



## Leadership North Carolina

Class XXIX Education Session  
December 7-9, Virtual

[#LNCXXIX]

## Session Workbook

### CAROLINA SPONSORS



Goodnight Educational  
Foundation



### DOGWOOD SPONSOR



Leadership North Carolina  
• [www.leadershipnc.org](http://www.leadershipnc.org) •

This workbook contains links and materials you will need to make the most of your Education session. Please download it or have it accessible online during the program.

## Table of Contents

<b>General Session Resources</b> .....	3
Zoom Links and Instructions .....	3
LNC Staff Contact Numbers .....	3
Agenda Link.....	3
Speaker Directory Link .....	3
Zoom Protocols and Technology Tips Link.....	3
<b>Homework and Resources</b> .....	4
Homework—Required .....	4
Check for a Zoom Update Before Tuesday .....	4
Session Resources—Recommended.....	4
<b>Tuesday Program Materials</b> .....	4
International Civil Rights Center and Museum Primer .....	4
<b>Wednesday Program Materials</b> .....	5
County Educational Attainment Profiles—Required as Homework.....	5
Group Roles and Conversation Prompts.....	5
<b>Thursday Program Materials</b> .....	6
“Book Club” Assignments—Required as Homework.....	6
Rural Issues in Education .....	6
Student Mental Health.....	7
The Right to Education: The Leandro Case in NC.....	7
Pandemic Impacts on Education.....	8
<b>Follow-Up Materials</b> .....	8
Education Session Evaluation Link.....	8
Health and Human Services Session Attendance Survey.....	8
Learning Teams: Prompts and Recording Form Link .....	8
Hotel Reservations.....	8
<b>General Program Resources</b> .....	10
Class Roster.....	10
Learning Team Assignments .....	11
LNC Learning Model with Guiding Principles and Team Agreements .....	12

## General Session Resources

### Zoom Links and Instructions

Each segment of the Education session can be joined through a unique Zoom link. Please log into each portion of the program a few minutes early—content will start promptly.

During breaks, stay logged into the Zoom session but mute your camera and microphone. If you accidentally log out at any point during the session, please log back in using that segment's link. You will enter the waiting room and we will admit you back into the session as soon as possible. Be sure to return from breaks promptly so you don't miss any content when the program resumes.

- [International Civil Rights Center and Museum Virtual Tour \(Optional\)](#): Tuesday, 2:30 – 4:30 pm
- [Tuesday Education Session Virtual Reception \(Optional\)](#): Tuesday, 5:00 – 6:00 pm
- [Wednesday Session Programming \(Required\)](#): Wednesday, 8:30 am – 4:00 pm
- [Thursday Session Programming \(Required\)](#): Thursday, 8:30 am – 2:30 pm

### LNC Staff Contact Numbers

If you need help during session, please text a member of the LNC team at the numbers below. Kelly is lead on program content and attendance and general questions. Emily is lead on all things Zoom and technical. Remember: Include your name in your text so we know who we are responding to.

- Kelly Turner (919) 523-4336
- Emily Smith (919) 538-4693
- Brian Etheridge (919) 609-1113
- Maggie Stroud (919) 830-1110

### Agenda Link

The detailed Education session agenda is available through [this link](#).

### Speaker Directory Link

The Education session speaker directory is available through [this link](#). Speakers and planning committee members will be introduced briefly during the program. We encourage you to explore the speaker directory to learn more about them. Contact information is included if you would like to follow up with anyone. We encourage you to reach out with a note of thanks for their contributions to the session.

### Zoom Protocols and Technology Tips Link

Zoom protocols and technology tips and instructions can be found through [this link](#).

## Homework and Resources

All session homework and resources can be found on [this page](#) of the Class Portal. Be sure to complete the assignments listed below before session starts.

### Homework—Required

Explore the following links and resources before joining the session on Tuesday, December 7.

- [International Civil Rights Center and Museum Concept Primer](#)
- Legal Aid Fact Sheets
  - [Durham County](#)
  - [Guilford County](#)
  - [Wake County](#)

Review your assigned County Attainment Profile per the instructions below under “Wednesday Program Materials.”

Review your assigned articles for the “Book Club” discussion per the instructions below under “Thursday Program Materials.”

### Check for a Zoom Update Before Tuesday

Make sure you are running the most up-to-date version of Zoom before the Education session starts on December 7.

1. Log into the Zoom desktop client.
2. Click on your profile picture.
3. Select "check for updates" from the drop-down menu.
4. Apply any available updates.

Detailed instructions are available [here](#) from Zoom.

### Session Resources—Recommended

Additional resources related to session content are also available on the session [Homework and Resources page](#). You are encouraged to explore those that interest you, both in advance of and following the Education session.

## Tuesday Program Materials

### International Civil Rights Center and Museum Primer

Review the [International Civil Rights Center and Museum Concept Primer](#) before Tuesday afternoon to make the most of the Virtual Tour and Reflections Session.

## Wednesday Program Materials

### County Educational Attainment Profiles—Required as Homework

Wednesday’s program will include breakout conversations centered around county educational attainment data. Breakout groups reflect the state’s eight [NC Prosperity Zones](#), but you are not necessarily assigned to your own region. Prior to Wednesday’s program, review the County Attainment Profile for your group’s assigned county. As time and interest permit, explore additional profiles within your assigned region or in other parts of the state.

### Group Roles and Conversation Prompts

During your breakout session, each team should choose a facilitator, recorder, and reporter. It’s OK for one person to play more than one role.

Your group’s facilitator will use the following prompts to guide your small-group conversations:

- What data point stood out to you most? Why?
- Based on the data, identify one urgent educational challenge to focus on.
- Brainstorm possible local-level solutions or programs that could be implemented in the next 12 months to make a difference in this area. Remember the Learning Model—you are thinking about solutions but NOT jumping into action.

Time will be protected for report out and full-group discussion at the end of this exercise.

All profiles can be found through this link: [myFutureNC County Attainment Profiles](#)

#### **Western—Cherokee County**

Amanda Balwah  
Atinuke Akintola Diver  
Danika Mills  
Dionne McLean  
Howard Manning  
Jeff Marko  
Kevin Baxter

#### **Northwestern—Avery County**

Brian Denisar  
Edna Wallace  
Elayne Jones  
Irvine Sloan  
Mat Hayes  
Pierre Bynum  
Wanda Coley

#### **Southwestern—Union**

Amanda Bryant  
Chris Brandenburg  
Felicia Kline  
Jeff Smith  
Phil Feagan  
PJ Klein  
Reva Holland

#### **Piedmont Triad (Central)—Guilford**

Beckie Brooks  
Jennifer Allen  
Jim Musilek  
John Tartt  
Julian Macaulay  
Rachel Page  
Shakira Henderson

#### **Sandhills (South Central)—Hoke**

Chantal Howard  
Jon Biggs  
Kirk Montgomery  
Kate Glaze  
Pete VanGraafeiland  
Ryan Minto  
Samantha DeLoache

#### **North Central—Wake**

Brian Heslin  
Dean Drescher  
DeWarren Langley  
Erin Lynch  
Kelly Webb  
Ryan Urquhart  
Timothy Downs

**Northeast—Halifax**

Amy Policastro Schroeder  
 Deepa Naik  
 Diamond Staton-Williams  
 John White  
 Manju Bhat  
 Sarah Prencipe  
 Sharon Smith

**Southeast—Onslow**

Alex Fagg  
 April Harley  
 Cooper Linton  
 Denika Seymour  
 Kathryn Bruner  
 Michelle Fortune  
 Stephanie Norander

## Thursday Program Materials

### “Book Club” Assignments—Required as Homework

During Thursday’s program you will have a chance to discuss articles around your pre-selected topic in a book club format. Prior to Thursday, review the articles assigned to your group. These are current topics, with new content being published regularly. Feel free to discover additional material on your topic for sharing during your group discussions.

During your breakout session, you will be invited to discuss the following points:

- What are the key points of this issue?
- Who are the key stakeholders? How do they articulate their position or stance?
- What are the points of agreement? Where are the biggest differences or conflicts?
- What are the most important and compelling points on this topic to you?

As time permits, you’ll also have a chance to discuss your conversations in the context of the LNC Learning Model:

- What did you observe about how your group approached this exercise?
- Was the discussion open and balanced? What did you observe?
- What are your insights on the discussion of this topic?

You will be discussing issues with a mix of classmates. You may or may not have members of your own Learning Team in your breakout group. As you listen to the discussion, capture notes or themes for sharing with your Learning Team on your post-session call.

---

### Rural Issues in Education

- |                   |                        |
|-------------------|------------------------|
| 1. Alex Fagg      | 6. Kevin Baxter        |
| 2. Erin Lynch     | 7. Pete Vangraafeiland |
| 3. Irvine Sloan   | 8. Ryan Minto          |
| 4. James Musilek  | 9. Shakira Henderson   |
| 5. Kathryn Bruner | 10. Sharon Smith       |

- [“‘The challenges are staggering at times’: NC rural schools in dire situation, report says,”](#) Asheville Citizen Times
- [“Public Perceptions of Educational Opportunity in North Carolina,”](#) myFutureNC
- [“Making Transfer Work for Rural Students and Communities,”](#) Inside Higher Ed
- [“Perspective: Voices from the heart of our communities: A spotlight on rural school leaders,”](#) EdNC

---

## Student Mental Health

1. Amy Schroeder
2. Chris Brandenburg
3. Denika Seymour
4. Diamond Staton-Williams
5. Elayne Jones
6. Jon Biggs
7. Michelle Fortune
8. Pierre Bynum
9. Reva Holland

- [“Safeguarding student mental health,”](#) American Psychological Association
- [“Mental Health Issues on Campus: Growing, Dangerous, and Costly,”](#) United Educators
- [“College students struggle with mental health as pandemic drags on,”](#) The Washington Post
- [“COVID Harmed Kids’ Mental Health—And Schools Are Feeling It,”](#) The Pew Charitable Trusts

---

## The Right to Education: The Leandro Case in NC

### Leandro Group 1

1. April Harley
2. Atinuke Akintola Diver
3. Danika Mills
4. Dean Drescher
5. Felicia Kline
6. Howard Manning
7. Jennifer Allen
8. John White
9. Julian Macaulay
10. Kirk Montgomery

### Leandro Group 2

1. DeWarren Langley
2. Kate Glaze
3. Mat Hayes
4. Phil Feagan
5. Rachel Page
6. Sarah Prencipe
7. Stephanie Norander
8. Timothy Downs
9. Wanda Coley

Developments in the Leandro case are ongoing. Members in these two groups are encouraged to look online for updated articles and resources in the days leading up to the session.

- [“Leandro v. State of NC: Background and Resources,”](#) Public School Forum of North Carolina
- [“Everything you need to know about the Leandro litigation,”](#) EdNC
  - Link above includes an article and a video
- [“Landmark NC education decision marks 25 years,”](#) The North State Journal
- [“Leandro judge orders \\$1.7 billion for plan to ensure student access to a sound basic education,”](#) EdNC

---

## Pandemic Impacts on Education

### Pandemic Group 1

1. Amanda Bryant
2. Beckie Brooks
3. Brian Heslin
4. Cooper Linton
5. Deepa Naik
6. Dionne McLean
7. Edna Wallace
8. Jeff Marko
9. Jeff Smith

### Pandemic Group 2

1. Amanda Balwah
2. Brian Denisar
3. Chantal Howard
4. John Tartt
5. Kelly Webb
6. Manju Bhat
7. PJ Klein
8. Ryan Urquhart
9. Samantha DeLoache

- [“How will the pandemic shape K-12 education in North Carolina?”](#) EdNC
- [“Professor of Education: North Carolina teachers can’t do it alone”](#) NC Policy Watch
- [“COVID-19 and education: The lingering effects of unfinished learning.”](#) McKinsey & Company
- [“U.S. Department of Education Approves North Carolina’s Plan for Use of American Rescue Plan Funds to Support K-12 Schools and Students, Distributes Remaining \\$1.2 Billion to State,”](#) U.S. Department of Education

## Follow-Up Materials

### Education Session Evaluation Link

Please complete your session evaluation through [this Google Form](#) by Friday, December 17. Thank you for sharing your feedback!

### Health and Human Services Session Attendance Survey

Please complete your HHS Session Attendance Survey through [this Google Form](#) by Friday, December 17. Remember that this session will be in person barring any significant changes in COVID protocols and transmission rates over the holidays.

### Learning Teams: Prompts and Recording Form Link

Hold your Learning Team calls and submit your notes through [this Google form](#) by Friday, January 28. You have an extra month between sessions since there is no January program, but we recommend scheduling your calls as close to the December Education session as possible so material will be fresh for your conversations.

### Hotel Reservations

LNC has reserved a block of rooms with a group rate at a base hotel for each in-person session. Use the links below to make reservations as needed for each of the spring sessions before the cut-off date listed for each. We encourage you to make your reservations as soon as possible. Availability is NOT guaranteed through the cut-off date. Blocks may fill prior to that date, and availability of additional rooms at the group rate is at the discretion of each hotel. If you live locally or have friends or family in a session city, you are not required to stay at the base hotel.



- **HHS Session Hotel:** Courtyard City Center, Charlotte. February 1-3. \$189/night. **Cut-off date: January 2.** Parking: \$28/self-parking. [HHS reservations link](#).
- **Economic Development Session Hotel:** Beaufort Hotel, Beaufort. March 1-3. \$129/night. **Cut-off date: February 1.** Parking: Complimentary. [ECD reservations link](#).
- **Environment Session Hotel:** Renaissance Asheville, Asheville. April 5-7. \$169/night. **Cut-off date: March 22.** Parking: \$10/self-parking, \$25 valet. [ENV reservations link](#).
- **Planning Meeting and Graduation Hotel:** Sheraton Raleigh, Raleigh. May 10-11. \$179/night. **Cut-off date: April 25.** Parking: \$15/self-parking, \$30/valet. [PM/GRAD reservations link](#).

# General Program Resources

## Class Roster

Your class roster is below and also available through [this link](#).



## Leadership North Carolina Class XXIX Roster

**Atinuke Akintola Diver Wake**  
Executive Director and Lead Organizer  
Durham CAN

**Jennifer Allen Wake**  
Senior Vice President, Chief Strategy Officer  
SEPI Engineering & Construction

**Amanda Balwah Forsyth**  
Associate Vice Chancellor for Institutional  
Integrity  
UNC School of the Arts

**Kevin Baxter Burke**  
Vice Chancellor & Chief Campus Officer,  
Morganton Campus  
North Carolina School of Science &  
Mathematics

**Manjunatha Bhat Forsyth**  
Interim Associate Dean  
Winston-Salem State University

**Jonathan Biggs Durham**  
Vice President of Risk Management and  
Education  
Investors Title Insurance Company

**Christopher Brandenburg Wake**  
Associate State Director, Advocacy  
AARP NC

**Beckie Brooks Wake**  
Director, Drivers of Health Strategy  
Blue Cross and Blue Shield of North  
Carolina

**Kathryn Bruner Swain**  
Principal Broker/President  
KBR-Kathryn Bruner Realty LLC

**Amanda Bryant Buncombe**  
Executive Director  
Asheville Museum of Science (AMOS)

**Pierre Bynum Sr. Alamance**  
Senior House Manager, Men's Program  
TROSA

**Wanda Coley Brunswick**  
Vice President of Strategy  
UnitedHealthcare

**Samantha DeLoache Mecklenburg**  
Pharmacy Manager  
Kintegra Health

**Brian Denisar Alamance**  
CEO & President  
Bobbitt

**Timothy Downs Durham**  
Regional Director, North Carolina Economic  
Development  
Thomas & Hutton

**Dean Drescher Wake**  
Director of Operations  
EducationNC

**Alexander Fagg Wake**  
Director of Government Relations  
North Carolina Community College System

**Phillip Feagan Wake**  
General Counsel  
North Carolina Department of Natural and  
Cultural Resources

**Michelle Fortune Polk**  
Chief Executive Officer  
St. Luke's Hospital

**Kate Glaze Wake**  
Assistant General Counsel and Director of  
Land  
Martin Marietta Materials, Inc.

**April N. Harley Mecklenburg**  
Executive Director  
LEAD NC/LEAD NC Institute

**Mathew Hayes Guilford**  
Account Executive  
Siemens Medical Solutions

**Shakira Henderson Pitt**  
Vice President Research Officer/Clinical  
Research Integration Officer  
UNC Health

**Brian Heslin Mecklenburg**  
Deputy General Counsel  
Duke Energy

**Reva Holland Cleveland**  
Director of Medical Operations  
Kintegra Health

**Chantal Howard Wake**  
Interim Chief Nursing Officer  
Duke University Hospital

**Elayne Jones Guilford**  
Business Officer  
North Carolina A&T State University

**Peter Klein New Hanover**  
Business Continuity Manager  
Corning

**Felicia Kline Mecklenburg**  
Consumer Affairs – Large Banks  
Federal Reserve Bank of Richmond,  
Charlotte

**DeWarren Langley Durham**  
Executive Director  
Charles Hamilton Houston Foundation, Inc.

**Cooper Linton Chatham**  
AVP, Home and Community Based Care  
Duke University Health System

**Erin Lynch Forsyth**  
Associate Provost of Research  
Winston-Salem State University

**Julian Macaulay Jr. Gaston**  
SVP, Control Executive  
Wells Fargo Bank N.A.

**Howard Manning Wake**  
Executive Director  
Dorcas Ministries

**Jeff Marko Wake**  
Senior Tax Manager  
DMJ & Co., PLLC

**Dionne McLean Wake**  
Project Manager, Supplier Diversity Equity &  
Inclusion  
RTI International

**Danika Mills Wake**  
State Director, North Carolina  
Unite Us

**Ryan Minto Wake**  
Director, State Government Affairs  
Duke Energy

**Kirk Montgomery Alamance**  
Information Technology Director  
City of Mebane

**James Musilek Wake**  
Director, Strategic Initiatives & Project  
Management  
North Carolina Electric Membership  
Corporation

**Deepa Naik Mecklenburg**  
Director of Philanthropy  
The Merancas Foundation

**Stephanie Norander Mecklenburg**  
Executive Director/Associate Professor  
University of North Carolina at Charlotte

**Rachel Page Durham**  
Deputy Director  
Go Global NC

**Amy Policastro Schroeder Wake**  
Education Consultant, Career Development  
North Carolina Department of Public  
Instruction

**Sarah Precipe Catawba**  
Governmental Affairs Analyst  
City of Hickory

**Denika Seymour Johnston**  
Financial Professional  
MassMutual North Carolina

**Irvine Sloan Mecklenburg**  
Vice President, Strategic Account  
Management  
Duke Energy

**Jeffrey L. Smith Forsyth**  
Litigation Paralegal (Retired)  
Syngenta Crop Protection, LLC  
Owner, Smitty's Notes & SmittysNotes.com

**Sharon Smith Perquimans**  
Special Projects Administrator  
Albemarle Commission COG

**Diamond Staton-Williams Cabarrus**  
Director  
Atrium Health

**John Tart Mecklenburg**  
Assistant Vice President  
Atrium Health

**Ryan Urquhart Durham**  
Principal Interaction Architect  
Blue Cross and Blue Shield of North  
Carolina

**Peter VanGraafeiland Wake**  
SVP, Member Services  
Civic Federal Credit Union

**Edna Wallace Durham**  
Manager, Strategic Partnerships  
RTI International

**Kelly Webb Wake**  
Director of Development  
Communities In Schools of North Carolina

**John White Guilford**  
Chief NC Lobbyist / Manager - State & Local  
Affairs  
Dominion Energy

## Learning Team Assignments

You have each been assigned to a Learning Team for the program year. Each session will offer opportunities for small-group work, simulations, and dialogue with your Learning Team members as well as with other LNC classmates.

### **Team 1: Numero Uno**

Manju Bhat  
Shakira Henderson  
Jeff Marko  
Deepa Naik  
Sarah Prencipe  
Pete VanGraafeiland\*

### **Team 2: OMNIA**

Tinu Akintola Diver  
Beckie Brooks  
Erin Lynch  
Ryan Minto  
Kirk Montgomery\*  
John Tartt  
Kelly Webb

### **Team 3: LEAD 29**

Michelle Fortune  
Mat Hayes  
Rachel Page  
Denika Seymour\*  
Sharon Smith  
Jeff Smith  
John White

### **Team 4: DEPICK**

Chris Brandenburg  
Kathryn Bruner  
Phil Feagan  
Elayne Jones\*  
Irvine Sloan  
Diamond Staton-Williams

### **Team 5: Wake Makers**

Jennifer Allen  
Kevin Baxter\*  
Pierre Bynum  
Felicia Kline  
Cooper Linton  
Danika Mills

### **Team 6: Titans of Grace**

Amanda Balwah\*  
Reva Holland  
DeWarren Langley  
Dionne McLean  
Jim Musilek  
Ryan Urquhart

### **Team 7: PiedMount**

Jon Biggs  
Amanda Bryant  
Samantha DeLoache  
Timothy Downs\*  
Kate Glaze  
April Harley

### **Team 8: Team CCS**

Wanda Coley  
Dean Drescher  
Alex Fagg  
Brian Heslin\*  
Howard Manning  
Stephanie Norander

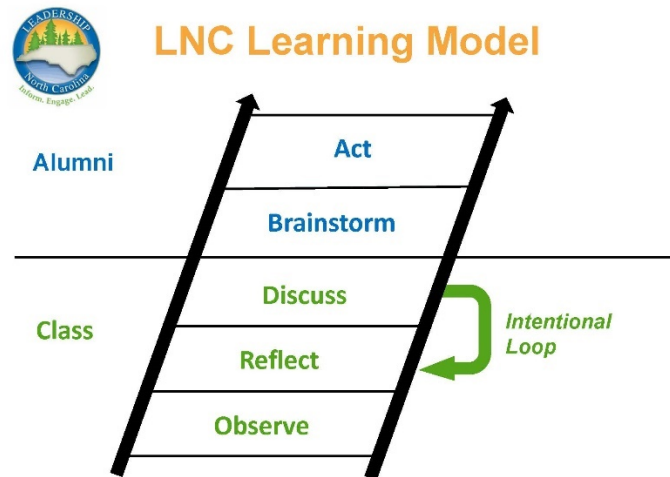
### **Team 9: The Transplant Six**

Brian Denisar  
Chantal Howard  
PJ Klein  
Julian Macaulay  
Amy Policastro Schroeder\*  
Edna Wallace

\*Team Navigator

## LNC Learning Model with Guiding Principles and Team Agreements

The LNC Learning Model and Guiding Principles are included below and also available through [this link](#). Please make sure you have access to this material during the Education session.



### Guiding Principles

- What personal history am I bringing to the conversations?
- What are my biases?
- What do I already think?
- Am I only hearing the things that reinforce what I already think?

### Class XXIX Team Agreements

- **Accountability:** Accept responsibility for your actions and speech, and encourage the same in others by fully participating, openly sharing, and actively listening, which will foster trust and respect.
- **Authenticity:** Be authentic by sharing your truth, speaking with candor, and contributing to building safe spaces with respect, honesty, and support for each other.
- **Candor:** Speak openly, honestly, and directly, while always maintaining respect for the listener and the process.
- **Communication:** Communicate with positive intent, authenticity, and respect; remembering that listening is critical to communication, and that we must listen to learn and listen to understand – not to react.
- **Engagement:** Be here now by being present and engaged, actively participating and supporting others.
- **Enjoyment:** Increase enjoyment by using humor to foster a positive environment, where authenticity is respected.