

Renita McMillan, Ph. D.

Educational Executive | Leadership Coach | Principal | School Improvement Strategist

EXECUTIVE PROFILE

Accomplished educational executive and instructional leader with extensive experience ranging from elementary to high school, recognized for advancing academic achievement, strengthening organizational culture, and developing high-performing leadership teams. Proven success leading high-performing, Title I, STEM-certified, Dual Language Immersion, National Green Ribbon, PBIS and Beat the Odds schools while driving continuous school improvement through strategic planning, data-informed decision making, and collaborative leadership.

A passionate advocate for the success of all students, including English Language Learners (ELLs), Gifted learners, and Students with Disabilities, with extensive experience leading instructional programs that promote rigor, equity, access, inclusion, and diversity. Skilled in coaching and developing school leaders, cultivating professional learning communities, and building systems that improve teaching, learning, and student outcomes.

LEADERSHIP COMPETENCIES

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|---------------------------|-------------------------------|--------------------------|
| • Principal Coaching | • Instructional Leadership | • School Improvement |
| • Data Analysis | • Achievement Gap Closure | • Professional Learning |
| • Collaborative Planning | • Standards-Based Instruction | • Deeper Learning |
| • Leadership Team Support | • Mentoring | • Performance Feedback |
| • Conflict Resolution | • Family Engagement | • Community Partnerships |
| • Compliance | • Title I Administration | • Fiscal Stewardship |
| • Resource Allocation | • Operations | • Human Resources |
| • School Culture | • Discipline Systems | • Change Management |

LEADERSHIP IMPACT

- Directed the successful opening of John R. Lewis Elementary School while leading instructional, operational, and organizational readiness.
- Selected as a mentor Principal to support aspiring Principals through the MIRACLES framework in the DeKalb County School District.
- Selected as a mentor Principal and Region 1 cluster leader to support Principal collaboration and leadership development.
- Developed a strong leadership pipeline, with eight supervised employees advancing to become School Principals at the elementary, middle, and high school levels; and one supervised employee advancing to become an Assistant Superintendent.
- Served as an instructional leader in the Cross Keys Cluster, Chamblee Cluster, and Specialty Schools Cluster.
- Led elementary and high school settings, including affluent, high-poverty, ethnically diverse, and environmental theme schools.
- Collaborated with the Ashford Park Foundation and the City of Brookhaven to secure nearly \$1,000,000 for capital improvements, curriculum support, and professional development resources.
- Led schools recognized as STEM-certified, National Green Ribbon, Beat the Odds, Math Leader, Dual Language Immersion, PBIS and AP Honor schools.

PROFESSIONAL EXPERIENCE

Principal

2019-Present

DeKalb County School District, John R. Lewis Elementary

Brookhaven, Georgia

- Opened a new, state-of-the-art elementary school while coordinating operations, facilities, technology, human resources, and instructional readiness for a successful launch.
- Guided academic program implementation that contributed to John R. Lewis Elementary earning Math Leader School and Beat the Odds School recognition from the Georgia Department of Education.
- Used CCRPI results and other school performance data to guide instructional decisions, contributing to an 11-point gain in the school's CCRPI score.
- Implemented structured collaborative planning cycles focused on standards deconstruction, common formative assessment analysis, and instructional alignment.

- Led monthly learning walks and Consolidated School Improvement Plan reviews to identify professional learning needs and refine schoolwide strategies.
- Strengthened instructional access and use of time for all learners through schoolwide operational planning.
- Collaborated with Cross Keys Cluster Principals to expand family engagement through an Area 1 parent conference.
- Partnered with parents, PTO, and the Principal's Advisory Council to address school priorities, resolve concerns, and support a positive school climate.
- Managed a schoolwide Title I program and ensured compliance with federal laws, Georgia statutes, DCSD Board of Education regulations, policies, rules, and procedures relating to instructional programs.

ADDITIONAL LEADERSHIP EXPERIENCE

Principal

2012-2019

DeKalb County School District, Ashford Park Elementary

Brookhaven, Georgia

- Served as instructional leader of a Dual Language Immersion school ranked among the top 4% of schools in the State of Georgia, with responsibility for academic programming and student achievement.
- Led the effort for Ashford Park Elementary to become a STEM-certified and PBIS school, while also earning recognition as a High Performing and Beat the Odds school by the Governor's Office of Student Achievement.
- Collaborated with the City of Brookhaven and the local community to support a unique outdoor amphitheater and turf field funded through community partnerships.
- Oversaw academic achievement and supervised approximately 90 faculty and staff members.
- Facilitated professional learning communities focused on data-driven instruction, professional growth, and continuous improvement in all academic areas.
- Collaborated with the School Leadership Team, Georgia Department of Education representatives, the Ashford Park Education Foundation, Principal Advisory Council, PTA, business leaders, and parents to support optimal student achievement gains.
- Provided leadership in scheduling, curriculum development, data analysis, personnel management, emergency procedures, facility operations, and professional development.

Principal

2011-2012

DeKalb County School District, Arabia Mountain High School

Lithonia, Georgia

- Served as instructional leader of an environmental theme high school and led the process for National Green Ribbon School recognition.
- Oversaw academic achievement for all students while supervising approximately 120 faculty and staff members.
- Led professional learning communities focused on data-driven instruction, instructional strategies, and student achievement.
- Collaborated with Georgia Department of Education representatives, the Arabia Mountain Alliance, local residents, business leaders, and parents to ensure optimal student achievement gains.
- Provided leadership in scheduling, curriculum development, data analysis, personnel management, emergency procedures, facility operations, and professional development.

Principal

2006-2011

DeKalb County School District, Cross Keys High School

Atlanta, Georgia

- Served as instructional leader of a culturally diverse high school with a large multilingual learner population.
- Moved the school toward making AYP for the first time in school history.
- Worked closely with the Department of Education, Office of School Improvement, School Leadership Team, and Cross Keys Foundation to identify and secure instructional resources aligned to student achievement needs.
- Conducted focus walks, data analysis, and test talks to identify barriers to student success and guide the school's instructional focus.

Assistant Principal

2000-2006

Gwinnett County Public Schools, Norcross High School

Norcross, Georgia

- Supported testing, discipline, curriculum, and instruction at a culturally diverse high school serving approximately 2,500 students.
- Served as administrator of the 9th Grade Academy and collaborated with teachers across content areas.
- Planned and cultivated relationships with local businesses and community organizations.
- Supported extracurricular activities and schoolwide functions.
- Evaluated nearly 60 teachers and classified staff members and assisted the Principal with hiring decisions, performance feedback, and staff development.

Program Director

1997-2000

Gwinnett County Public Schools, Even Start

Sugar Hill, Georgia

- Worked with an interdisciplinary team to address the academic, social, and emotional needs of preschool children and their families.
- Collaborated with community partners to secure resources for families and children.
- Secured a \$25,000 grant through the Barbara Bush Literacy Foundation.
- Supervised a family literacy program housed at three district schools.
- Managed staff recruitment, professional learning and evaluation, fiscal management, records administration, program initiatives, team-building, shared decision-making, advisory council coordination, and the creation of a safe, respectful, and fair environment.

PROFESSIONAL LEARNING & TRAINING

Leadership, Coaching & School Improvement

Feedback and Coaching • Professional Learning Communities (PLC) • Vertical Articulation • Restorative Practices

Instructional Systems & Student Support

MAP Reports • EduClimber • Response to Intervention (RTI) • Co-Teaching

Compliance, Ethics & Student Safety

Title IX • Sexual Harassment • Georgia Code of Ethics • Child Abuse • Bullying • Implicit Bias

Evaluation & Leadership Development

Teacher Keys Effectiveness System (TKES) • Leader Keys Effectiveness System (LKES) • STEM AdvancED Reviewer

RESEARCH AND PUBLICATIONS

- Markward, M., McMillan, L. & Markward, N. (2003). Social Support Among Youth. Children and Youth Services Review, 25(3), 225-241.
- Featured in SREB Publication, High Schools That Work, April 2011: "Schools with higher graduation rates work hard to engage students in learning."

LEADERSHIP PRESENTATIONS WITHIN DEKALB COUNTY SCHOOL DISTRICT

- "Every Two Weeks, Every Standard, Every Student," DeKalb County School District, Area 1 Administrators Retreat
- "Speed Learning", Area 1 Administrators Retreat
- "Sound Fiscal Stewardship," DeKalb County Schools Aspiring Principals Academy,
- "Building Capacity: Leadership Preparation," DeKalb County School District Aspiring Principals Academy

REGIONAL AND NATIONAL LEADERSHIP PRESENTATIONS

- "Redesigning the Ninth Grade: A Culture of Success." High Schools that Work Staff Development Conference, Atlanta, Georgia
- Redesigning the Ninth Grade Experience," High Schools That Work Staff Development Conference, Nashville, Tennessee.
- "The Impact of the PDS Project on African American Males in Metropolitan High Schools Across Metropolitan Atlanta," National PDS Conference, Orlando, Florida.
- "Gwinnett Even Start Program," National Even Start Family Literacy Conference, San Diego, California.

LEADERSHIP ACCOMPLISHMENTS

- Superintendent's Principal Communication Committee, DeKalb County School District
- DCSD AI Cohort, DeKalb County School District
- Equity and Innovation Fellowship Member, DeKalb County School District
- Region 1 Principal of the Year, (2021), DeKalb County School District
- Cross Keys Cluster Leader, DeKalb County School District
- Mentor Principal, Region 1 Cluster, DeKalb County School District
- DeKalb County School District Calendar Committee
- AdvancED STEM Review Team Member, Miami Dade School District, Miami, Florida
- Dual Immersion Steering Committee, Georgia Department of Education
- Vertical Articulation, Chamblee Cluster Schools, DeKalb County Schools
- SACS Review Team, DeKalb County School System
- GAPS Review Team, Georgia Department of Education
- Special Education Review Team, DeKalb County School System
- Grading Task Force, Gwinnett County Schools

EDUCATION AND CREDENTIALS

Ph.D., Educational Policy Studies | Georgia State University | Atlanta, Georgia

M.S.W., Social Work | University of Georgia | Athens, Georgia

B.A., Sociology | University of Georgia | Athens, Georgia