

Char-Shenda D. Dudley, PhD, EdD

EDUCATION LEADER & CONSULTANT

Educational Leadership | School & District Improvement | Instructional Quality | Organizational Strategy

Strategic, data-driven executive with 15+ years of experience leading schools, programs, and district-level initiatives. Expert in instructional leadership, principal supervision, policy implementation, and systems-level school improvement. Builds high-performing teams, strengthens instructional programs, and drives equitable outcomes through evidence-based practices, collaborative governance, and strategic resource allocation. Adept at guiding complex organizational change, aligning vision and mission, and influencing internal and external stakeholders.

Areas of Expertise

Leadership & Professional Development- Skillful communicator, designed program and built national teams for Delta Teacher Efficacy Campaign for Professional Development in 42 states on equity and advocacy.

Community Collaboration & Outreach- Involved within the community with a pulse on the needs for education reform and equity standards. Former Program Coordinator and Youth Retention Specialist for Fulton County Juvenile Justice Center.

Student Success- Improved instruction with needs-based assessments and teacher advocacy, encouraging an open-door approach. Created intentional, wrap-around services focusing on enhancing institutional culture and academic achievement.

Evidence-Based Practices

Leadership Development

Principal Supervision

Data Driven Decision-Making

Equity & Access

Policy & Compliance

Curriculum & Assessment

Cross-Functional Collaboration

Community Engagement

Organizational Strategy

Talent Development

Professional Experience

Executive Administrator (Interim), DeKalb County School District, Stone Mountain, GA

10/2025 – Present

Provides executive-level leadership, coaching, and supervision to principals to strengthen instructional quality, operational effectiveness, and student achievement across schools. Ensures alignment with district vision, mission, and strategic goals while fostering collaborative, high-performing school cultures.

- Oversees instructional leadership of principals, ensuring effective day-to-day school operations and implementation of rigorous curriculum standards.
- Leads data-driven school improvement cycles, using evidence to enhance teaching quality, learning outcomes, equity, and safety.
- Establishes governance structures and supports resource allocation processes that promote equitable access and high-performing instructional programs.
- Implements evaluation system emphasizing instructional leadership, productive partnerships, and mutual accountability.
- Guides principals in adopting evidence-based, innovative practices that strengthen teaching, learning, and assessment.
- Ensures compliance with federal, state, and local policies; oversees processes with significant operational and financial impact.
- Provides targeted coaching, feedback, and talent development to build leadership capacity across schools.
- Represents the district with internal and external partners, aligning stakeholders toward shared goals.

Director, School Choice/Student Assignment, DeKalb County School District, Stone Mountain, GA

03/2024 – 10/2025

Led districtwide school choice strategy, ensuring equitable access to diverse educational options for 90,000+ students. Strengthened operational systems, compliance, and stakeholder communication.

- Built a districtwide School Choice Calculator that equitably allocates seats, reducing manual placement errors by 90%.
- Authored 75 SOPs to standardize processes and strengthen compliance across school choice and student assignment operations.
- Developed a Principals' Playbook used by 130+ school leaders to ensure consistent implementation of school choice procedures.
- Restructured the School Choice Office to establish a dedicated Student Assignment Unit, improving service delivery and supporting online registration for 90,000+ students.

Principal, DeKalb County School District, Stone Mountain, GA

07/2018 – 02/2024

Provided instructional leadership and operational oversight for a Pre-K-5 school, ensuring high-quality teaching, improved student outcomes, and a positive school climate.

- Retained 94% of staff hired for the 2020-2021 school year, after welcoming 70% new staff for the 2019-2020 school year.
- Captured double-digit gains in Science and Social Studies; 8.9% increase in English/Language Arts (2018-2019); Met the criteria to exit the state designated list (2022-2023)
- Positioned Operations to receive and administer multiple grants including LEVEL UP, School Crashers Carpet Grant, GADOE Digital Learning Grant, and Literacy Grant for Pre-Kindergarten.
- Led Community Team for Scholars to rebuild and redesign local community park.
- 75% decrease of discipline from 2019-2024.

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Chief Academic Officer, Fulton Leadership Academy - East Point, GA

07/2017 - 07/2018

Principal and School Improvement Specialist executing state charter school programs and curriculum schedules to combination of 500 students, while overseeing discipline and performance metrics. Developed targeted action plans to foster an atmosphere of empowerment and accountability; created Curriculum Guides including scopes and sequences focusing on data and outcomes for students.

- Secured 5-year renewal for Charter Petition and Expansion to Neighboring District Grant in 2018.
- Achieved 100% graduation rate as well as 37% decrease in disciplinary infractions.
- Garnered new partnerships with a local HBCU, Morehouse College, and expanded student awareness of Greek organizations, financial aid opportunities, including other student involvement activities.

Director of Curriculum, Instruction, & Assessment, Ivy Preparatory Academy - Atlanta, GA

07/2016-07/2017

Successfully generated and delivered intervention for Charter School Network to enhance teaching and learning. Supported personalized professional development, learning concepts, materials, and skills introduced by the teacher, on a one-to-one basis. Analyzed student performance data to determine critical areas for development in classroom instruction and support; integrated new tools to monitor and evaluate research-based instructional practices to boost student performance. Increased student achievement in every content area over previous year, based on state targets.

- Improved CCRPI results by 41.2 points for the elementary school and 11.8 points for the middle school.
- Introduced customized coaching cycle addressing the individual needs of teachers and school leaders.
- Developed K-8 Curriculum and Tightly aligned Assessments, for ELA, Math, Science, and Social Studies

Additional Experience: *Subject Matter Expert, Learning Mate (2022); Chief Learning Officer, Leadership Preparatory Academy (2015); K-12 Social Studies Coordinator, Atlanta Public Schools (2015); Assistant Principal, Cross Keys High School (2014-2015); Online Instructor, Fulton County Schools (2009-2011), American Government/Constitutional Law, Instructor, Langston Hughes High School (2009-2011); Department Chair & District Social Studies Contact, Camp Creek Middle School (2006-2009)*

Key Projects & Consulting**Georgia Director, Delta Teacher Efficacy Campaign/Teachers Advocating to lead Great change (National)**

2014-2021

Led statewide professional development and advocacy initiatives across 42 states, strengthening educator efficacy, equity, and ESSA awareness.

National School Improvement Consultant, Southern Regional Education Board, Atlanta, GA

2011-2014, 2016

Supported district and school leaders in implementing Common Core, Literacy Design Collaborative frameworks and evidence-based instructional practices for whole school/district improvement in 14 states.

Selected Publications & Professional Presentations

Shanell Lee Ed.S., Dr. Daphne Coleman, **Dr. Char-Shenda Covington**, Cynthia Logan M.Ed., Mysha McClain M.Ed., Dr. Elondra D. Napper: A Practical Approach to Teaching Foundational Reading Skills in the Classroom and at Home: Strategies for Teachers and Parents (2020)

National Presentations: Reimagining with Purpose: Data-Driven School Consolidation for Equity, Excellence, and Fiscal Stewardship, Illinois (2025), Congressional Black Caucus: Literacy and Language Acquisition Teacher Efficacy, South Carolina (2021), Empowering Community Voices, and Success for All Learners through University & Civic Engagement, California (2020), Partnerships Power of the Hashtag: Our Call to Social Justice Action, Washington D.C. (2020)

International Engagement: (Jamaica, 2023); Presentation: **The Power of Influence:** Improving Classroom Practice through Meaningful Feedback; **Panelist:** Education is a Heart Matter; (India, 2022); ELA Curriculum Development, Learning Mate.

Education & Credentials

Doctor of Education (Ed.D.), Organizational Leadership for School Improvement, Northcentral University, 2016

Doctor of Philosophy (Ph.D.), Educational Leadership & Administration, Capella University, 2010

Master of Education (M.Ed.), Curriculum & Instruction, Central Michigan University, 2007

Bachelor of Arts, Political Science, Minor in Secondary Education, Spelman College, 2006

Urban Superintendents' Academy, AASA, University of Southern California, 2022

Georgia Professional Clear Renewable L7 Certificate - Middle Grades (4-8), Social Science, Political Science (6-12)

Professional Teaching Certificate - Educational Leadership (P-12), Gifted Endorsed, AP United States Government

Teacher Keys Effectiveness System (TKES) & Leader Keys Effectiveness System (LKES) Credentials