



Norman C. Sauce III, Ed.D.

EDUCATION

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| April 2024 | The Forum for Educational Leadership – Superintendent Development Program, Dallas, TX K-12 Leadership Matters- accepted and enrolled. Anticipated completion: April 2024 |
| May 2021 | Certificate of Completion, Georgia School Superintendents Association, Newnan, GA District Office Professional Development Program |
| May 2009 | Doctor of Education, University of Southern California, Los Angeles, CA Area of Concentration: Teacher Education in Multicultural Societies Dissertation Title: <i>The Distinguishing Characteristics of a High Performing Urban Public High School: A Descriptive Analysis Self-Study</i> |
| June 2002 | Master of Education, University of California Los Angeles, Los Angeles, CA Area of Concentration: Curriculum & Instruction |
| May 2000 | Bachelor of Arts, California State University Long Beach, Long Beach, CA Area of Concentration: U.S. and Medieval Histories, <i>Cum Laude</i> |

PUBLICATIONS

| | |
|----------------|--|
| September 2020 | Cooper, A. (2021). <i>And Justice for ELs: A Leader's Guide to Creating and Sustaining Equitable Schools</i> . Thousand Oaks, CA: Corwin Press, Inc. Chapter Contributor, p. 21. |
| February 2017 | Sauce, N. (2017). <i>The Distinguishing Characteristics of a High-Performing Urban School</i> . Saarbrücken, Germany: Lambert Academic Publishing. |
| September 2011 | Sauce, N. (2011, September 26). Research You Can Use: Self-study finds support for academic policies cited in literature. <i>Education California</i> , pp. 8:11. |

EXECUTIVE LEADERSHIP EXPERIENCES

DeKalb County School District, DeKalb County, GA

July 2023-
Present

Area Superintendent for High Schools, DeKalb County School District

- Chief Instructional and Operational Leader of High School Area within DeKalb County School District:
 - Inaugural leader of the District's new High School Area

- 75% economically disadvantaged; 20% English language learners; 11% students with disabilities
- Urban Metro-Atlanta school district – 3rd largest school district in State of Georgia
- Area Superintendent Supervisory Duties
 - 22 high schools, centers, and principals
 - Approx. 26,000 students in grades 9-12
 - Approx. 3,500+ employees (approx. 1,700 teachers)
 - 16 comprehensive high schools
 - 4 specialty high schools: school of the arts, early college academy, 2 technical schools
 - 1 school for exceptional education grades K-12
 - 1 charter school grades 6-12
 - 15 central office support staff: instructional and operational
 - Combined annual budget: approx. \$150+Million
- Member of the Superintendent’s Cabinet – as instructional and operational leader of the District’s High School Area
- Provide direct leadership for 22 of the high schools within DeKalb County School District.
- Support 2 high schools that achieved rankings within top 2% in USA and top 25 in Georgia, in *US News and World Report*
- Support 3 additional high schools that achieved rankings within top 11% in the USA and top 70 in Georgia, in *US News and World Report*
- Support 10 high schools that increased their graduation rates during the 2022-2023 school year
- Lead and support high schools’ efforts to increase all academic, school climate, and operational outcomes and indicators
- Represent the Superintendent, Chief of Schools, and the District in speaking with, appearing before, participating in, presenting to, and in partnership efforts with local inter-governmental organizations, community partners, civic leaders, community events, conferences, faith leaders, local colleges, and with inter-school district collaboration and communication
- Lead the interface and collaboration amongst and between the District’s high schools and all Central Office divisions and departments to implement and monitor strategic planning, to coalesce and dispatch resources to advance student achievement, and to evaluate, refine, and advance academic, co-curricular, and extra-curricular programming
- Support all facets of high schools’ development, implementation, and monitoring of safety and security protocols – in conjunction with Department of Public Safety and local law enforcement partners
- Supervise and supports high schools’ implementation of weapons detection safety system
- Collaborate with multiple departments and school leadership to implement common graduation cohort and leading indicators monitoring system
- Support and supervise high schools’ implementation and monitoring of Multi-Tiered Systems of Support
- Provide common and targeted professional development and coaching experiences for high school principals
- Implement common and consistent instructional frameworks, instructional impact monitoring systems, and professional learning community design for high schools
- Implement common, coherent, consistent systems and procedures for graduation cohort monitoring across all District high schools

Nov. 2022-
July 2023

Region IV Superintendent, DeKalb County School District

- Chief Instructional and Operational Leader of Region IV Schools within DeKalb County School District:
 - DeKalb County Schools’ Region IV: Cities of Stone Mountain and Clarkston; 17 schools and centers
 - Region IV Supervisory Duties
 - 17 schools, centers, and principals
 - Approx. 12,800 students in grades PreK-12
 - Approx. 1,500+ employees (approx. 700 teachers)

- 2 comprehensive high schools
 - 2 specialty high schools: school of the arts and early college academy
 - 1 Georgia Network for Educational and Therapeutic Support (GNETS) high school center
 - 3 middle schools
 - 8 traditional elementary schools
 - 1 GNETS elementary school center
 - 10 central office support staff: instructional and operational
 - Combined annual budget: approx. \$100+Million
- Educational Leadership
 - Supported 2 Region IV high schools to achieve 100% graduation rates during Spring 2023
 - Supported a Region IV high school to be recognized as a “Title I Distinguished School” by the Georgia Dept. of Education – amongst top 5% of Title I schools in GA
 - Supported multiple Region IV elementary schools to be recognized as “Title I Rewards Schools” by Georgia Dept. of Education – amongst most improved top 5% of Title I schools in GA
 - Supported a Region IV elementary school to be recognized as a “Literacy Leader” by the Georgia Dept. of Education – for more than 15% gains in 3rd grade GA Milestones reading results
 - Supported the year-to-year increases in Georgia Milestones assessment scores across Region IV in the following administrations (2023):
 - 4th grade ELA; 5th grade ELA; 6th grade ELA; 7th grade ELA; 8th grade ELA; 4th grade Math; 5th grade Math; 6th grade Math; 5th grade Science;
 - Supported multiple Region IV elementary and middle schools to increase their overall GA Milestones proficiency rates in Math (2023)
 - Supported multiple Region IV elementary and middle schools to increase their overall GA Milestones proficiency rates in ELA (2023)
 - Supported multiple Region IV elementary and middle schools to increase their overall GA Milestones proficiency rates in Science (2023)
 - Supported overall increase in percentage of grades 3-5 students meeting/surpassing minimum grade level lexile scores on GA Milestones assessments (2023)
 - Supported multiple Region IV elementary schools to implement and support early phonics instructional programs
 - Supported Region IV schools’ efforts to revamp and improve our Multi-Tiered Systems of Support
 - Supported Region IV schools’ efforts to implement attendance improvement strategies and instructional framework monitoring systems
 - Led process to secure resources to complete Region IV elementary schools’ leveled literacy classroom libraries
- Human Capital Leadership:
 - Member of Superintendent’s Senior Cabinet – as Chief Schools Officer and instructional leader of the 17 Region IV schools and centers (Stone Mountain and Clarkston communities)
 - Represented the school system in speaking with, appearing before, participating in, presenting to, and in partnership efforts with numerous local inter-governmental organizations, community partnerships, civic leaders, community events, conferences, faith leaders, local colleges, local library, local childcare centers, and with inter-school district collaboration and communication
 - Led and completed collective process for development of Region’s Strategic Goals and Priority Areas with feedback inputs from multiple stakeholder groups
 - Led development of consistent accountability and monitoring systems amongst and between schools’ leadership and Micro Cabinet – including leading indicators, playbooks, task organizers, and school readiness process, and school performance reviews
 - Led and supported the implementation of consistent professional learning experiences for various employee groups to build collective efficacy– including leaders, teachers, and staff
 - Supported all Region IV schools to develop, implement, monitor, and refine their school-based local annual budgeting procedures

- Regularly led topical meetings, professional learning sessions, and retreats for Region IV principals
- Led efforts to increase parent communication and engagement around positive student attendance across Region IV schools
- Participated in District's efforts to revamp and upgrade all Region IV schools' health, safety, and security protocols – including weapons detection systems

Griffin-Spalding County School System, Griffin, GA

July 2021-
Nov. 2022

Executive Director of Student Support Services, Griffin-Spalding County School System

- **Chief Student and Family Services Officer of the Division of Student Support Services**
 - Inaugural leader of the District's new Division of Student Support Services
 - 78% Free/reduced lunch participation; 12% Students receiving special education services; 9% students receiving gifted services; 3% Students receiving ESOL services
 - Supervisory Duties
 - Approx. 65 employees serving all 18 schools and Central Office
 - Department of Student Services
 - Department of Exceptional Students
 - Department of Mental Health and Positive Student Supports
 - School Counseling Program
 - Mainstay Academy
 - Tri-county school within Georgia Network for Educational and Therapeutic Support
 - Lead the inception, implementation, and monitoring of key goal area (*Organizational and Operational Efficiency*) of the District's new 5-year Strategic Plan, and all corresponding performance objectives, performance measures, and action steps
- **Human Capital Leadership**
 - Member of Superintendent's Senior Cabinet – as inaugural leader of the Division of Student Support Services (through structural reorganization 2021)
 - Represented the school system in speaking with, appearing before, participating in, presenting to, and in partnership efforts with numerous local inter-governmental organizations, community partnerships, civic leaders, community events, conferences, faith leaders, health care providers, local colleges, and with inter-school district collaboration and communication
 - Supported schools' overall efforts to reduce the number of student office discipline referrals, serious discipline incidents, and students with out-of-school suspension by approx. 30% each- compared to pre-COVID-19 Pandemic
 - Led district's efforts to implement student safety protocols in response to COVID-19 pandemic- no school closures due to COVID-19 outbreaks during 2021-2022 SY
 - District selected as *Star Award Winner for Promising Practices* for implementation of multi-tiered systems of support (MTSS) by Student Support Teams Association of Georgia Educators (May 2022)
 - Led the conception and implementation of the District's *Strive for 95 Positive Attendance Campaign*
 - School Counseling Program supported Class of 2022 graduates to earn approx. total of \$5.64 million in college scholarship awards
 - Partnered with Graduation Alliance to launch and promote *Engage Georgia* program, for student enrollees to access free academic success coaching
 - Resumed district-wide Special Olympics event after 3-year pause, for hundreds of student-athletes to participate
 - Launched inaugural *Scholarship Saturday Event* – 300+ registrants accessed free college admissions, applications, and eligibility workshops
 - Launched afterhours SAT/ACT preparation program for student participants to access free prep materials and course work

- Launched *Family Education Webinar Series* – for parent participants to access free resources, information, and support for their children’s academic and social development needs and transitions

July 2017-
June 2021

Executive Director of Elementary Education, Griffin-Spalding County School System

- Chief Elementary Schools Officer and leader of the Division of Elementary Education:
 - Inaugural leader of the District’s new Division of Elementary Education
 - Supervisory Duties
 - Division of Elementary Education
 - 11 elementary schools and principals
 - Approx. 4,700 students in grades Pre-K-5
 - Approx. 500 elementary employees (Approx. 350 elementary teachers)
 - Georgia Pre-K Department and 1 Coordinator
 - 21 Total Georgia Pre-K Classrooms
 - ESOL Department and 1 Coordinator
 - Elementary Gifted Education Department and 4 Teachers
 - 1 Elementary Gifted Education Center (Approx. 300 gifted elementary students)
 - Elementary School Counseling Program
 - Supervise the District’s efforts to complete three different areas of focus within the District Strategic Plan (2017-2021)
 - Early Learning Centers Partnerships for Kindergarten Readiness
 - Gifted Model Review Committee and Program Evaluation
 - Development of 5th Grade Transition Framework into Middle School
 - Support and monitor the District’s Elementary School Counseling Program
 - Directly Support the District’s 13 elementary school counselors
 - Combined annual budget: approx. \$30+Million
- Educational Leadership
 - Led and supported GSCS all-elementary District CCRPI category score to increase in three categories: “Content Mastery,” “Progress,” and “Readiness” (15-Point “Readiness” score increase) (2019)
 - Led and supported multiple GSCS elementary schools to achieve gains between 9 and 18 points- in overall CCRPI scores (2018 and 2019)
 - Led and supported multiple GSCS elementary schools to earn designation as “Beating the Odds” schools by the Governor’s Office of Student Achievement (Fall 2018 CCRPI results)
 - Led and supported GSCS schools to increase the percentage of 3rd-5th grade students who scored proficient/distinguished in ELA and Math on GA Milestones, compared to prior year (Spring 2019 results)
 - Led and supported GSCS schools to increase the percentage of 3rd-5th grade students who met/surpassed grade-level reading Lexiles on GA Milestones, compared to prior year (Spring 2019 results)
 - Led and supported GSCS schools to increase the percentage of students who scored proficient/distinguished on GA Milestones in 3rd grade ELA, 3rd grade Math, 5th grade ELA, and 5th grade Social Studies, compared to prior year (Spring 2019 results)
 - Led and supported GSCS schools to increase the percentage of elementary students who scored proficient/distinguished in 4th grade Math, 5th grade Science, and 5th grade Social Studies, compared to prior year (Spring 2018 results)
 - Supported increased results of ESOL students achieving/exceeding typical growth on Georgia Milestones ELA assessments (Spring 2019)
 - Supported the implementation of District’s inaugural English Support Program Classes for parents of students receiving ESOL services
 - Supported all GSCS elementary schools to successfully implement, monitor, and revise our District Literacy Plan
 - Supported all GSCS elementary schools to implement Orton-Gillingham early phonics instructional program- through training, classrooms observations, monitoring, calibration, and instructional feedback (2019-2021)

- Led and supported results of 91% of GSCS elementary schools to earn 4 Stars/3 Stars for school climate rating (Fall 2019 CCRPI results)
- Led and supported results of 73% of GSCS elementary schools to be designated as “PBIS-Distinguished” or as “PBIS-Operational” by Georgia Department of Education (Fall 2018 results)
- Led and supported efforts to reduce number of in-school suspension days by GSCS elementary schools’ students- by 32%
- Led and supported efforts to reduce number of in-school suspension events by GSCS elementary schools’ students- by 29%
- Through leadership of Gifted Education Program:
 - Led District’s efforts to complete Gifted Model Review Program Evaluation (2018-2019)
 - Supported increase in total number of GSCS students considered and assessed for gifted education services eligibility (2021-2022 results)- by 36%
 - Supported the reduction of disproportionality in referrals for students assessed for eligibility for gifted education services
- Human Capital Leadership:
 - Member of Superintendent’s Senior Cabinet – as inaugural leader of the Division of Elementary Education (through structural reorganization 2017)
 - Represented the school system and the Superintendent in speaking with, appearing before, participating in, presenting to, and in partnership efforts with numerous local inter-governmental organizations, community partnerships, civic leaders, community events, national and regional conferences, faith leaders, health care providers, local colleges, local library, local radio shows, local childcare centers, and with inter-school district collaboration and communication
 - Active participant in District’s efforts to respond to COVID-19 Pandemic- including as a member of: Superintendent’s Senior Cabinet, GSCS Reopening of Schools Task Force, Co-leader of Return Students to GSCS Campaign Task Force, Co-leader of GSCS Open House Task Force, member of Models of Instruction Committee, member of new Strategic Plan development committee, and in development of GSCS Continuous Learning Plan
 - Led efforts to complete three different areas of focus within District’s Strategic Plan (2017-2021)
 - Zero to Five Initiative
 - Gifted Model Review Committee
 - 5th Grade Transition to Middle School Framework
 - Led and implemented the District’s Zero to Five Initiative – for kindergarten readiness
 - Supported District’s transition for all schools into Consolidated Funds budgeting model (2019-2020)
 - Supported all GSCS elementary schools to develop, implement, monitor, and refine their school-based local annual budgets
 - Regularly led, facilitated, and coordinated district/community-wide parent workshops and information sessions around gifted education and kindergarten readiness
 - Co-led school district’s efforts to support 40% increase in total number of students receiving ESOL services (2017-2021)
 - Co-led and supported District’s efforts to implement Behavior Interventionist Positions Program for all elementary schools – led to significant reductions in elementary suspension events (2020 and 2021)
 - Co-designed and led all aspects of District’s Early Hire Elementary Teacher Candidate Process
 - Supported all GSCS elementary schools to have 100% homeroom teacher hires and placement to begin two consecutive school years (Fall 2019 and Fall 2020)
 - Co-led District’s efforts to develop, implement, monitor, and refine Elementary-to-Middle School Transition Framework (2018-2021)
 - Participated in District’s efforts to revamp and upgrade all schools’ health, safety, and security protocols

DeKalb County School District, DeKalb County, GA

July 2015-
June 2017

Principal- Chamblee Charter High School, Chamblee, GA

- *One of America's Most Challenging High Schools* (The Washington Post, 2016)
- *Top 500 High School in America* (U.S. News and World Report, 2016, 2017)
- *Top 15 High School in Georgia* (K12Niche.com, 2016, 2017)
- Instructional leader of a high-performing urban Metro-Atlanta high school
 - 1600+ students in grades 9-12
 - 150+ Employees (100+ teachers)
 - Annual Budget: \$13 million+
 - Title I School (2016-17 Induction year)
 - 40% Free/reduced lunch participation
 - 43% students receiving gifted services
 - 8% Students receiving special education services
 - 10% Students receiving ESOL services
- Educational Leadership:
 - Graduation Rate: 2016- 86%; 2015- 86%
 - Class of 2016 earned \$8.3+ million in scholarships, 90% of graduates pursued post-secondary education
 - 87.5 College & Career Readiness Performance Index Score- 2016- 7.7 overall point growth and doubled our "challenge" points earned
 - 4 Star School Climate Rating- Growth of 1 Star (2016)
 - School honored by Georgia Department of Education as a "Beating the Odds" school (2017)
 - 10%+ growth in percentage of students scoring as "Proficient/Distinguished Learners" in 3 different Georgia Milestones End of Course test administrations (2016)
 - Increased school's median national percentile ranking in 5 different Georgia Milestones End of Course test subjects (2016)
 - Advanced Placement Exams (2016)- 72% passage rate (1100+ AP tests administered)- highest exam passage rate in system (22 high schools); 16% higher passage rate than state average
 - School honored by Georgia Department of Education as an AP STEM, AP STEM Achievement, AP Humanities, AP Merit, and AP Access and Support School (2017)
 - Composite SAT Scores: 1019- Reading and Math (2016)- above state and system averages
 - Composite ACT Scores: 24.8 (2016)- above state and system averages
 - STAR Student System-wide winners (2016, 2017)
 - Increased percentage of ESOL students improving at least 1 scoring band on ACCESS Test
 - Increased academic teams'/programs' profiles and outcomes in regional, state, and national, competitions: including VEX Robotics Team, Technology Student Association, Math Team, Science Fair, Quiz Bowl Team, Future Business Leaders of America, Family, Career, and Community Leaders of America.
 - Reduced school's year-to-year suspension rate by 50%+ (2016)
 - Reduced school's year-to-year classroom referral rate by 36%+ (2016)
- Human Capital Leadership:
 - Led school through major redistricting/rezoning process that resulted in 23%+ enrollment increase, 10% increase in students receiving free/reduced lunch and 360%+ increase in students receiving ESOL services (2016-2017)
 - Led school through successful transition into Title I Targeted Assistance and Title I School-Wide programs for first time in school's history (2016-2017)
 - Led school through successful increase of 15%+ in faculty size (2016-2017)
 - Led school through local, district, and state requirements for 5-year Charter Program renewal (2015-2016)
 - Supported school's Governing Board through implementation of school's first ever Governing Board leadership and community sub-committees and implemented Principal's Advisory Council
 - Supported school's Governing Board through major overhaul of school's budgeting and fiscal governance procedures

- Led implementation of teacher-facilitated professional development program
- Led school through planning and preparations for major ESPLOST school, stadium, and facilities renovations- including community Construction Advisement Committee
- Led implementation of school's first ever Positive Mental Health Steering Committee and corresponding school-wide changes
- Partnered with local community entities to launch school's first ever Parent University and Positive Mental Health parent/staff/student training programs
- Successfully Led school through comprehensive *AdvancED* accreditation process
- Revamped and upgraded school's safety and security protocols
- Partnered with PTSA and Education Foundation to secure \$150K+ in donations to school and 300+ volunteers for school service annually

Fulton County Board of Education, Fulton County, GA

July 2012-
July 2015

Principal- Barnwell Elementary School, Johns Creek, GA

- *National School of Excellence (2014)*
- Instructional leader of high-performing suburban Metro-Atlanta elementary school
 - 800+ students in Pre K-Grade 5
 - 100+ Employees (50+ teachers)
 - Annual Budget: \$5million+
 - 8% Free/reduced lunch participation
 - 8% Students receiving special education services
 - 9% Students receiving ESOL services
- Educational Leadership:
 - Led school to selection as *National School of Excellence (2014)*
 - 93.9 College & Career Readiness Performance Index Score (2013)- 6.3 point growth
 - Reading "Exceeds Expectations:" 78%- highest rate in history of school- 8% growth
 - Math "Exceeds Expectations:" 71%- 2nd highest rate in history of school- 14% growth
 - Growth in "Exceeds Expectations" in 11 standardized test administrations (of 15)
 - 93%-100% "proficient" in all standardized test administrations
 - Student Growth Percentiles- English Language Arts: 64.5- 2nd highest in system (101 schools)
 - Student Growth Percentiles- Math: 62.0- 7th highest in system (101 schools)
 - Revamped and enhanced school's *Response to Intervention* systems and framework
 - Led integration of uniformed literacy plan and instructional framework
 - Led preparations and implementation of 1st *Georgia Milestones* standardized assessments
- Human Capital Leadership:
 - Led implementation and support of *Authentic Professional Learning Communities* framework
 - Led implementation of teacher-led professional development program
 - Led implementation of major educational technology integration and personalized learning initiatives
 - Built and integrated school's first ever STEM Lab
 - Led 21st century media center facelift and modernization
 - Successfully Led school through comprehensive *AdvancED* accreditation process
 - Led school community through major facilities and infrastructural renovations (first in 27 year school history)
 - Revamped and upgraded school's safety and security protocols
 - Partnered with PTA to secure \$100K+ in annual donations to school
 - Supported PTA to earn award as *Most Outstanding Local Unit*- State of Georgia

ADDITIONAL PROFESSIONAL EXPERIENCES

Feb. 2012-
June 2012

Assistant Principal- Roswell High School, Roswell, GA

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| July 2010- Jan. 2012 | Assistant Principal- Channel Islands High School, Oxnard, CA |
| Jan. 2009- June 2010 | Associate Principal- Leuzinger High School, Lawndale, CA |
| June 2001- Jan. 2009 | Social Studies Teacher- Lawndale High School, Lawndale, CA <ul style="list-style-type: none"> ○ <i>Teacher of the Year</i> (2007-2008) ○ <i>Most Inspirational Teacher</i> (2004-2005) |
| Oct. 2000- June 2001 | Social Studies Practicum Experience Teacher – Susan Dorsey High School, Los Angeles, CA |

PRESENTATIONS

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| June 2019 | Conference Presenter. <i>Griffin-Spalding County Schools' Zero to Five Initiative</i> . Griffin-RESA South Metro Summer Leadership Conference. Peachtree City, GA. |
| May 2017 | Guest Presenter. <i>Implementing an Effective Entry Plan as a New Principal</i> . University of Georgia, Mary Frances Early College of Education, Early Career Principal Residency Program. Athens, GA. |

PROFESSIONAL CERTIFICATIONS

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| 2012 | State of Georgia Credential Authorizations: <ul style="list-style-type: none"> • Educational Leadership – Tier II: P-12 (expires 6/30/27) • Behavioral Science: 6-12 (expires 6/30/27) • Economics: 6-12 (expires 6/30/27) • ESOL Endorsement (expires 6/30/27) • Geography: 6-12 (expires 6/30/27) • History: 6-12 (expires 6/30/27) • Political Science: 6-12 (expires 6/30/27) |
| 2009 | State of California, Administrative Services Clear Credential (expires: 07/01/2026) |
| 2001 | State of California, Professional Clear Teaching Credential: Secondary Social Science (CLAD Emphasis) (expires: 07/01/2026) |

SERVICE/AFFILIATIONS

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| 2023-Current | Board of Directors, Communities in Schools Georgia |
| 2022 | Assistant Youth Soccer Coach, Fayette County Youth Soccer League, Fayette County, GA |
| 2021 | Spalding County Archway Partnership Strategic Planning Education Committee |
| 2020-2021 | Coalition for Equity and Access Task Force – Georgia Association of Gifted Children |
| 2014- 2017 | Board of Directors, Lee Thompson Young Foundation |
| 2010-2011 | University of California Los Angeles, Teacher Education Program-Candidate Interview Facilitator |
| 2000-2001 | Math/English Instructor, Homework Tutor, California Education Centers, Inc., Cerritos, CA |
| 2000 | College Student Aide, Long Beach Unified School District, Long Beach, CA |
| 1998 | College Student Tutor, Compton Community College, Compton, CA |
| 1998-1999 | College Student Tutor, Long Beach Alternative High School, Long Beach, CA |
| 1996-1997 | Assistant Youth Basketball Coach, Cerritos Parks and Recreation, Cerritos, CA |
| | Association for Supervision and Curriculum Development |
| | National Association of Elementary School Principals |
| | Georgia Association for Gifted Children |
| | Professional Association of Georgia Educators |

Professional references available upon request

