

THOMAS W. GLANTON, JR., Ed.D

2022-2023 DeKalb County Schools Principal of the Year

PROFESSIONAL HISTORY

District-Level Experience

Director of Leadership Development
DeKalb County School District 2007 – 2010

Elementary Experience

Assistant Principal
Burgess –Peterson Academy 2012 - 2015

High School Experience

Principal
Southwest DeKalb High School 2015 – Present

Principal (SIG Turnaround Transformation)
Frederick Douglass High School 2010 – 2012

Principal
Columbia High School 2003 – 2007

Assistant Principal
Dunwoody High School 2000 – 2003

Chamblee Charter School

Teacher 1993 – 2000

EVIDENCE OF TRANSFORMATIVE LEADERSHIP

Graduation Cohort Rate

- Designed a process and procedure to increase graduation rates:
 - 2017: 74% - 2018: 86% - 2019:84% - 2020:86% - 2021:81.6% - 2022:87% - 2023:89%

Georgia CCRPI Index Scores

- Designed a process of instructional assessment and delivery to increase CCRPI.
 - 2014: 63% 2015: 70% 2016: 76% 2017: 77% 2018: 75%

EFFECTIVE LEADERSHIP SKILLS & ABILITIES

Curriculum, Assessment, Instruction, and Data Analysis Leader

- Led and Trained all District and School Leaders to:
 - Implement effective curriculum maps and units by grade level/content area to align with curriculum standards using the GPS/EOG framework
 - Create and maintain data walls, analyze formative and summative data, to increase student achievement
 - Use **assessment FOR learning** and **assessment OF learning** to drive instruction
 - Use and develop system-wide classroom instructional walk-thru protocols to increase student achievement

Process Improvement and Performance Leader

- Led and Trained all District and School Leaders to:
 - Develop a proactive school-wide discipline plan which **reduced discipline** infractions and student suspensions by 50%.
 - Implement **Smaller Learning Communities** – Coordinate Grant Funds, Summer Bridge, and Career Academies
 - Led and Trained all District and School Leaders to utilize the Georgia Leadership Evaluation Instrument
 - Designed and implemented a **Research-Based Leadership Development Program** for a large urban school district

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Data Analysis Leader

- Led and Trained all District and School Leaders to:
 - Establish goals based on performance data to increase student achievement
 - Discriminate between leading and lagging indicators (symptom vs outcomes)
 - Developed and implemented district accountability requirements and standards

Relationship and Communications Leader

- Led and Trained all District and School Leaders to:
 - Supervise local athletics and comply with DeKalb and GHSA requirements
 - Establish Partners in Education (PIE) Committee – Identify needs, establish goals, and develop a plan with PIE
 - Use communication to create a positive school image
 - Use political acumen in words and actions
 - Ensure that media (i.e. websites) is designed to meet communication goals
 - Increase local school PTA Membership 300%
 - Implement “Dress for Success” school standards
 - Initiate the Local Governance Council as mandated by NCLB

Operations Leader

- Led and Trained all District and School Leaders to:
 - Best utilize rules, funding formulas, and procedures of the district
 - Use and develop an Emergency Management Plan
 - Implement district hiring procedures including Principal Insight
 - Served in HR panels for hiring district staff, principals, and assistant principals

DEVELOPER - PRINCIPAL AND DISTRICT LEADERSHIP

Developed Future Leaders for DeKalb Schools

- Administrative Intern Program (50+ Leadership Interns)
- Leadership Toolbox Series for District and School Leaders
- School Leadership Talent Management and Succession Planning for District Leaders
- Advanced Leadership Training Cohort Program (ALPHA Cohort)

Enhanced and Developed Current Leaders for DeKalb Schools

- The DCSS Principal’s Institute for District and School Leaders
- Leadership and Service Training Program (LAST Academy)
- Annual Leadership Summit Conference for District and School Leaders
- New Principals’ Academy
- Executive Leadership Training and Development for District Leaders
- Superintendent’s Book Club

Departmental Strategies

- Design and Monitor Professional Development Plans
- NASSP Leadership Skills Assessment
- Monitoring and Supervision of five Principal Leadership Coaches

TRAINER – DISTRICT, SCHOOL, AND TEACHER LEADERSHIP

- The Education Company – School Discipline Solutions (National)
- Southern Regional Educational Board –SREB (State)
- Georgia Leadership For School Improvement - GLISI (State)

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PARTICIPANT & PRESENTER

- High Schools That Work Staff Development Conference
- National Academy Foundation Leadership Conference
- League of Professional Schools Summer Workshop
- Ron Edmunds Leadership Conference
- Association for Supervision and Curriculum Development Conference

DISTRICT-LEVEL PROFESSIONAL INVOLVEMENT

- DeKalb School System **District SACS Accreditation** Committee
- DeKalb School System **Attendance Redistricting** Committee
- DeKalb School System Summer Leadership Conference Committee
- DeKalb School System **New Teacher Orientation** Committee
- DeKalb School System Faculty Dress Code Committee
- DeKalb School System **Strategic Planning** Committee
- DeKalb School System **Balanced Scorecard** Committee
- Georgia Leadership for School Improvement (GLISI) Facilitator
- DeKalb County Superintendent's Book Club Facilitator
- State of Georgia Leadership Requirements Commission Member
- 2008 National High School That Works Summer Planning Committee

PRESENTATIONS AND WORKSHOPS

- *Implementation Three-week Assessments to Improve Student Achievement.* Presented at the Ron Edmunds Institute Conference.
- *Help, My Students Won't Let Me Teach.* Presented for the DeKalb County Schools
- *Implementation Three-week Assessments to Improve Student Achievement.* Presented at the National HSTW Conference
- *So, You Want to be an Administrator?.* Presented at the National HSTW Conference
- *Implementation Three-week Assessments to Improve Student Achievement.* Presented at the National HSTW Conference

OTHER LEADERSHIP POSITIONS

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| • University of Georgia Redcoat Band – Drum Major (3 Years) | 1990-1994 |
| • Minister of Music – Travelers Rest Baptist Church | 1997-2009 |

PROFESSIONAL MEMBERSHIPS

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|-----------------------------------------------------------------|------------------------------------------|
| • National Association of Secondary School Principals (NASSP) | • Georgia Association of Educators (GAE) |
| • Association for Supervision and Curriculum Development (ASCD) | • Parent, Teacher, Student Organization |

AWARDS AND RECOGNITIONS

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| • 2006 Georgia PTA Principal of the Year | • 2006 Georgia Bronze Award – Greatest Gain Meeting or Exceeding State Standards |
| • The State of Georgia -
<i>Outstanding Georgia Citizen Award 2006</i> | • 2021 DeKalb Schools Principal of the Year |

EDUCATION

University of Georgia – Athens, Georgia	1989-2001
<i>Doctorate of Education – Educational Leadership</i>	2001
<i>Masters of Education – Educational Leadership</i>	1997
<i>Bachelor's of Science – English Education</i>	1993

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