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Dear PA Principals Association Member, I hope you received a little love this Valentine's Day in some form or another.I also hope that while we are mid-Black History Month, the efforts you’re making are not contained within this month and are now part of your year-round approach to teaching and learning.In fact, I chose this month’s book because of its message that we need to work toward diversifying our staff *year-round*.In the past few decades, we’ve heard the cry to bring more diverse educators into our schools to better reflect the students we teach. But the stark truth is even as we make progress in *hiring* more educators of color, we are **not** successful in **retaining** them.Research shows that educators of color frequently feel unsupported and unwelcome in schools and often leave We need guidance on how to do better. I chose **Support and Retain Educators of Color** because of its concrete and thoughtful ideas for what we can do differently to retain and support educators of color.The author, Andrea Terrero Gabbadon, is a woman of color in addition to being a leadership coach and former education professor and researcher. The guidance she provides comes directly from educators of color, whose voices are featured prominently throughout her book. The recommendations she makes are steeped in research and expressed by the voices of teachers of color whose words exemplify what the research shows. [**Read more here…**](https://linkprotect.cudasvc.com/url?a=https%3a%2f%2fgo.vbt.email%2fr%2f7Fnr%2f%3f__vbtrk%3dMTk5MTgwOjc4ODc3MDcwOm5ld3NsZXR0ZXI%26_uax%3dMTk5MTgwOjc4ODc3MDcw%26ct&c=E,1,vZacGFA3Z9XeBVf3oGjDSyJsnk3cNnA8kdaN7PMKXtzDXa7zpXtAZL0fZ0qLJJ8y97PQhdcHYtESUBlkWuLjSV7oAGQjkYkhHQk1xhU16EEqABzjlWAROsvI&typo=1)I have 3 resources for this book:* My usual [**8-page pdf summary with PD ideas & Handout**](https://linkprotect.cudasvc.com/url?a=https%3a%2f%2fgo.vbt.email%2fr%2f7Fns%2f%3f__vbtrk%3dMTk5MTgwOjc4ODc3MDcwOm5ld3NsZXR0ZXI%26_uax%3dMTk5MTgwOjc4ODc3MDcw%26ct&c=E,1,pa1_V5owVbmasbht6Dz_0BY2JsC1tWR9ysFdIgcoF0K2Ssl3DqiMV8cOUmeOeJODdj8EvL5EZTBylWeOwEVZRjKad6eJDJ4k19UoEAqUVAeqSuYuMAXHF8J6&typo=1), or an[**html link**](https://linkprotect.cudasvc.com/url?a=https%3a%2f%2fgo.vbt.email%2fr%2f7Fnr%2f%3f__vbtrk%3dMTk5MTgwOjc4ODc3MDcwOm5ld3NsZXR0ZXI%26_uax%3dMTk5MTgwOjc4ODc3MDcw%26ct&c=E,1,D5uhYbh9KPAhhYsdeJggWh6a98R0h0Nh9C2KMpgIhHCS5JQ3SaRieR5MdwIy-E44vpIKJ4X5GcynorvKYNP2wRyKzDg9nAXMFluccHlE&typo=1) to read on your phone.
* My 1-pager: [**6 Principles Needed to Support and Retain Educators of Color**](https://linkprotect.cudasvc.com/url?a=https%3a%2f%2fgo.vbt.email%2fr%2f7Fnt%2f%3f__vbtrk%3dMTk5MTgwOjc4ODc3MDcwOm5ld3NsZXR0ZXI%26_uax%3dMTk5MTgwOjc4ODc3MDcw%26ct&c=E,1,09Fw77X1VN4_OTm3yPC5TpuNkjldNdQwBY-g5SlLBKm7IPKhoNNWIpoW0dA4HfRDfHJRO6DKcNnqHYx8cx2mDOiO5KLgm_ctoQnpZQtH&typo=1).
* My podcast conversation with the author explaining these 6 principals and what leaders can do now (below).

*Let me know if you find this resource useful, and I'll be back next month.***Jenn**PS: To learn more or purchase the book, click here: [**ASCD**](https://linkprotect.cudasvc.com/url?a=https%3a%2f%2fgo.vbt.email%2fr%2f7Fnu%2f%3f__vbtrk%3dMTk5MTgwOjc4ODc3MDcwOm5ld3NsZXR0ZXI%26_uax%3dMTk5MTgwOjc4ODc3MDcw%26ct&c=E,1,4DS2FcZCzTigRrKsWS6hEVj_pinW3NSvO-bGIELWvFyVEMxzQLOjY3wxZLnccQhUE-g9LdiRY84FU8rNICOginnE8WAHCWzmlvS3edetKl8soT-JUQ,,&typo=1) |

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We had a great conversation! Listen to hear some concrete strategies and actions leaders can engage in to support educators of color **before they leave.**﻿[**Click here**](https://linkprotect.cudasvc.com/url?a=https%3a%2f%2fgo.vbt.email%2fr%2f7Fnv%2f%3f__vbtrk%3dMTk5MTgwOjc4ODc3MDcwOm5ld3NsZXR0ZXI%26_uax%3dMTk5MTgwOjc4ODc3MDcw%26ct&c=E,1,rZBJYo1_j28y9Rsfaf1rWGviiJpNjkLBYnfB0Vu_UYWXjv-ws-v1m6jn0-o7sYng9fXP9ncv_hvJwj-_j3YDHWyjTXB9Z-PiRrhE3gu4_SFhwXgA2A,,&typo=1) to listen to the podcast. |

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| **FREE WORKSHOP: We're losing great educators! Strategies for Retention & Recruitment**Are you losing teachers? It is a tough time right now and we’re finding that a lot of educators are leaving our schools or even the profession.I invite you to join me for a FREE online 1-hour workshop on strategies for retaining and recruiting teachers.﻿**Join this free and interactive session on March 20 at 11:30am ET / 8:30am PT:** [**RSVP here**](https://linkprotect.cudasvc.com/url?a=https%3a%2f%2fgo.vbt.email%2fr%2f7Fnw%2f%3f__vbtrk%3dMTk5MTgwOjc4ODc3MDcwOm5ld3NsZXR0ZXI%26_uax%3dMTk5MTgwOjc4ODc3MDcw%26ct&c=E,1,F5Q2p0QruHS56_OzZEZSg77IvNJzShmUKiMguBIpmJwPV5DbeSnVzlSeq5CL28xsJLVeUo_V7lFz4tkGryw_Lqri2Y_KP-6t-I73gKnf0opaPybqL0Ml&typo=1) **or**[**https://forms.gle/vgzdbDbyYfS1PPy4A**](https://linkprotect.cudasvc.com/url?a=https%3a%2f%2fgo.vbt.email%2fr%2f7Fnw%2f%3f__vbtrk%3dMTk5MTgwOjc4ODc3MDcwOm5ld3NsZXR0ZXI%26_uax%3dMTk5MTgwOjc4ODc3MDcw%26ct&c=E,1,qx1PVs5PNMdFchIiMLTqagObwzD7mBBgZtDqPnXOsxDptKcVnps8nDeLaUysst_2v5pqAA0iWmWtMwayG5pH68eI14maR9r3TBBWvnwfVw,,&typo=1)***If the link doesn't work, just reply to this email and write, "Jenn, sign me up for the FREE workshop on retaining teachers!"*** |

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And if you are looking for a book aimed more directly for leaders of color, check out Mary Rice-Boothe’s [**Leading Within Systems of Inequity in Education: A Liberation Guide for Leaders of Color**](https://linkprotect.cudasvc.com/url?a=https%3a%2f%2fgo.vbt.email%2fr%2f7Fnx%2f%3f__vbtrk%3dMTk5MTgwOjc4ODc3MDcwOm5ld3NsZXR0ZXI%26_uax%3dMTk5MTgwOjc4ODc3MDcw%26ct&c=E,1,1lhVr1efxFsyS4ez30SC7Vuh-XwTlJP1OxzS_qTTTD0AH48w93q_hQ699LX7zlGitAWpxVWXpTqY0WHSPST1KqEm5no0Zn9-NRJhSpT_F1TnD0Wv9IQhdkkJ3Q,,&typo=1).Rice-Boothe interviews principals and equity officers and translates this research into a guidebook for leaders of color to navigate spaces of inequity.I particularly appreciate the 10 complementary competencies she outlines (3 individual, 3 interpersonal, and 4 institutional) for leaders to build more equitable spaces:1. **Demonstrate self-awareness.**
2. **Operate outside your comfort zone.**
3. **Practice love and rage.**
4. **Practice self-care.**
5. **Engage in authentic dialogue.**
6. **Attend to relationships.**
7. **Create a coalition.**
8. **Be patient but persistent.**
9. **Take a stand in pursuit of a liberatory education system even if it’s unpopular.**
10. **Act to change systemic racism every day in policies, procedures, and systems.**
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