

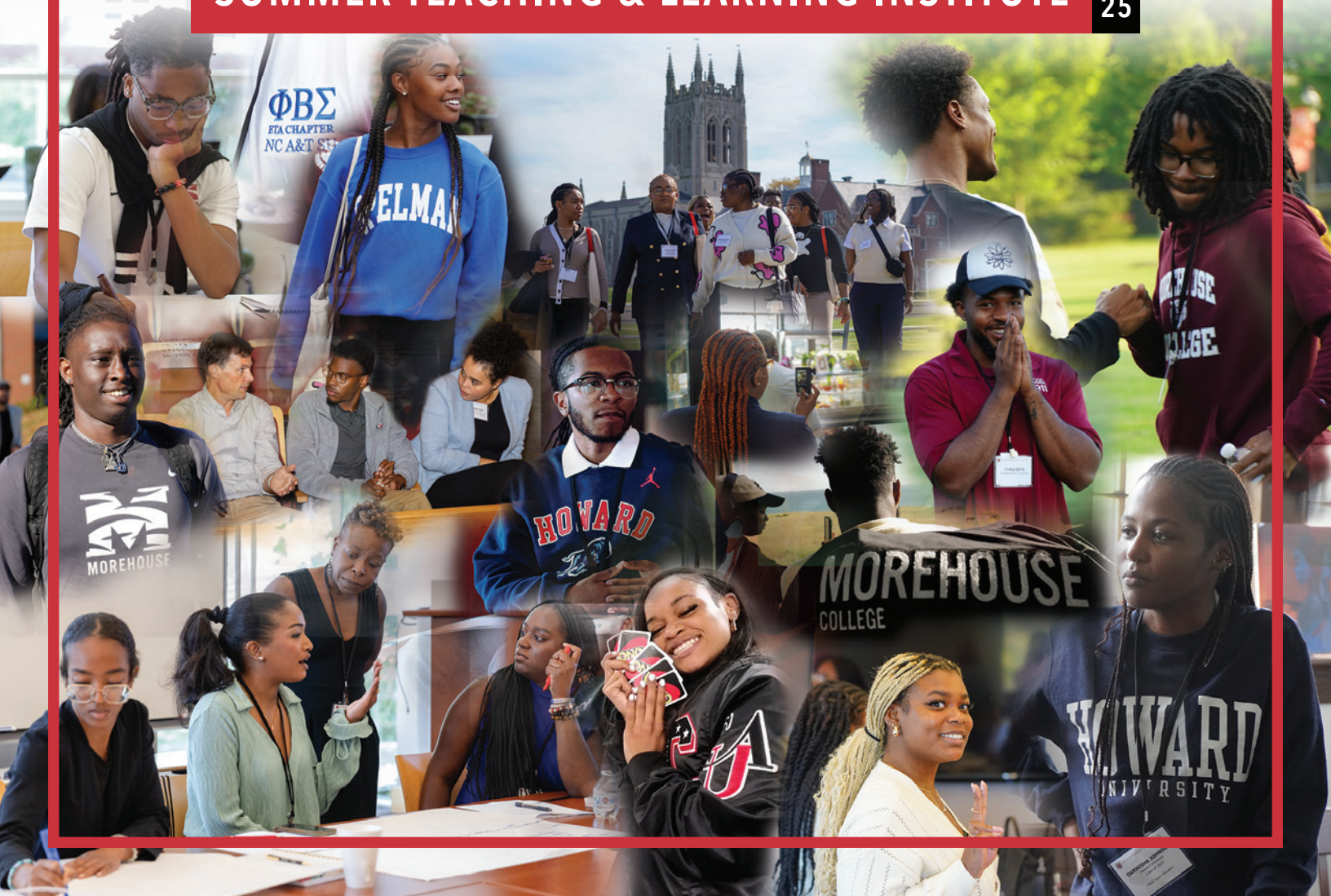


BUILDING BRIDGES

A ST. GEORGE'S SCHOOL INITIATIVE

SUMMER TEACHING & LEARNING INSTITUTE

20
25





BUILDING BRIDGES

SUMMER TEACHING & LEARNING INSTITUTE

We are excited to have you participating in the 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 Building Bridges Summer Teaching & Learning Institute. 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 independent 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*



PARTICIPANTS

ADMINISTRATIVE TEAM

Dwayne Pina, St. George's School

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Dr. Kim W. Bullock, St. George's School

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FACILITATORS

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Co-Head of School

Dr. Gretchen Boger, St. George's School

Dean of Academics, Director of the Merck Center

Mark Boswell, Pipeline Cooperative

Executive Director

Justin Cerenzia, The Episcopal Academy

Buckley Executive Director, Center for
Teaching & Learning

Damon Clark, Talent Optimizers

Chief Talent Optimizer and
DISC Assessment Facilitator

Dr. Robert Delaleu, New Found Lyrics
Consulting

Founder

Dr. Danica Tisdale Fisher,

St. Andrew's School

Dean of Inclusion & Belonging

Dr. Nicole Furlonge, Teachers College,
Columbia University

Klingenstein Family Chair Professor of
Practice in Education and Executive Director
of Klingenstein Center

Dr. Anthony Perry,

International School of Denver

Middle School Director

Anika Walker-Johnson, Milton Academy

Director of Residential Life

PARTICIPANTS

PARTICIPANTS/ADVISORY GROUPS

Emmanuel Daring,
*Associate Director of
Equity and Inclusion*
St. George's School

Jasmine Prime,
Building Bridges Fellow
St. George's School

Marchellos Scott,
*Learning Commons
Coordinator*
Stevenson School

Morgan Willis,
Building Bridges Fellow
St. George's School

L'Oreal Carter,
Blair Academy
English/Theater Teacher

Nicole Alleyne,
Windsor School
Teacher

Sarah Dominique '26,
Howard University

Syrese Bailey '27,
**Morgan State
University**

James Garrett,
St. Andrew's School
English Teacher

Elijah Dupigny '28,
Morehouse College

Tronquez Fuller '27,
Clafin University

Terrance Evans '26,
Morehouse College

Stuart McKenzie,
Dana Hall School
Science Teacher

Morgan Gourdine '25,
**Morgan State
University**

Jahmere Jackson '28,
Howard University

Elise Haskins '28,
**Clark Atlanta
University**

Delonte Neal '25,
**Delaware State
University**

Sydney Jael-Wilson '25,
Spelman College

Kennedy Johnson '26,
**Morgan State
University**

Dominique Jenkins '25,
Tuskegee University

Timothy Patzelt,
Blair Academy
Math Teacher

Bradley Johnson '25,
**University of the
West of England**

Sydney Moore '27,
**Morgan State
University**

Sherelle King '26,
**North Carolina A & T
State University**

**Randle Pierre, Indian
Mountain School**
Science Teacher

Kamri Moses '25,
Spelman College

Evelyn Rich '25,
Spelman College

Emanni Meeks '25,
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University**

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History Teacher

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University**

Zenai Randle '28,
**North Carolina A&T
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Adonis Williams,
**Cardigan Mountain
School**
Math Teacher

Jada Williams '26,
Clafin University

Chyra Williams,
St. George's School
Math Teacher

Anthony Swinton '26,
**Morgan State
University**

Heaven Williams '25,
**Clark Atlanta
University**

PARTICIPANTS



VISITING FACULTY

Christian Garris, Nativity Preparatory School
Head of School

Dr. Monica Green, Clafin University
Assistant Vice President of Honors and College Experiences

Sean Guthrie, The Fessenden School
Assistant Head of School

Becky Harper, Hopkins School
Director of Equity and Community

Ben Kang, Frederick Gunn School
Dean of Belonging and Inclusion

Paula Lima Jones, Miss Hall's School
Dean of Equity and Inclusion

John McVeigh, Holderness School
Head of School

Dr. Terrance Mitchell, Morehouse College
Director of Advancement and K-12 Pathways

Rob Munro, Concord Academy
Assistant Head for Academic Program and Equity

Geoff Nelson, Hopkins School
Dean of Faculty

Dr. Katherine E. L. Norris, Howard University
Department Chair of Curriculum and Instruction

Dr. Alicia Renix, Howard University
Director of Teacher Education

Sabrina Sadique, Concord Academy
Doreen Young English Department Chair and Academic Recruitment Strategist

Leucetia Shaw, Blair Academy
Dean of Faculty Life

Jason Sport, Middlesex School
Chief Officer for Diversity, Equity and Inclusion

Dr. Fabiola Salas Villalobos, Pingree School
Fellowship Program Director

ITINERARY



TUESDAY, JULY 22

- 2-3:30 p.m.** **Arrival and Registration** *Main Common Room, Old School*
- 4:30 p.m.** **Welcome and Opening Remarks** *Atrium, Academic Center*
Dwayne Pina, *Building Bridges Program Director*
Mervan Osborne, *Associate Head of School for Student Life, St. George's School*
- 4:45 p.m.** **Community Building Activity: "How Humans Bond "** *Atrium, Academic Center*
Mark Boswell, *Executive Director, Pipeline Cooperative*
- 5:15 p.m.** **SESSION 1**
- ▶ **(College Students): "Navigating Independent Schools"** *Atrium, Academic Center*
Varghese Alexander, *Co-Head of School at Windsor School, Bahamas*
 - ▶ **(Early-Career Educators): "Mapping Your Career Path"** *Room 23, Memorial Schoolhouse*
Mark Boswell, *Executive Director, Pipeline Cooperative*
Sean Guthrie, *Assistant Head of School, The Fessenden School*
Dr. Kim Bullock, *Director of Equity & Inclusion, STEM Faculty, St. George's School*
- 6:15 p.m.** **Campus Tour**
- 6:40 p.m.** **Welcoming Dinner** *Front Lawn*
Advisory introductions

ITINERARY

WEDNESDAY, JULY 23

- 6 a.m. **OPTIONAL: Sunrise Yoga, Beach Walk/Run** *Surfer's End, Second Beach*
- 7:45 a.m. **Breakfast** *Nash Common Room, Buell/Wheeler Dormitories*
- 8:30 a.m. **Advisory Meetings** *Academic Center classrooms*
- 9 a.m. **SESSION 2: DISC Assessment - "Know Thyself"** *Atrium, Academic Center*
Damon Clark, *Chief Talent Optimizer, Talent Optimizers*
- 11 a.m. **GROUP ACTIVITY: Making Identity Visible** *Greenhouse field or Memorial Schoolhouse*
Anika Walker-Johnson, *Director of Residential Life, Milton Academy*
- 12:30 p.m. **Lunch** *Nash Terrace, Buell/Wheeler Dormitories*
- 2 p.m. **SESSION 3: "Defining Your Why: Crafting Your Teaching Philosophy"** *Atrium, Academic Center*
Dr. Gretchen Boger, *Dean of Academics and Director of the Merck Center for Teaching, St. George's School*
- 3:30-4:30 p.m. **Free Time**
- 5 p.m. **SESSION 4: Modern Grading: Grading Practices That Promote Equity, Inclusivity, Motivation, and Belonging** *Atrium, Academic Center*
Mark Boswell, *Executive Director, Pipeline Cooperative*
- 6:30 p.m. **Dinner** *Nash Terrace, Buell/Wheeler Dormitories*
- 8:30 p.m. **Advisory Meetings - Daily Reflection** *Arden Common Space*



ITINERARY

THURSDAY, JULY 24

- 6 a.m. **OPTIONAL: Sunrise Yoga, Beach Walk/Run** *Surfer's End, Second Beach*
- 7:45 a.m. **Breakfast** *Nash Common Room, Buell/Wheeler Dormitories*
- 8:30 a.m. **Advisory Meetings** *Academic Center classrooms*
- 9 a.m. **SESSION 5: "Brain-Based Culturally Responsive Teaching"** *Atrium, Academic Center*
Dr. Anthony Perry, *Middle School Director, Denver International School*
- 11 a.m. **SESSION 6: "Mentorship Matters: From Self-Awareness to Purposeful Impact"**
Atrium, Academic Center
Dr. Robert Delaleu, *Founder, New Found Lyrics Consulting*
- 12:30 p.m. **Lunch** *Nash Terrace, Buell/Wheeler Dormitories*
- 1:30 p.m. **Building Bridges Overview Presentation for Visiting Faculty** *Room 23, Memorial Schoolhouse*
Michael Wirtz, *Head of School, St. George's School*
Dwayne Pina, *Building Bridges Program Director*
Mark Boswell, *Executive Director, Pipeline Cooperative*
- 2 p.m. ▶ **(College Students): Networking Event** *Atrium, Academic Center*
Visiting Faculty & College Students
- ▶ **(Early-Career Educators): Behind The Lesson Plans: Stories of Struggle & Strength**
Room 23, Memorial Schoolhouse
Jasmine Prime, *Humanities Faculty, St. George's School*
Marchellos Scott, *Learning Commons Coordinator, Stevenson School*
- 3:30 p.m. **Free Time**
- 4:30 p.m. **Group Photo** *Study Hall, Memorial Schoolhouse*
- 5 p.m. **Keynote Address** *Atrium, Academic Center*
Dr. Nicole Furlonge, *Klingenstein Family Chair Professor of Practice in Education and Executive Director of Klingenstein Center; Teachers College, Columbia University*
- 6:30 p.m. **Dinner** *Nash Terrace, Buell/Wheeler Dormitories or Front Lawn*
- 8 p.m. **Advisory Meetings - Daily Reflection**

ITINERARY

FRIDAY, JULY 25

- 6 a.m. **OPTIONAL: Sunrise Yoga, Beach Walk/Run** *Surfer's End, Second Beach*
- 7:45 a.m. **Breakfast** *Nash Common Room, Buell/Wheeler Dormitories*
- 8:30 a.m. **Advisory Meetings** *Academic Center classrooms*
- 9 a.m. **SESSION 7: "From Algorithms to Access: Teaching & Learning in the Age of AI"**
Atrium, Academic Center
Justin Cerenzia, *Buckley Executive Director and Chair for Teaching & Learning, Episcopal School*
- 11 a.m. **GROUP ACTIVITY: Your Financial Future**
- 12:30 p.m. **Lunch**
- 2p.m. **SESSION 8: "From Surviving to Thriving: Strategies for Self and Collective Care"**
Atrium, Academic Center
Anika Walker-Johnson, *Director of Residential Life, Milton Academy*
Dr. Danica Fisher Tisdale, *Dean of Inclusion & Belonging, St. Andrew's School*
- 3:30 p.m. **Free Time** *Downtown Newport*
- 5:15 p.m. **Dinner and Networking Opportunity** *Downtown Newport*
Newport Craft Brewing & Distilling Co.

SATURDAY, JULY 26

- 8:30 a.m. **Continental Breakfast** *Nash Common Room, Buell/Wheeler Dormitories*
- 9:30 a.m. **Advisory Group Breakout Sessions**
Survey
- 10:30 a.m. **Reflections** *Main Common Room, Old School*
- 11:45 a.m. **Pack up**

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.



DISCOVERING YOUR DISC® STYLE Damon Clark

What drives people to do what they do? Each of us has our own personality, preferences, and styles. For example, some of us are extroverts while others are introverts. Some of us like to have all the information before making a decision, while others prefer to go with their gut. These differences in preferences and styles shape the relationships in our lives. To a large degree, our individual styles influence who we collaborate well with, and who we tend to have more difficulty with. But the beauty of our preferences and styles is that they are only that...preferences and styles.

The Everything DiSC® Workshop drives awareness and understanding of the various DiSC styles. The program begins by making each participant more aware of his/her own DiSC style, including the hidden priorities that influence his/her behavior. But this is just the start, as the focus of the program is primarily about understanding our co-workers at a deeper level and using that knowledge to connect with each other more effectively. Far from the ineffective, “touchy feely” programs associated with many other personality tools, the Everything DiSC Workshop is a practical approach to improving employee communication, developing stronger relationships and creating a healthier organization.



DEFINING YOUR WHY: CRAFTING YOUR TEACHING PHILOSOPHY Dr. Gretchen Boger

Job postings for independent school teachers often ask for an applicant’s teaching philosophy statement. Much like the mission statement for an organization, the teaching philosophy should represent your essential guiding beliefs as an educator. But how do you know what your core principles are when you’re brand new to teaching?

How do you write a statement that is authentic, compelling, and succinct? In this workshop we will explore approaches to this task and work on drafting – or re-drafting – your first statement of teaching philosophy to make it both engaging for potential employers and a true guidepost for you in your first years in the classroom.

SESSIONS



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.



BRAIN-BASED CULTURALLY RESPONSIVE TEACHING Dr. Anthony Perry

This workshop focuses on the intersection between the science of learning and culturally responsive teaching practices, with a special emphasis on Zaretta Hammond's work, *Culturally Responsive Teaching and The Brain*. The goal is to provide participants with a foundational understanding and practical strategies to create inclusive, engaging, and effective learning environments.

Pre-reading: Chapter 3, "This Is Your Brain on Culture: Understanding How Culture Programs the Brain" (Zaretta Hammond, *Culturally Responsive Teaching and the Brain*)



MENTORSHIP THAT MATTERS: FROM SELF-AWARENESS TO PURPOSEFUL IMPACT Dr. Robert Delaleu

Mentorship begins within. In this workshop, participants will explore how understanding *self* is the gateway to understanding and guiding others. Using the **TELL MORE** method, we'll uncover how the *gift of attentive listening* transforms surface-level conversations into life-shifting moments. Learn how to *find purpose in others* and discover how mentorship is not just a service—it's a strategy for personal growth and community legacy.



FROM ALGORITHMS TO ACCESS: TEACHING & LEARNING IN THE AGE OF AI Justin Cerenzia

This presentation examines the impact of artificial intelligence on teaching and learning, with a focus on promoting equity and access in education. We will explore how AI technologies are shaping educational practices and discuss strategies to ensure these advancements support inclusivity. Through case studies and current trends, participants will gain insights into integrating AI effectively and ethically into their teaching environments.



FROM SURVIVING TO THRIVING: STRATEGIES FOR SELF AND COLLECTIVE CARE Anika Walker-Johnson & Dr. Danica Tisdale Fisher

Teaching is demanding—and being a BIPOC educator in predominantly white spaces adds unique emotional labor. This workshop centers wellness, boundary-setting, and community care. Participants will reflect on personal and collective strategies for sustainability in their careers.

KEYNOTE SPEAKER



Dr. Nicole Furlonge, *Klingenstein Family Chair Professor of Practice in Education and Executive Director of Klingenstein Center, Teachers College, Columbia University*

Dr. Nicole Furlonge is a nationally respected leader in education and the Director of the Klingenstein Center at Columbia University's Teachers College, where she prepares independent and international school educators to lead with purpose, equity, and imagination.

A scholar, teacher, and former independent school leader, Dr. Furlonge's work bridges academic research with real-world practice. She is passionate about the power of listening, racial literacy, and reflective leadership in transforming schools and supporting educators at all stages of their careers.

Through her keynote, Dr. Furlonge will invite us to think boldly about our identities as educators, the communities we serve, and the kind of schools we aspire to build.



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, *Co-Head of School, Windsor School*. Varghese arrived at Windsor School in the Bahamas in 2021. A 20+ 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 10-year run. Varghese is the founding director of Pipeline Cooperative.

Mark Boswell, *Executive Director, Pipeline Cooperative*. Prior to Pipeline Cooperative, 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 W. Bullock, *Director of Equity and Inclusion, St. George's School*. 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 clubs.

Jim Hamilton, *Head of School, Berwick Academy*. As a graduate of The Roxbury Latin School, Jim credits his independent school experience with transforming his life. He has dedicated his professional career to creating opportunities for students and the advancement of independent schools. Jim began his career at Brooks School. He then served as the director of admission and financial aid at St. George's School for nine years before returning to Brooks as the associate head for external affairs, a position he held for five years before coming to Berwick. Now in his sixth year, Jim was recently elected to both the Headmasters Association and the Country Day School Headmasters Association. He currently serves on the board at The Roxbury Latin School, The Enrollment Management Association, and The Music Hall.

Dr. Danica Tisdale Fisher, *Dean of Inclusion and Belonging, St. Andrew's School*. Danica 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.

Anika Walker-Johnson, *Director of Residential Life, Milton Academy*. Anika oversees all aspects of student residential life, including dormitory operations and programming. She is deeply committed to creating a healthy and positive living environment for Milton Academy students and the adults who support them. Previous, Anika was the director of equity and inclusion at both Germantown Academy in Fort Washington, Penn. and Tabor Academy in Marion, Mass. Throughout her 20+ years of experience in independent school education, which began in the English classroom, Anika has promoted cross-cultural competency for school community members, facilitated community education events, served as a faculty and student mentor, and co-led recruitment strategies for increasing diversity among faculty and administrative hires.

BUILDING BRIDGES NETWORKING EVENT

Thursday, July 24

On behalf of the Building Bridges team, thank you for your participation in this year's Summer Teaching & Learning Institute.

This event will provide an overview of the Building Bridges program; more importantly, it will create space for meaningful early connections between our cohort of aspiring educators and leaders like you. Your presence is invaluable in creating access and opportunities within the world of independent schools.

We are deeply grateful for your time, insight, and continued commitment to expanding pathways for the next generation of educators.

1:30 p.m. Building Bridges Overview Presentation
2 p.m. Networking Opportunity

Participating schools include:



The
Frederick
Gunn
School



Middlesex



MISS
HALL'S
SCHOOL



Pingree
SCHOOL

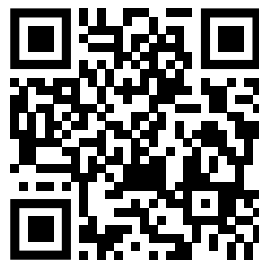


ST. GEORGE'S
SCHOOL

LEARN MORE



To learn more about St. George's School strategic plan use the codes below:



Strategic Plan

IMPORTANT PHONE NUMBERS

Campus Safety: (401) 842-6666

Dwayne Pina: (401) 255-3482