



Heads of Color Sponsoring and Mentoring Others to Become Heads of Color

Ronnie Codrington-Cazeau, Head of School
The Evergreen School - Seattle, WA

Crissy Cáceres, Head of School
Brooklyn Friends School - Brooklyn, NY

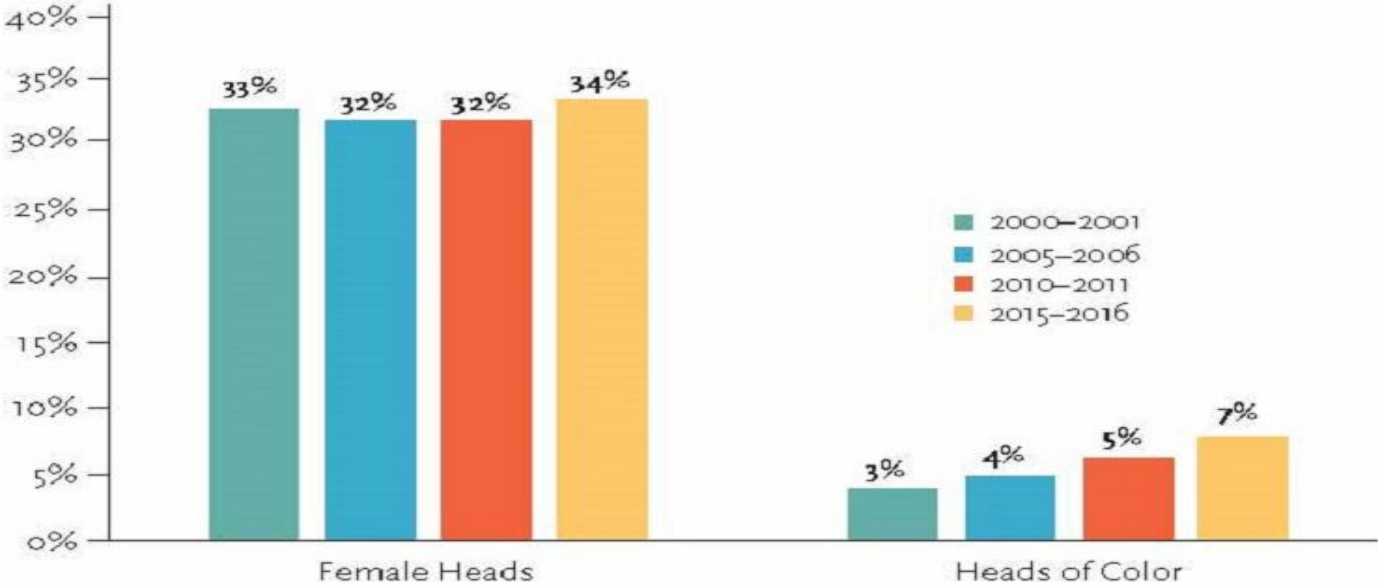
Jasmine B. Harris, EdD, Head of School
St. Philip's Episcopal School - Coral Gables, FL

Session Overview

- ❑ Statistics
- ❑ The importance of sponsorship (pairing exercise)
- ❑ Our journeys here
- ❑ The importance of paying it forward
- ❑ Self-care (examples from the crowd)

Statistics

Female Heads and Heads of Color at NAIS Member Schools



Source: DASL

Our Journey



Ronnie Codrington-Cazeau

- ❑ The Kingsley School: (Mr. Kingsley)
- ❑ Boston Latin School: (Dr. Shelley White)
- ❑ Wellesley College: (Dr. Voncile White)
- ❑ The Park School: (Linda Knight)
- ❑ Harvard-Westlake School: (Tom Hudnut /Reveta Bowers)
- ❑ The Evergreen School: (Paying It Forward)

Crissy Cáceres

The Chapters...

- ❑ 747, Abuelita, and Pain
- ❑ An Afro-Latina from Newark
- ❑ Swings on a Hill
- ❑ The Inner Struggle
- ❑ Four Schools, Mentors/Sponsors, and Growth
- ❑ Standing Steady - A Process and My Integrity

Jasmine B. Harris, EdD

- ❑ Experience - 25 years in education; decade in public schools; decade as an entrepreneur; decade in independent schools
- ❑ Translate my experience to the headship
- ❑ Establish a local, regional, and national presence (presentations, committees, etc.)
- ❑ Connect with a mentor
- ❑ Seek out a sponsor
- ❑ Follow counsel from consultants

Sponsor vs Mentor

Mentors *ADVISE*
Sponsors *ADVOCATE*

- ❑ Personal Example
- ❑ Key Attributes

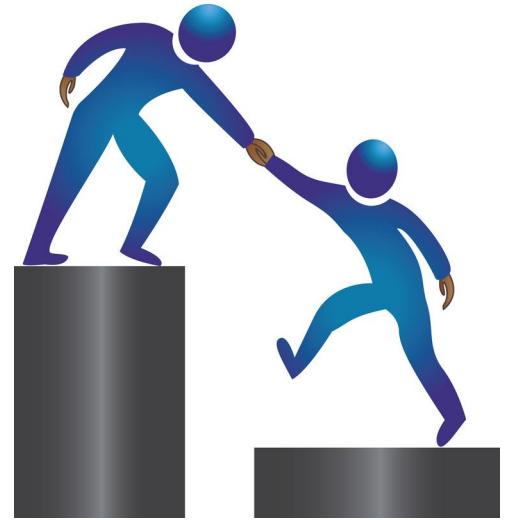


Mentors vs Sponsors

Mentors have mentees	→	Sponsors have protégés.
A mentor could be anyone in a position with experience desired by a mentee who can offer advice and support.	→	A sponsor is a senior level staff member invested in a protégé's career success.
Mentors support mentees through formal or informal discussions about how to build skills, qualities and confidence for career advancement	→	Sponsors promote protégés directly, using their influence and networks to connect them to high-profile assignments, people, pay increases and promotions.
Mentors help mentee craft a career vision	→	Sponsors help drive their protégé's career vision
Mentors give mentees suggestions on how to expand their network	→	Sponsors give protégés their active network connections and make new connections for them
Mentors provide feedback to aid a mentee's personal and professional development	→	Sponsors are personally vested in the upward movement of their protégé
Mentors offer insight on how a mentee can increase visibility through finding key projects and people	→	Sponsors champion their protégés visibility, often using their own platforms and reputation as a medium for exposure.
Mentors passively share the "unwritten" rules" for advancement in their organization with mentees	→	Sponsors actively model behavior and involve protégés in experiences that enable advancement

Role of a Mentor

- ❑ Mentors help identify readiness for Headship
- ❑ Navigate the search process
- ❑ Provide support to mentees along the way



Role of a Sponsor

- ❑ Sponsor relationship comes with a responsibility
- ❑ Sponsor places their reputation on the line for you
- ❑ Sponsor understands that their actions have a purpose in furthering something meaningful and important - they believe in your ability to make an earnest difference

Conversations About the Future

- ❑ Cultivating relationships
- ❑ Scheduling conference/video calls/coffees/visits
- ❑ Writing and speaking about yourself
- ❑ Your e-portfolio -
Telling your OWN story
- ❑ Facing your FULL SELF
in the mirror



Thought Exercise and Pair Share

Consider the following questions and think of a name or names to answer each:

- Who makes compensation, promotion, or project delegation decisions that affect you?
- Which leaders in your school could benefit from your career advancement?
- Which leader has a network or platform most equipped to help you advance in your journey and professional aspirations?
- Out of all of the names considered, which have you identified would be an ideal sponsor for you?

Pair Share

- ❑ Turn to a partner
- ❑ Take three minutes each
- ❑ Talk about the qualities of the person who you identified and speak to the why of your choice
- ❑ Also, share with your partner how you will begin the process of beginning this dialogue with your potential sponsor when you return

When we get there, then what?

Paying it Forward

“I’ve learned that you shouldn’t go through life with a catcher’s mitt on both hands. You need to be able to throw something back.”

— Maya Angelou

Cultivating an Uplifting and Supportive Environment

- ❑ Share your experiences -- the good, the bad, and the ugly
- ❑ Be a listening ear
- ❑ Focus on the strengths and understand the opportunities



Recruitment and Retention

- ❑ How do you read a resume?
- ❑ How are you going to hire candidates of color if there are none in the pool?
- ❑ They got the job, where is the support?
- ❑ Is your school an inclusive environment?
- ❑ Where is the outlet?

Opening Doors for Others

- ❑ Why should this happen?
- ❑ How does this happen?
- ❑ What is the outcome when this happens?



Cultivating Potential in Others

- ❑ Peers in the education field
- ❑ External professional network - internal and external
- ❑ Nurture and grow young talent with potential



Once You Reach the Top

- ❑ Be courageous -recognize and use the reach you have as a Head of School
- ❑ Dump the crab bucket
- ❑ REACH back and be a shoulder on which others can stand



Helping Others Create and Chart Their Journey

- ❑ Being on the journey with them
- ❑ Make the time



Closing

- ❑ Identify your skills set
- ❑ Identify, seek, and utilize sources of pure joy and possibility
- ❑ Re-frame challenges as opportunities
- ❑ Prioritize life-balance and self-care



Contact Information

Ronnie Codrington-Cazeau
rcazeau@evergreenschool.org

Crissy Cáceres
ccaceres@brooklynfriends.org

Jasmine B. Harris
jharris@saintphilips.net

Q & A

