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SUMMARY OF QUALIFICATIONS TO LEAD

Organizational and Instructional Leadership

- High functioning school and district instructional and organizational leader and mentor.
- Experienced in Strategic Planning including establishing vision, mission, beliefs and monitoring of performance goals, strategies, and initiatives.
- Effective in listening, communicating and presenting to diverse audiences.
- Highly skilled in collaboration and consensus building.
- Highly skilled and experienced in school reform, turn-around and sustainability planning.
- Design, develop, and monitor school and system transformation and reform initiatives.
- Utilize systems thinking to address the root causes.
- Highly effective and efficient in organizational and behavioral management.
- Experienced in effective Parent-Family Involvement and Engagement.

Fiscal and Personnel Planning and Management

- Effective budget planning, managing, monitoring, and alignment of local, state, and federal funds.
- Experienced in personnel decisions including hiring, evaluation, redirection, and termination.
- Experienced in alignment and coordination of personnel and fiscal resources.
- Experienced in supervision of large and diverse groups of employees.
- Effective with planning and design of large committees.
- Experienced with conducting and coordinating needs analysis.
- Highly effective coordinator of team members and cross-functional groups.
- Experienced in facility management.

Curriculum, Instruction, Assessment, and Professional Learning

- Design, implement, and monitor approaches to improve teaching and learning outcomes.
- Develop, align, and evaluate academics, curriculum, instruction, and assessment.
- Develop, implement, and monitor instructional framework and expectations.
- Develop, implement, monitor, and lead professional learning.
- Develop, implement, and monitor student growth and achievement structures.

- Develop, implement, and monitor instructional reforms and initiatives.
- Implement and monitor teacher and leader evaluations.
- Conduct educational research and program evaluation.
- Conduct policy reviews and revisions.

EDUCATION

- Harvard University, Certificate, Public Educational Leadership Program, 2014
- Samford University, Doctor of Education, Educational Leadership, 2007
- Samford University, Education Specialist, Educational Administration, 2001
- Samford University, Class A Certification in Administration, 1997
- Samford University, Master of Science in Education, Mathematics, 1994
- University of Montevallo, Bachelor of Science, Mathematics, 1991

CERTIFICATION

- Educational Leadership, P-12, Georgia (2002-2022)
- Superintendent, EC-12, Texas (2006-2012)
- Educational Administrator, Class AA, P-12, Alabama (2002-2007)
- Educational Administrator, Class A, P-12, Alabama (1998-2007)
- Secondary Mathematics, Class A, 7-12, Alabama (1994-2007)

EXECUTIVE LEADERSHIP EXPERIENCE

2016 – Present Clayton County Public Schools (CCPS) – Jonesboro, Georgia

Superintendent of Schools/Chief Executive Officer, 2017-Present

General Duties and Responsibilities

- ❖ Serve as a member of the Governance Team with a 9-Member Board of Education.
- ❖ Lead and provide oversight of the day-to-day operations of the 5th largest school district in Georgia with 55,000+ diverse students, 72+ Languages, 7,300+ employees, \$744M budget, and 66 schools and centers.
- ❖ Lead district academic, operational, and capital improvements with strategies that ensure equity of access, quality, and resources as follows:

Prioritization of Literacy, Numeracy, STEM/STEAM with Problem-Based Learning, Social Emotional Wellness, and Professional Development.

Implementation of Advanced Learning for All with Accelerated Math for all middle schoolers, Algebra for all 8th graders, and Advanced

Placement/Dual Enrollment for all high schoolers; Early Learning for all Pre-K eligible students

Expansion of School Choice options including Dual Immersion, Fine Arts, International Baccalaureate, Cambridge International, Political Leadership, and Charters.

Integration of instructional technology including chromebooks and/or laptops for all k-12 students, providing wi-fi as needed, and classroom technology refresh coupled with robust professional development

Enhanced engagement of employees, parents, students, and community using a variety of communication and feedback opportunities.

Re-ignition of the inactive District Foundation to support students and employees raising ~\$1M in less than 3 years.

Implementation of Capital Improvements including passing the Special Purpose Local Option Sales Tax (SPLOST VI) referendum in the amount of \$280M with 78% voter approval (the highest voter approval rate in the district's history of SPLOST)

Chief School Improvement Officer, 2016-2017

General Duties and Responsibilities

- ❖ Served as a member of the Superintendent's Cabinet.
- ❖ Led school improvement efforts of all CCPS schools.
- ❖ Led efforts to build the schools' effectiveness and the operational capacity of administrators and teachers.
- ❖ Supervised and supported professional development for leaders.
- ❖ Led school turnaround and district effectiveness.
- ❖ Maintained full oversight-management responsibilities for all schools including operational oversight for Transportation, Maintenance, School Nutrition, Athletics, Technology, and School Construction (SPLOST).
- ❖ Maintained full oversight for operational compliance.
- ❖ Led the development and monitoring of Comprehensive School Improvement Plans aligned to the district's strategic action plan.
- ❖ Provided day-to-day guidance and support in decision-making to all schools including low performing schools.

- ❖ Collaborated with the Chief Academic Officer, Chief Human Resource Officer, Chief Financial Officer, and district department leaders to operationalize and coordinate strategies and resources to assist, support, and improve all schools.
- ❖ Ensured that appropriate resources are provided to redesign the master schedule to allow for common planning time for decision making, job embedded professional development, and Lesson Study.
- ❖ Identified and provided support required to implement any new curriculum, including professional development.
- ❖ Provided representation on Instructional Review Teams and Joint Intervention Teams.
- ❖ Supervised operational support services to schools, ensuring timely delivery of services.

2010 – 2016 DeKalb County School District (DCSD) – Stone Mountain, Georgia

Principal Mentor, 2016

Executive Director for Curriculum, Instruction, and Professional Learning and the Office of Federal Programs, 2012-2016

Executive Director of Race to the Top, 2011-2012

Deputy Superintendent for Teaching and Learning (Interim), 2010-2011

General Duties and Responsibilities

- Served approximately 103,000 students representing 162 languages, 156 countries, and 22,000 international students and 14,000 employees including 6,500 teachers and 450 administrators in 137 schools and centers.
- Served as senior executive responsible for leading, directing, implementing, coordinating, managing, supervising, and evaluating Curriculum, Instruction, Professional Learning, Parent-Family Engagement, and the Office of Federal Programs, including Title I, Title II and the Race to the Top Grant.
- Managed combined budgets exceeding \$80 million.
- Supervised 30+ persons in curriculum and instruction and federal programs.
- Assisted with the development and management of the district's \$800M budget.
- Led and supervised K-12 Core and Non-Core Instructional Programs.
- Served as a member of the Superintendent's Cabinet.
- Served as a member of the Strategic Planning Team.
- Served as a member of the District's SACS-AdvancED Accreditation Team.
- Served as a member of the District's Flexibility Options Committee.
- Served as a member of the Charter Review Committee.
- Served as a member of the SPLOST Planning Committee.

- Served as a member of the Wallace Foundation Grant Planning Team.
- Assisted with supervision of the District Calendar Committee and process.
- Shared knowledge of all applicable laws, codes, regulations, policies, and procedures.
- Developed and presented agenda items for Board approval.
- Conducted Board and community presentations on a variety of relevant topics.
- Collaborated with local and state leaders about legislative issues and potential impact.

Principal Mentor

- Provided support to principals through mentoring, coaching, active listening, and strategic questioning.
- Conducted critical conversations.
- Conducted coaching conversations.

Curriculum, Instruction & Professional Learning

- Led, managed, and supervised curriculum development, implementation, and professional learning including new teacher orientation, content academies, etc.
- Led, managed, and supervised the Pre-K Program.
- Led, managed, and supervised the Race to the Top reform budget of \$34 million.
- Supervised the departments of Career Technology, Educational Media, Instructional Resources, and Professional Learning.
- Supervised the Fernbank Science Center serving 137 schools and centers.
- Led the development, training, implementation, and monitoring of the Superintendent's initiatives including The Bridge Initiative, and the Growth and Achievement Model (GAM).
- Led the development, training, implementation, monitoring, and evaluation of the district's curriculum and STEM focus founded upon the Common Core Standards and Georgia Performance Standards.
- Led the development, training, implementation, management, and monitoring of the district's mathematics and literacy initiatives.
- Led the development, training, implementation, management, and monitoring of the district's universal screener in reading and mathematics.
- Led the development, training, implementation, management, and monitoring of the district's professional development.
- Led the development, training, implementation, management, and monitoring of the district's teacher evaluation process referred to as Teacher Keys Effectiveness System (TKES).
- Led the development, training, implementation, management, and monitoring of the district's leader evaluation process referred to as Leader Keys Effectiveness System (LKES).

- Led the development, training, implementation, management and distribution of Merit Pay for teachers and leaders as a component of Race to the Top.
- Led efforts to support and resource schools to improve outcomes on the state's report card--College and Career Ready Performance Index (CCRPI).
- Led and trained school Response to Intervention (RtI) teams.
- Led and trained Teacher Effectiveness Facilitators (TEFs) from each campus on Standards and Assessments, Teacher and Leader Quality, Student Learning Objectives (SLOs), Merit Pay, and other critical information impacting teacher evaluation outcomes and school and district-level achievement outcomes.
- Provided instructional leadership and conduct school leader training--Led multiple sessions for principals and assistant principals.
- Provided instructional leadership and conduct teacher training--Led multiple sessions with 500 teachers attending each session.
- Monitored student achievement data to inform professional learning, actions, initiatives, and support to schools.
- Collaborated with School Leadership and Operational Support and other departments and divisions to address issues that impact curriculum, instruction, professional learning, and federal programs.

Federal Programs (Title I & Title II) & School Improvement

- Led, managed, and supervised the Title I Program of 103 schools with a \$40+ million budget.
- Led, managed, and supervised the Title II Program for 142 schools with a \$4+ million budget.
- Led the District's efforts to improve all schools including Priority, Focus, Opportunity School District eligible schools and other schools identified.
- Collaboratively developed and led the District's Plan to improve schools with major components focusing on curriculum, instruction, assessment, and accountability; professional learning; family and community engagement; wrap-around services, operational flexibility; and organizational design enhancements and support.
- Led the planning, implementation, management, and monitoring of the Title I Summer Reading Program.
- Led and trained school leaders and other staff on the appropriate use of Title I funds to improve student achievement for economically disadvantaged students.
- Collaborated with and supported the Allotment Department with federally funded personnel requests, master schedules, and monitoring of comparability and supplanting.
- Collaborated with the Information Technology (IT) Department on teacher evaluation data collection, review, and submission, course offerings, master scheduling parameters, and instructional technology initiatives.

- Collaborated with the Diverse Learners departments including Special Education, English Learners, and Gifted to ensure alignment of curriculum, instruction, assessment, and professional learning.
- Collaborated with the Office of School Choice relative to issues that impact curriculum, instruction, assessment, professional learning, Title I and Title II.
- Collaborated with the Finance Department relative to fiscal management and comparability.
- Collaborated with Facility Planning relative to enrollment projections, facility construction and renovations, and instructional considerations.
- Collaborated with local and state leaders relative to curriculum, instruction, assessment, and federal programs.

Family & Community Engagement

- Led and supervised the Office of Parent-Family Engagement.
- Conducted Family-Parent Engagement workshops on a variety of relevant topics.
- Collaborated with Human Resources to address personnel hiring relative to federal programs.
- Collaborated with local and state leaders on Family-Community Engagement initiatives.
- Reviewed Charter Petitions for Curriculum, Instruction, Supplemental Educational Services, and Remediation.
- Prepared and led presentations to the Board of Education and community during Superintendent's updates relative to Charter petitions, Annexation, and other critical issues that impact curriculum and instruction.
- Conducted data analysis and program evaluation; and prepared reports.

Accomplishments

- Developed and implemented the district's Instructional Framework, The Bridge Initiative, *and* the Growth and Achievement Model (GAM) that contributed to consistent increases in student achievement and the district's graduation rate.
- Provided instructional and strategic focus for all schools and centers.
- Improved ELA, Reading, Math, Science, and Social Studies achievement.
- Increased student achievement for all learners and economically disadvantaged students.
- Narrowed the achievement gap of various subgroups
- Improved graduation rate by 10 percentage points.
- Produced the leading high schools in the state and 3 elementary schools in the state's top 25 schools out of the state's 2,000 elementary schools.
- Produced 4 Georgia recognized STEM schools including Georgia's first STEM recognized middle school.

- Implemented the District's first Dual Language Immersion Programs (French and German) with documented improvements in student achievement in three schools and the 4th program (Spanish) to be implemented in 2016-2017.
- Led efforts to rebuild the Professional Learning Department with 20 professional learning facilitators that provide professional development to 6,000 teachers and 450 school leaders.
- Led efforts to support schools with additional resources through the District's School Improvement Initiatives such as Student Success Tutor and Georgia Milestones Mentor initiatives.
- Served as primary budget manager participating in the district's budget development, management, monitoring process that resulted in the elimination of \$14 million deficit and the creation of \$80+ million reserve fund with no tax increase.
- Aligned and managed local, state, and federal funds exceeding \$80 million that contributed to increases in student achievement for the most at-risk students and increases in the graduation rates.
- Led, managed, and coordinated the district's curriculum development and implementation including the transition to and implementation of Common Core State Standards and STEM integration.
- Led, managed, and coordinated the district's Race to the Top Grant including implementation of new teacher and leader evaluations, instructional improvement systems, and initiatives to enhance the lowest achieving schools resulting in improved student achievement outcomes, improved use of data to inform instruction, and improved leader and teacher quality.
- Led, managed, and coordinated School Improvement Grant initiatives to improve the lowest achieving schools with improved outcomes in student achievement data and graduation rates.
- Led, managed, and coordinated the Department of Parent-Family Engagement and five Parent Centers to engage parents with plans to open the Parent University in fall 2015.

2006 – 2009 Port Arthur Independent School District (PAISD) - Port Arthur, Texas

Deputy Superintendent for Curriculum, Instruction, and School Leadership

Duties & Responsibilities

- Served approximately 10,200 students with 1,200 employees including 550 teachers for 17 schools and centers.
- Senior executive and the second-in-command responsible for leading, implementing, coordinating, managing, monitoring, and evaluating curriculum, instruction, professional learning, and school leadership.
- Supervised all principals and provided instructional leadership.

- Assisted with the development, management, and monitoring of the district's \$98 million budget.
- Led the AdvancED district accreditation process.
- Led efforts and initiatives to improve all schools as measured by the State's Academic Excellence Indicator System (AEIS).
- Developed, trained, and implemented the district's instructional framework including consistent research-based practices in curriculum, instruction, and assessment thereby improving instructional rigor and students exceeding state expectations.
- Supervised and managed the K-12 Content Coordinators, Career Technology, Special Education, Gifted, English Learners, Title I, Title II, and Parental Involvement. Led and facilitated Superintendent's Advisory Groups including Student, Teacher, Business advisories.
- Worked collaboratively with the Teacher Organization to address all issues that impacted teaching and learning.
- Led Merit Pay grant writing and implementation.

Accomplishments

- Developed and implemented the District's instructional framework and priorities which aligned curriculum, instruction, and assessments that resulted in improved instructional rigor and students exceeding state standards.
- Improved and sustained student achievement outcomes in all content areas and grade levels.
- Improved the graduation rate for all subgroups.
- Improved the district's academic rating to academically acceptable and closer to recognized status within three years.
- Successfully aligned school leader evaluations with student achievement outcomes.
- Successful completion of the district-wide accreditation process with the school district designated as a quality school district through SACS-AdvancED Accreditation Commission.
- Successful planning, preparing, passing, and managing of a \$190 million Bond Referendum for capital improvements and the increase in the fund balance to approximately \$30 million.
- Successfully implemented the District's Merit Pay grant.

PRINCIPAL AND TEACHING EXPERIENCE

2009 – 2010 Principal, Columbia High School, DeKalb County School District

- Provided instructional and organizational leadership and management

- Improved student achievement, attendance, and discipline
- Improved faculty morale
- Improved parental involvement and community support
- Improved magnet program outcomes
- Improved classroom instruction
- Led professional development

2002 – 2006 Principal, Stephenson High School, DeKalb County School District

- Provided instructional and organizational leadership and management
- Improved student achievement, attendance, and discipline
- Improved Advanced Placement participation
- Implemented a Freshman Academy
- Implement Career Academies
- Improved student participation through expanded clubs and activities
- Improved community support through collaboration
- Improved classroom instruction
- Led professional development

2001 - 2002 Principal, Huffman High School, Birmingham City Schools

- Provided instructional and organizational leadership and management
- Improved student achievement, attendance, and discipline
- Improved faculty morale
- Improved parental involvement and community support
- Improved student participation through expanded clubs and activities
- Improved Advanced Placement participation
- Improved classroom instruction
- Led professional development

2001 - 2002 Associate Principal, George Washington Carver High School for Health Professions, Engineering, and Technology, Birmingham City Schools

- Provided instructional and organizational leadership and management
- Improved student achievement, attendance, and discipline
- Implemented innovative instructional programs in math and science
- Improved Advanced Placement participation
- Improved faculty morale

- Improved parental involvement and community support
- Improved student participation through expanded clubs and activities
- Led professional development

2000 - 2001 **Interim Principal, John Herbert Phillips High School, Birmingham City Schools**

1998 - 2000 **Assistant Principal, John Herbert Phillips High School, Birmingham City Schools**

- Provided instructional and organizational leadership
- Conducted professional learning
- Improved student achievement, attendance, and discipline
- Improved faculty morale
- Improved parental involvement and community support
- Improved student participation through expanded clubs and activities
- Implemented Block Scheduling
- Improved classroom instruction

1994 - 1998 **Mathematics Teacher, John Herbert Phillips High School, Birmingham City Schools**

- Taught high school mathematics including Algebra I, Algebra II, Geometry, Pre-Calculus, Trigonometry, Honors Courses, and Statistics
- Managed the classroom and instructional process
- Served on district-wide curriculum writing/development teams
- Served as Student Government Association (SGA) Sponsor
- Conducted professional development
- Represented the school on media coverage about effective instruction and improved academic achievement

RELATED PROFESSIONAL EXPERIENCE

2021 - Present Adjunct Education Instructor, Clark Atlanta University, Atlanta, GA;
Teach Graduate Courses: Human Resource Administration; Educational Policy Analysis; Administration and Supervision of the Instructional Program

2012 - 2013 Adjunct Education Instructor, Shorter University, Atlanta, GA;
Taught Classroom Management and Mathematics for Elementary Teachers

- 1994 - 1998** Adjunct Mathematics Instructor, Birmingham Southern College, Birmingham, AL; Taught College Algebra, Statistics, and Finite Mathematics
- 1996 - 1997** Adjunct Statistics Instructor, Jefferson State Community College, Birmingham, AL; Taught Business Statistics
- 1994 - 1995** Adjunct Mathematics Instructor, Lawson State Community College, Birmingham, AL; Taught College Algebra

PROFESSIONAL AND COMMUNITY AFFILIATIONS

- **College Board’s Superintendents’ Advisory Council**, Member, 2021 - Present, New York, New York
- **Class Strategic Advisory Board, Class Technologies, Inc.**, Member, 2021 - Present, Washington, DC
- **Atlanta Metropolitan State College President’s Community Advisory Council**, Member, 2021- Present, Atlanta, GA
- **Leadership Atlanta**, Member of Class 2021 - 2022, Atlanta, GA
- **AASA COVID-19 Recovery Task Force**, Member, 2020, Alexandria, VA
- **AASA/Howard University Urban Superintendents Academy**, Presenter, 2018 - Present, Alexandria, VA
- **Teacher Preparation Advisory Group**, University System of Georgia, Office of the Executive Vice-Chancellor of Academic Affairs, Member, 2020 - Present, Atlanta, GA
- **Get Georgia Reading, Campaign for Grade-Level Reading, Cabinet**, Member, 2019 - Present, Atlanta, GA
- **The Atlanta Airport Chamber of Commerce Board of Directors**, Member, 2019 - Present, Atlanta, GA
- **School of Education Advisory**, Clark Atlanta University, Committee Member, 2019 - Present, Atlanta GA

- **Alternative School Advisory**, Georgia State Department of Education, Committee Member, 2019 - Present, Atlanta, GA
- **Aerotropolis, Board of Directors, Member and Former Co-Chair of Education Collective**, 2018 - Present, East Point, GA
- **AASA/Howard University Urban Superintendents Academy**, Participant, 2017 - 2018, Alexandria, VA
- **Learn4Life Leadership Council**, Council Member, 2017 - Present, Atlanta, GA
- **Clayton County Chamber of Commerce Board of Directors**, Ex-Officio Member, 2017 - Present, Morrow, GA
- **Mathematics Think Tank**, Georgia State Department of Education, Committee Member, 2015, Atlanta, GA
- **Georgia Student Learning Objective (SLO) Advisory**, Georgia State Department of Education, Committee Member, 2012-2015, Atlanta, GA
- **Refugee Resettlement and Immigration Services of Atlanta (RRISA) Advisory**, Committee Member 2012-2015, Atlanta, GA
- **New Life Church**, Member, Board of Elders, Interim Director of Ministries, Student Education Support Ministry and Food Service Ministry Volunteer, 2012-Current, Decatur, GA
- **Leadership DeKalb**, Member of Class of 2011 - 2012, Decatur, GA
- **Georgia State Superintendent Kathy Cox's High School Principals' Advisory**, Georgia State Department of Education, Committee Member, 2005-2006, Atlanta, GA
- **Lyndhurst Community Homeowners Association**, President, 2005-2006, Covington, GA
- **Education Advisory Board for Accreditation**, Spelman College, 2003-2004, Atlanta, GA
- **Alabama Leadership Academy (ALA)**, Alabama State Department of Education, Advisory Committee Member, 2001-2002, Montgomery, AL

- **Incorporation Committee for the City of Center Point**, Volunteer, 2000-2002, Center Point, AL

EDUCATIONAL WORKSHOPS/TOPICS PRESENTED

- **Presentation on Leading An Urban School District**, AASA/Howard University Urban Superintendent's Academy, 2018-2019, Alexandria, VA
- **Teacher and Leader Training Presentations and Workshops**
DeKalb County School District, 2010-2015, Stone Mountain, GA
 - Growth and Achievement Model
 - Essential Questions & Georgia Milestones
 - Standards-Based Grading
 - Georgia Milestones Parent Workshop
 - Teacher Keys Effectiveness System and Merit Pay
 - Leader Keys Effectiveness System and Merit Pay
 - Curriculum Planning and Implementation
 - Title I, Schoolwide and Targeted Assistance Planning
 - 21st Century Tools for Engaging Learners
 - The Seven Steps to Teaching and Learning
 - A Systemic Approach to Teaching and Learning
- **Presented at High Schools that Work National Conference**, SREB, July 2007, 2006 and 2004, Atlanta, GA
- **Opening Speaker for the Annual Literacy Conference**, Department of Technical and Adult Education, 2005, Atlanta, GA
- **Using Quality Tools to Write a Workable School Improvement Plan**, Alabama Department of Education School Improvement & Samford University, July 2000, Montgomery, AL

EDUCATIONAL AWARDS AND RECOGNITIONS

- **Values Driven Award, Cognia**, October 2021, Atlanta, GA
- **2020 Liberty Bell Award, Clayton County Bar Association**, September 2021, Jonesboro, GA

- **Samuel H. Johnson Education Award, Samuel H. Johnson SSSP Foundation,** June 2021, Atlanta, GA
- **Vision Award, Georgia Association of Educational Leaders (GAEL),** January 2021, Athens, GA
- **Educational Trailblazer Award, Atlanta Metropolitan State College,** 2018, Atlanta, GA
- **Education Leadership Award, 17th Annual South Metro Development Outlook Conference (SMDO),** 2018, College Park, GA
- **Educational Leadership Award, Christian Ministers of Clayton County,** 2018, Jonesboro, GA
- **Samford University Life-Long Learning Award,** 2015, Birmingham, AL
- **Samford University Golden Apple Administrator Award,** 2008, Birmingham, AL
- **Advocate of the Year, Region 6, Georgia School Counselors Association,** 2005, Stone Mountain, GA
- **DeKalb Administrator of the Year, DeKalb School Counselors Association,** 2005, Stone Mountain, GA
- **Samford University Golden Apple Administrator Award,** 2002, Birmingham, AL
- **Distinguished Graduate Award, Title I Conference,** January 2001, Phoenix, AZ

PUBLICATIONS AND WORKS-IN-PROGRESS

Publications

- Children/Pre-Teen Fiction Author and Publisher of e-Book Titled, *The Wormhole Journeys: The Journey to the World of Gold*, January 2013
- Dissertation, *Four Years After Implementation: The Impact of the No Child Left Behind Law on Achievement Gaps in Reading and Math*, May 2007

- Educational Author and Publisher of Book Titled, A Passion for Improving Schools: Twelve Keys for Achieving and Sustaining Phenomenal School Improvement, August 2004

PROFESSIONAL ORGANIZATION ENGAGEMENT (Current or Former)

- Association of School Administrators (AASA)
- Alabama Education Association (AEA)
- American Educational Research Association (AERA)
- Association for Supervision and Curriculum Development (ASCD)
- Birmingham Education Association (BEA)
- DeKalb Administrators Association (DAA)
- Georgia Association of Curriculum and Instructional Supervisors (GACIS)
- Georgia Association for Educators (GAE)
- Georgia Association of Educational Leaders (GAEL)
- Georgia School Superintendents Association (GSSA)
- National Alliance of Black School Educators (NABSE)
- National Association of Secondary School Principals (NASSP)
- National Superintendents Roundtable (NSR)
- Texas Association of School Administrators (TASA)
- Texas Alliance of Black School Educators (TABSE)
- Texas Statewide Network of Assessment Professionals (T-SNAP)
- Texas Elementary Principals and Supervisors Association (TEPSA)