

AYANA S. SMITH

EDUCATOR, LEADER, COMMUNITY ADVOCATE



Dynamic and highly-accomplished educator, school counselor, and administrator with over 26 years of comprehensive academic experience on the middle school level. Innovative, strategic thinker who excels at spearheading effective educational programming with wide-ranging benefits for all participants. Dedicated and loyal team player with excellent interpersonal skills. Champion of quality teaching and learning for all students and able to manage multiple tasks. Collaborative leader who promotes productive partnerships.

CORE COMPETENCIES

- Instructional and Organizational Leadership
- Strategic Planning
- School Improvement
- Professional Development
- Stakeholder Engagement and Relations
- Culture and Climate Enhancer

PROFESSIONAL EXPERIENCE

INTERIM, EXECUTIVE DIRECTOR OF PROFESSIONAL DEVELOPMENT

2024 - PRESENT

DISTRICT LEVEL | DeKalb County School District

- Collaborate with district and school leaders within the district and external stakeholders to identify effective and appropriate work-specific professional learning opportunities.
- Coordinates and aligns the initiatives of the Professional Learning department with the overall needs and strategic goals of the district.
- Communicate effectively the goals of the Department of Professional Learning that are aligned with the district's strategic goals
- Manages and directs all aspects of the daily operations of the department and supervises personnel assigned to the department.
- Directs goal-centric budget planning, allocation of funds for professional learning and management of internal and external customers, and facilitation of district, state, and federal policies, procedures, and guidelines
- Collaborate, participate, and facilitate planning meetings with department, district, school-based personnel, and external stakeholders in support of professional learning initiatives/programs.
- Manages the facilitation and implementation of training for teachers and administrators in support of great teachers and leaders who are aligned with the district's strategic improvement priorities, strategic planning, and progress monitoring.
- Develop and modify existing programs for improvement that are designed to address training needs for current, and new schools and departments' administrators.
- Develops, plans, manages, supports, organizes, and implements processes related to strategic planning and district improvement.

PRINCIPAL

2021 - 2024

Chapel Hill Middle School | DeKalb County School District

- Oversee the implementation of the instructional program to ensure all students have access to quality teaching and learning.
- Improved test scores in all areas (content mastery) and increased the state closing the gap, readiness, and progress for achievement by 80% during my tenure.
- Develop, review, revise, and continuously update the School Improvement Plan each year, in collaboration with School-Based Leadership Team.
- Established an emerging school-wide discipline program and Positive Behavior Intervention and Support (PBIS) to decrease discipline infractions by 22%.
- Increased student attendance by 5% by implementing mentorship initiatives, promoting student engagement and success, and addressing attendance issues.
- Crowned as 1 of 5 district-wide Teacher Residency Academies responsible for developing future teachers.
- Organize professional learning communities, consistent collaborative planning sessions, and summer professional learning to increase opportunities for teachers to plan data-driven instruction, share best practices, and support professional growth.
- Analyze and interpret available data to address the needs of all stakeholders.
- Communicate effectively with stakeholders and system administrators to share information, develop plans, resolve conflicts, and maintain a positive culture and climate.
- Establish techniques to promote and sustain parent and community partnerships to improve school culture and climate.
- Create a yearly staffing plan to promote effective and efficient staffing processing for obtaining and growing high-quality school staff resulting in a 90% teacher retention rate and support staff 85-90% or higher.
- Instrumental in increasing community/business partnerships by 20% through strategic planning and relationship-building efforts.
- Coached multiple Assistant Principals for the transition into the Principalship Role.

PROFESSIONAL EXPERIENCE

ASSISTANT PRINCIPAL

2018 - 2021

Chapel Hill Middle School | DeKalb County School District

- Worked collaboratively with teachers in analyzing student data for improvement. Analyzed assessment data to determine the instructional needs of the school for all students.
- Planned, organized and assisted in the implementation of professional learning for all teachers to help improve teaching and learning for all students.
- Facilitated meetings with teachers to discuss student's academic and behavioral concerns, as well as help create plans to increase academic success and decrease inappropriate student behavior
- Served as the School Title I Coordinator and facilitated the Title I budget, school improvement plan, and parent and family engagement plan.
- Developed and implemented systems and procedures to control and increase student attendance

LEAD SCHOOL COUNSELOR

2007-2018

SCHOOL COUNSELOR

2001-2007

Mary McLeod Bethune Middle School | DeKalb County School District

- Developed the counseling comprehensive guidance program to address the academic, social, emotional, and career needs of the students at Bethune Middle School.
- Developed and facilitated the school-wide mentoring program and evaluated effectiveness annually.
- Assisted with the development, implementation, and review of the school's Consolidated School Improvement Plan (CSIP).
- Collaborated with administrators and staff in developing counseling professional development programs related to Student Support Team, Mentoring, Mandated Reporting, Bullying, Parent Involvement activities, and developed attendance rules and requirements.
- Facilitated and organized the school-wide crisis team and ensure protocol was followed with a crisis.

MATHEMATICS TEACHER

1998-2001

Bazoline E. Usher Middle School | Atlanta Public School District

- Implemented the state curriculum for the instruction of Mathematics.
- Responsible for the management of classroom discipline.
- Maintained accurate records of students' grades and attendance.
- Organized the grade level Student Support Team process.
- Implemented ideas to the leadership team to improve achievement.

EDUCATION

Lincoln Memorial University
Maryville, Tennessee
Ed.S., Educational Administration &
Supervision (5/2002)

University of West Georgia
Carrollton, Georgia
M.Ed., Guidance and Counseling (5/2001)
B.S., Middle Grades (8/1998)

CERTIFICATIONS

Administration and Supervision Certification K-12 (2002)

School Counseling Certification K-12 (2001)

Middle Grades Education Certification 5-8 (1998)

DISTRICT COMMITTEES- AFFILIATIONS AND AWARDS

Middle School Principal of the Year (DCSD)

DeKalb Master School Counselor (DCSD)

Educational Support Professional of the Year (DCSD)

DeKalb County School District (DCSD) Member:

- Superintendent Principal Advisory Council
- Calendar Committee
- Assessment Committee

Principal of the Year (DSCD)

RETAIN - Restore Teacher Aspiration and Innovation MS COHORT
(Hosted by GLSI-Georgia Leadership Institute for School
Improvement)

Professional Association of Georgia Educators (PAGE)

Administrator of the Year (EESD Scholarship Foundation, Inc.)

SECME Teacher of the Year (Atlanta Public Schools)