

VITELLA E. DODSON

Student-centered instructional leader with 20 years in education (11+ in leadership) driving measurable school improvement. Ability to galvanize teams with a record of success in building a focused instructional program that leverages data-informed practices and effective research-based strategies. Systems-minded professional adept at managing change at scale and establishing clear goals, KPIs, and routines that accelerate learning. Recognized for exemplifying servant leadership, which emphasizes building relationships and increasing professional capacity.

SUMMARY OF ACCOMPLISHMENTS

- **Revamped instructional program:** Cultivated a collaborative school culture built around collective teacher efficacy, frequent informal observations and feedback, and analyzing common formative assessments. Established schoolwide Professional Learning Communities focused on learning and results that raised proficiency rates from 2021 to 2025 by +9.1 points in American Literature, +5.5 points in Biology, +24.8 points in Algebra/Coordinate Algebra, and +11.9 points in U.S. History. Removed from the GOSA Promise Scholarship School List.
 - **Increased the graduation rate:** Raised the 2025 school 4-year graduation rate to an all-time high of 88.5% (11 percentage point increase since 2021) using evidence-based supports and targeted academic interventions.
 - **Increased scholar opportunities:** Pathway completion rates increased by 17 percentage points from 68% to 85% between 2021 - 2025 by increasing the number of pathways and enhancing student advising. 100% CTAE pathway graduation rate in 2025. The school was recognized as an AP Honor School by the Georgia Department of Education in 2023, 2024, and 2025.
 - **Recipient of the DeKalb County School District Principal of the Year Award, 2023-2024:** Recognized for outstanding leadership and dedication to educational excellence.
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CORE COMPETENCIES

- **Action Researcher** skilled at identifying a problem of practice, developing a theory of action, and determining solutions to various challenges within a school setting.
 - **Warm Demander** adept at building relationships and trust while holding everyone in the organization to high expectations.
 - **Instructional Leader** who grounds decisions in evidence and research-based practices and builds principal and teacher capacity by strengthening classroom instruction and high-functioning PLCs to improve teaching and learning outcomes.
 - **Strategic Planner** experienced in developing and implementing continuous improvement plans focused on short and long-term measures.
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PROFESSIONAL EXPERIENCE

EXECUTIVE ADMINISTRATOR, HIGH SCHOOLS

DeKalb County School District, Georgia

OCTOBER 2025 – PRESENT

Provide direct support to eleven high schools, coaching principals and leadership teams to improve student outcomes, graduation, attendance, and school culture. Developed a standardized school-visit toolkit to streamline campus walkthroughs, sharpen the focus on instructional observations and PLC effectiveness, and ensure consistent, actionable feedback and follow up. Spearhead the District SAT tutorial program for high school. Seve on the cross-divisional Advanced Academic Pathway. Coordinate cross-functional support across instruction, student services, operations, and community partners to ensure high-quality implementation, compliance, and consistent leadership practices across schools.

SENIOR COORDINATOR, STRATEGIC PLANNING

DeKalb County School District, Georgia

JUNE 2025 – OCTOBER 2025

Implemented and maintained strategic planning processes to support district-wide improvement initiatives, coordinates with division chiefs, department leaders, and school sites to align Continuous Improvement Plans with the district's Strategic Plan. Facilitated cross-department collaboration to ensure administrative functions, processes, and special projects align with strategic goals. Scribed for the steering committees on behalf of the Superintendent.

PRINCIPAL

Redan High School | DeKalb County School District, Georgia

2020 – 2025

Served as principal at a suburban, Title I high school. The high school serves approximately 1,000 students and has 64 certified staff positions. Led all aspects of school operations, including the implementation of the curriculum, instruction, assessment, and professional learning. Established schoolwide priorities, which include college and career readiness, progressive discipline, tiered attendance interventions, and using high-impact instructional strategies. Led school reopening during COVID-19 using virtual and in-person processes and procedures. Created a balanced scorecard to measure key indicators weekly. Restructured the instructional leadership team using effective meeting protocols and closely monitored departmental improvement plans. Established clear and consistent two-way communication with all stakeholders with weekly communication (Principal's Newsletter & Monday Memo), quarterly input opportunities, and an annual state of the school event. Highly visible and engaged within the school community.

Highlights of Key Contributions

- Spearheaded instructional improvements that raised proficiency rates from 2021 to 2025 by +9.1 points in American Literature, +5.5 points in Biology, +24.8 points in Algebra/Coordinate Algebra, and +11.9 points in U.S. History.
- Led the implementation of a schoolwide content and disciplinary literacy initiative and expanded AVID to strengthen students' study skills, organization, and critical thinking resulting in a 12% increase in the percentage of students reading at or above grade level.
- Developed a master schedule that allowed for extended learning opportunities for all students, including a common planning period for all teachers with the same core subject areas.

- Revitalized the Parent-Teacher Association from inactive status in 2020 to having 100+ active members in 2023.
- Improved the school's branding by strategically employing social media, redesigning the school website, and sending weekly communication to all stakeholders.
- Created a Master Teacher Cadre focused on improving teaching practices and creating model classrooms for new and struggling teachers.
- School recognized as an AP Expansion School in 2023, 2024, and 2025 by the Georgia Department of Education.
- Decreased the number of retained students by 25% in a three-year period. Created a mentorship program to support retained students. 63% of retained students were promoted mid-year. Created the Raider Success Academy to provide targeted enrichment for students who were not initially successful with their courses.
- Completed the Equity and Innovation Fellowship for selected DeKalb County School District leaders.

ASSISTANT PRINCIPAL

Lithonia High School | DeKalb County School District, Georgia

Redan High School | DeKalb County School District, Georgia

2013 – 2020

Served as instructional assistant principal responsible for monitoring the continuous improvement plan and building the master schedule. Successfully built master schedule that provided common planning for all core content areas. Created a professional learning community manual and trained teachers on implementing professional learning communities. Evaluated and monitored the effectiveness of instructional strategies, assessment strategies, and curriculum in all content areas and guided improvements where necessary. Other responsibilities included: Title I coordinator, 12th-grade discipline administrator, professional learning facilitator, and conducting teacher evaluations. Special education administrator with full oversight responsibilities, including IEP compliance, supporting effective co-teaching models, and implementing the Statewide Systemic Improvement Plan (SSIP).

Highlights of Key Contributions

- Instrumental in leading Redan High School to significant academic gains, resulting in being removed from the state's needs improvement list.
- Selected to take part and successfully completed the district's aspiring principal program (LEAP).
- Served as DeKalb County Region III Assistant Principal for the 2017 – 2018 school year.
- Developed the school's first mastery model to aid teachers in identifying students who require acceleration, remediation, or reteaching opportunities.

SCIENCE ACADEMIC COACH

Redan High School | DeKalb County School District, Georgia

2013

Collaborated daily with the Assistant Principal of Instruction to outline instructional goals and strategies for the science department, reviewed classroom walkthrough data, developed professional learning, and supported any instructional initiatives of the school.

Highlights of Key Contributions

- Constructed a balanced scorecard for each of the components of the CCRPI to share with stakeholders.
- Created and maintained the first school data room that housed multiple sources of data.
- Conducted professional learning for teachers focused on the Teacher Keys Evaluation System.

SCIENCE TEACHER

Redan High School | DeKalb County School District, Georgia

Jonesboro High School | Clayton County Schools, Georgia

2005 – 2013

Taught a wide range of science courses, including biology, AP Biology, chemistry, physical science, human anatomy, and environmental science. Designed inquiry lessons and laboratory activities that created a student-centered work environment. Provided instruction to students with disabilities. Created Student Learning Objectives assessments for Human Anatomy.

Highlights of Key Contributions

- Served on the district Curriculum, Instruction, Assessment, and Professional Learning (CIAPL) committee.
- Presented at the Dekalb Annual Science Educator Conference: Presentation entitled “Getting Ready for the Big Game. Strategies to Improve EOCT Scores.”

RESEARCH ASSISTANT

Complex Carbohydrate Research Center | University of Georgia

2003 – 2005

Conducted research under a distinguished research professor, Dr. Kelley Moremen, exploring biochemistry, structure, and regulation of enzymes involved in the biosynthesis of mammalian glycoproteins.

EDUCATION

Educational Specialist, Curriculum and Instruction | Grand Canyon University | Phoenix, AZ | 2012-2014

Master of Education in Secondary Education | Grand Canyon University | Phoenix, AZ | 2007-2008

Bachelor of Science in Biochemistry & Molecular Biology | University of Georgia | Athens, GA | 1999-2004

CERTIFICATIONS

Tier II Leadership Certification | Metro RESA | May 2021

Tier I Leadership Certification | Georgia State University | 2011
