Smithsonian
Science Education Center

*STEM Education Summit: Building a Coalition for*
*Attracting and Retaining a Diverse STEM Teaching Workforce*

# Team Expectations

As a team at the 2022 virtual STEM Education Summit hosted between March 19-26, 2022 your full participation will be vital to the success of the development of your logic-model at the Summit and throughout the implementation of your project.

While attending the virtual Summit on March 19-26 is a key piece of this work, the success of your proposed plan of action necessitates a longer-term commitment. The following document describes what you can expect as a team.

**What to Expect Before the Summit?**

*Pre-Summit Webinars:* Teams will be asked to attend pre-summit webinars (*to be hosted between February 7 and March 11)* to receive an overview and orientation to this initiative, the summit program, and the work they will be doing as a team during Summit and beyond. These webinars will also be archived for viewing later should you find yourself unable to attend the live session.

*Initial Contact with your Mentor:* Teams will be assigned a mentor based on shared interest, expertise, and/or geography. Prior to the Summit you will be virtually introduced to your mentor. We expect that mentors will reach out by email or schedule a conference call to better connect with their respective teams before the first day of the Summit.

*Pre-Summit Surveys:* In the interest of collecting data that will be of use to your team and our initiative, you may be asked to complete a survey before the first day of the virtual Summit.

**What to Expect During the Summit?**

*Attendance at the Summit:* The Summit will take place virtually between March 19-26, 2022 over Zoom online meetings and webinars. All team members should plan to be present for the following periods:

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| **Saturday, March 19, 2022 -** Day 1 of STEM Education Summit Program |
| **Monday, March 21 – Friday, March 25, 2022:** Asynchronous Group Work and Live Sessions *Selected teams are assigned self-paced work and attend live sessions to prepare for Day 2 of the STEM Education Summit activities and discussions* |
| **Saturday, March 26, 2022** -- Day 2 of STEM Education Summit Program |

*Working as a Team:* During the Summit, teams will work with their assigned mentor to create a logic model. This logic model will include an action plan and timeline. Mentors will support their team through this process including helping to identify SMART goals, strategies to implement change, indicators to measure impact, and realistic timelines to accomplish objectives in the following years.

The Smithsonian and Shell Oil Company expect participants to:
- Commit to arriving on time, being present, and participate fully in the entire Summit.
- Share your contact information with your mentor so that they may stay in touch.
- Seek assistance when needed. Smithsonian and Shell staff, along with members of this project's advisory committee, will be present to help guide you and support your team if needed. Feel free to reach out to anyone whose expertise may support your group.
- Be aware of, support, and respect cultural differences within your team, throughout the Summit and for the duration of the initiative.
- Exercise patience when working with your team and other Summit attendees. We are tackling complex and emotionally challenging issues in a condensed amount of time.

**What to Expect After the Summit**?

*Follow Up:* While the Summit is a crucial component of this work, what happens once teams return home is even more important. As a team, we ask you to keep in touch with your mentor, follow up with your progress, and report back to the Smithsonian Science Education Center at regular intervals. We recommend coming to consensus with your mentor on a realistic check-in schedule that supports the group's progress before leaving the Summit. We ask that you keep that line of communication open as mentors are meant as a resource and impartial sounding board to support you.

In addition, the Smithsonian Science Education Center and Shell Oil Company are committed to this movement on a long-term basis. To measure impact and offer ongoing support, they will

periodically request data and information of summit teams. Teams are expected to maintain a point of contact who is willing and able to offer timely responses to these requests.

*Reporting:*
1. Summit Evaluation – Participants will complete daily program evaluations during the summit culminating with a final evaluation of the experience on the final day of summit. Teams will also work with their mentor to submit a copy of the team's logic model with all pertinent goals and deadlines to the Smithsonian Science Education Center.
2. Quarterly Reports – We will provide mentors and team leads each with a form to structure their progress reports.
3. Pre/Post Summit Survey – Participants will complete an attitudes survey before and after the Summit to reflect on:
    o The most useful component of the Summit experience
    o Challenges your team faced/overcame
    o Measurable impacts achieved
    o Lessons learned

*Long-term data:* We recognize change takes time and an impact may not be visible overnight. To that end, we may request data from teams for the sake of the movement's metrics one, three, five or more years into the future. Teams commit to respond to those requests in a timely fashion to the best of their ability.

**About the Initiative**
This STEM Education Summit is only one component of a larger initiative that began in 2015 when the Smithsonian Science Education Center in partnership with Shell Oil Company convened a group of education organizations from around the nation to share and discuss proven strategies that have improved the attraction, retention, and engagement of educators from diverse backgrounds. From this meeting, a Steering Committee was formed, and areas of potential work emerged:

1. Develop a playbook for district-level systems change.
2. Implement district-level systems change.
3. Advance teacher leadership development.

Our goal for all the work comprising this Initiative is to **diversify the STEM teaching workforce and improve leadership opportunities for diverse STEM teachers through district systems change.** We are working to achieve this goal and supporting other like-minded individuals such as those attending the Summit through a variety of strategies outlined below.

**Attracting** diverse candidates to STEM teaching:

*Student interest in STEM:*
• Increase students' positive experiences with STEM instruction

- Integrate cultural competency training into existing PD so all teachers can understand and resolve challenges around bias and better serve STEM students from underrepresented populations

*Pre-service teacher preparation:*
- Expand recruitment of pre-service teachers from underrepresented populations to STEM teaching via traditional and nontraditional preparation programs

*Equitable hiring practices:*
- Train existing administrative leadership to confront implicit biases and adopt inclusive hiring practices

Increasing **retention** of STEM teachers from underrepresented populations:
- Increasing leadership opportunities for teachers from underrepresented populations while remaining in the classroom (by serving as mentors, board members, hiring committee members, department chairs, etc.)
- Increasing promotion opportunities for teachers from underrepresented populations to become administrative leaders
- Increasing support for in-service STEM teachers from underrepresented populations