

# TRISCILLA B. WEAVER, PH.D.

## SENIOR LEVEL ADMINISTRATOR

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### PROFESSIONAL SUMMARY

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Accomplished and energetic senior level administrator with over 32 years of experience. Skilled and dedicated leader with a solid history of achievement at the school and district level. Certified Executive Coach skilled and experienced in leading teams of principal supervisors, principals, content coordinators and professional learning facilitators. Collaborative leader serving on cross-functional teams designed to build relationships, align resources, and promote productive partnerships for learning. Dedicated to removing barriers for marginalized students.

### PROFESSIONAL CORE COMPETENCIES

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- Leads with Equity, Excellence, and Empowerment
- Coaches School-based and District Leaders for School Improvement
- Develops and Leads Professional Development for Continuous Improvement
- Advocates for the advancement of marginalized students
- Fosters Relationships and Collaboration
- Guides Leaders through the Change Management Cycle
- Supports Theme, Magnet, International Baccalaureate, 3DE, and Charter Schools
- Promotes Systematic Thinking and Strategic Planning
- Leads Organizational Management and Governance for Learning

### CAREER MILESTONES

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#### REGIONAL SUPERINTENDENT

- Recipient of the Reinvigorate Women in Action Award
- Over 4,000 hours of leadership coaching
- Fifteen out of 16 schools showed gains in their overall CCRPI Score from 2018 to 2019
- Sixteen out of 16 schools showed gains in Content Mastery on CCRPI from 2018 to 2019
- Four of 16 schools showed double-digit gains on CCRPI from 2018 to 2019
- Two of three High Schools showed increases in their High School Graduation Rate (2018 & 2022)
- Three schools earned the distinction of "Beating the Odds" (2018 – 2019)
- Four schools removed from the Comprehensive Support and Improvement (CSI) and Promise Schools List (2018-2019)

#### PRINCIPAL

- Recipient of Outstanding Leadership Award
- Recipient of Title I Reward School for High Progress

#### TEACHER

- Selected as DeKalb County School District's Middle School Teacher of the Year
- Recipient of the Coca-Cola's Educator of the Year
- Recipient of Atlanta Journal and Constitution Honor Teacher Award

### PROFESSIONAL EXPERIENCE

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#### DEKALB COUNTY SCHOOL DISTRICT

Area Superintendent

Regional Superintendent

2015 – Present

*Responsible for coaching and supervising principal supervisors as they support principals in instructional leadership, supportive interactions for learning, productive partnerships, data literacy, organizational management, and school governance.*

- Serves as a member of the Superintendent's Senior Cabinet
- Supervises and coaches three principal superintendents and 26 principals who serve over 15,000 students at the elementary, middle, and high school levels

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- Provides support to theme, magnet, International Baccalaureate, 3DE, and State Identified Schools for low performance, and Charter schools
- Supports principals with culturally responsive school leadership
- Monitors and supports efforts to create and maintain an equitable learning environment that provides access to quality learning for all
- Navigates collaborative processes for establishing effective communities of practice that support collegial learning and professional development among school leaders
- Leverages a coaching approach and communities of practice to grow a network of principals and assistant principals as culturally responsive instructional leaders and capacity builders of school faculty and staff
- Guides leaders through the change management cycle
- Emphasizes, supports, and monitors systematic practices for ensuring the implementation of rigorous curriculum standards in all aspects of the instructional program
- Engages instructional staff and stakeholders in effective analysis and use of data for continuous school improvement aligned to the DeKalb County School District's Strategic Plan
- Analyzes regional, national, and state assessment data (CCRPI, Georgia Milestones, MAP) for academic progress
- Maintains effective lines of communication with district and school-based leadership
- Establishes and maintains learning-centered partnerships with principals that provide a basis for differentiated support and mutual accountability
- Helps principals create distributed leadership systems and structures that support teaching and learning
- Brokers resources to ensure that timely and appropriate support to schools
- Contributes to the development of a strong pipeline of future school leaders
- Assists principals in the development of fiscally responsible budgets to support the school's vision, mission, goals, and school improvement strategies
- Develops capacity and monitors the performance of principals to establish ethical local school governance processes consistent with the guidelines and rules governing public education institutions
- Monitors and supports efforts to create and maintain an equitable learning environment that provides access to quality learning for all
- Facilitates conflict resolution with internal and external stakeholders
- Guides school-based leaders in the development of Standard Operating Procedures for monitoring safety and security, customer service protocols, attendance and discipline data, and classroom observations
- Serves as a resource and presenter for Superintendent's Principal Academy, Assistant Principal Academy, Summer Leadership Conference, and the Summer Coaching Institute
- Served as co-chair in a cross-collaborative committee entitled CIA<sup>2</sup> which was designed to strengthen and support school-based leadership in Curriculum and Instruction, Professional Learning, Research, Assessment and Grants, and Instructional Technology

**DEKALB COUNTY SCHOOL DISTRICT**

**Principal, Mary McLeod Bethune Middle School**

**2009 – 2015**

**Principal, Miller Grove Middle School**

**2003 – 2009**

*Responsible for serving as the instructional leader of the school and creating systems and structures in which students feel safe, welcomed, and included in the teaching and learning process. The systems and structures include managing resources, recruiting, and retaining high quality teachers, and supporting the professional growth of the faculty and staff.*

- Oversaw the overall educational environment for approximately 1,000 students, 85 faculty members, and 30 staff members
- Utilized to the fullest, all resources of the school district and the community in developing an equitable educational program
- Coordinated, organized, and facilitated instructional activities designed to maximize learning opportunities for all students
- Designed and delivered professional learning activities for the faculty and staff related to improving instructional practices

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- Developed partnerships with community-based organizations to foster additional support for school-wide initiatives
- Utilized data for continuous improvement and decision making to ensure learning for all
- Managed hiring and orientation of all new faculty members to ensure alignment with the school philosophy and policies.
- Fostered collegiality and team building among staff members
- Evaluated instructional programs and teaching effectiveness
- Supervised the maintenance, cleanliness, and security of the school building
- Promoted safety in the school by implementing a systematic safety program
- Managed school's Title I and local school budgets in support of improving academic achievement

**DEKALB COUNTY SCHOOL DISTRICT**

**Assistant Principal of Instruction, Stephenson Middle School**

**2000 – 2003**

*Responsibility for assisting the principal in carrying out the day-to-day operations of the school to include monitoring quality teaching and learning, creating productive partnerships for learning, and establishing protocols for organizational management.*

- Oversaw the implementation of the instructional program to ensure all students had access to quality teaching and learning
- Developed and maintained the Master Schedule
- Led professional learning communities on standards-based instruction, research-based instructional strategies, and culturally responsive pedagogy
- Assisted in the development of local school budgets
- Monitored the discipline of students in accordance with school system procedures
- Conducted staff evaluations
- Worked collaboratively with teachers in analyzing student data
- Served as local standardized test administration coordinator

**DEKALB COUNTY SCHOOL DISTRICT**

**Mathematics Department Chair, Stephenson Middle School**

**1999 - 2000**

**Mathematics Teacher, Stephenson Middle**

**1996 – 2000**

**Mathematics Teacher, Miller Grove Middle**

**1991 – 1996**

*Responsible for implementing grade-level curriculum to middle school students in mathematics, and providing high-quality culturally relevant experiences for students. Additionally, provided coaching and instructional support to teachers in the mathematics department.*

- Provided instructional support and guidance to members of the mathematics department
- Served as a member of the school-wide leadership team
- Collaborated with teachers to develop departmental goals and milestones
- Developed opportunities for faculty to enhance instructional practices through professional development
- Provided research-based, grade-appropriate instruction to middle and junior high mathematics students
- Prepared lessons and instructional materials to facilitate student learning
- Conducted parent/teacher conferences to review students' performance and behavior
- Attended faculty meetings and training sessions
- Administered various assessments to monitor student progress

**SCHOLASTIC INFORMATION**

**Atlanta, Georgia**

**Georgia State University**

- Doctor of Philosophy (Ph.D.), Teaching and Learning
- Specialist in Education (Ed.S.), Middle Childhood Education
- Master of Education (M.Ed.), Middle Childhood Education
- Bachelor of Science in Education (B.S.), Middle Childhood Education

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## **CERTIFICATIONS AND PROFESSIONAL ENDORSEMENTS**

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- Certified Executive Coach
- Certificate of Completion: Foundations of Principal Supervisors
- AASA/Urban Superintendents Academy (Howard University Cohort)
- Harvard University's Women in Educational Leadership Program
- Georgia Professional Clearance Certificate – L7
  - Educational Leadership (Tier II)
  - Gifted In Field
  - Middle Grades (Language Arts, Mathematics, Science, and Social Studies)

## **PROFESSIONAL LEARNING PRESENTATIONS**

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- *Principals as Culturally Responsive Leaders*
- *Culturally Responsive and Equitable Practices in the Classroom*
- *Elevating Instructional Leadership through Equity, Excellence and Empowerment*
- *The ABCs of Effective Professional Development Plans*
- *Understanding State Longitudinal Data*
- *Tackling CCRPI One Month at a Time*
- *Data and Interventions*
- *Maximizing Collaborative Planning*
- *Professional Learning Communities in 3-C: Cultivating, Collaborative & Continuous*
- *Effective Instructional Planning*
- *Building Effective Master Schedules to Maximize Student Support*
- *Digging Deeper into Data*