez@gmail.com  
@mrsjessgomez
Center for Women in Leadership

The NAESP Center for Women in Leadership is dedicated to the strategic study of women administrators and the unique challenges that they face as educational leaders because of their gender. The work of the center will focus on identifying strategies to elevate women as they pursue career opportunities, creating a strong network of women leaders and eliminating gender bias.
Focus Areas

Networking
1. Sisterhood circles/showcase activities
2. Book study groups/connection with authors (Facebook page)

Communicating
1. Articles - Principal Magazine
2. E-newsletters
3. Twitter Chat

Professional Learning
1. National surveys.
2. Webinars
3. Conference Session in Chicago [NAESP]
What gender-related challenges do women-in-leadership face as they strive to advance in the organization?

Share your answers in the Chat
Let us know your gender!
Women in Leadership
A Necessary Focus

While a substantial percentage of women are teachers, this percentage is not reflected at the upper echelon.

The higher up in the profession we go, the percentage of women leaders is substantially less.
Poll

What do you feel is the biggest contributing factor to the fact that while a substantial percentage of women are teachers, this percentage is not reflected at the upper echelon?

A. Women are held to higher standards than their male counterparts.

B. School district’s inequitable hiring practices.

C. Lack of mentors and/or sponsors for women.

D. Lack of opportunities for leadership development.
Some Gender Related Challenges

- Imposter Syndrome
- Implicit Biases
- Intersectionality
Imposter Syndrome
Self-perceived Intellectual Phoniness

...gender-related biases....but society says this is my role.

“She put her foot down for sure, but she thinks she is exuding strength; she’s really just being bossy.”

“He put his foot down. I like how he exudes that strength.”

“Why is she a vocational/shop teacher?

“A female high school principal? Let’s see how long she’ll last.”
Implicit Biases

Reside...deep in our subconscious.

Myth...always negative.

Developed...experiences, culture, belief systems

Manifested...thoughts become actions.
### Policymakers and Practitioners

**Tackling Our Implicit Biases**

#### Continuum of Cultural Competency

<table>
<thead>
<tr>
<th>Cultural Destructiveness</th>
<th>Cultural Incapacity</th>
<th>Cultural Blindness</th>
<th>Cultural Pre-Competence</th>
<th>Cultural Competence</th>
<th>Cultural Proficiency</th>
</tr>
</thead>
<tbody>
<tr>
<td>Forced assimilation, subjugation, rights and privileges for dominant groups only.</td>
<td>Racism, maintain stereotypes, unfair hiring practices.</td>
<td>Differences ignored, “treat everyone the same”, only meet needs of dominant groups.</td>
<td>Explore cultural issues, are committed, assess needs of organization and individuals.</td>
<td>Recognize individual and cultural differences, seek advice from diverse groups, hire culturally unbiased staff.</td>
<td>Implement changes to improve services based upon cultural needs.</td>
</tr>
</tbody>
</table>
Intersectionality

Valuing Inherent Diversity
Dr. T. J. Vari
Dr. Salome Thomas EL
Dr. Joseph Jones

Cultural Proficiency
Trudy Arriaga
Delores Lindsey
Stacie Stanley
National Book Study

Meet the Authors

Dr. Stacie Stanley
staciestanley@gmail.com
@DrStacieStanley

Dr. Delores B. Lindsey
dblindsey@aol.com
@DrDBL

Dr. Trudy Arriaga
trudyarriaga73@gmail.com
@TrudyArriaga1
Creating Strong Networks of Women Leaders

Building and maintaining Sister Circles.
Female Networking: Developing Sisterhoods

“[w]omen are going to form a chain, a greater sisterhood than the world has ever known.”

~Nellie McClung
Canadian feminist and author
Female Networking: Developing Sisterhoods
#SisterCircle

Sister Circle
#SisterCircle: Who are we?

Pam Gildersleeve-Hernandez
Executive Director, CUE Inc.

Dr. Rosa Perez-Isiah
Director/Consultant/Author, Int'l Speaker

Dr. Maria Martinez-Poulin
Superintendent

Jessica Gomez
Elementary Principal

Veronica Godinez
Elementary Principal

Zandra Jo Galván
Superintendent

Lynmara (Lynn) Colón
Director/Author
#SisterCircle: What We Do
Upcoming Center Activities

Women in Leadership Webinars:

• January 28, 2021 at 7:00 p.m. ET: Female Mentors, Women’s Networks and Friendships: Ed Leadership Sisterhood Bonds - Registration Link

• May 4, 2021 at 7:00 p.m. ET: Title based on your feedback

National Book Study Club and Sister Circle Groups: Call to Action

National Women Survey: Stay tuned

Research and Articles: Principal Magazine & E-Newsletters
Call to Action

• Start thinking about who you might want to have in a sister circle. If we could do it not knowing what it could become then you can do it knowing what it could become!

• Get your book, get ready for book study
We Want to Connect With You!

Dr. Andrea Thompson
Assistant Principal
Prince Georges County Public School
Maryland
parentsastutorsllc@gmail.com
andrea.thompson@pgcps.org
@drandreathomps1

Jessica Gomez
Principal
Alice Birney Elementary
Colton, CA
jessica_gomez@cjusd.net
mrsjessgomez@cjusd.net
@mrsjessgomez
Authors’ Contact Info

Dr. Stacie Stanley
staciestanley@gmail.com
@DrStacieStanley

Delores B. Lindsey
dblindsey@aol.com
@DrDBL

Trudy Arriaga
trudyarriaga73@gmail.com
@TrudyArriaga1