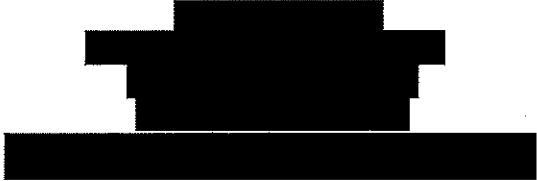


Jerri A. Haynes, Ed. D.



**Education**

Ed. D., [REDACTED] Nova Southeastern University, Ft. Lauderdale, FL  
Major: Child and Youth Studies  
Minor: Curriculum Development and Systemic Change

Ed. S., [REDACTED] Nova Southeastern University, Ft. Lauderdale, FL  
Major: Teaching English to Speakers of Other Languages  
Minor: Educational Leadership

M. Ed., [REDACTED] Florida A & M University, Tallahassee, FL  
Major: Elementary Education

B.S., [REDACTED] Florida A & M University, Tallahassee, FL  
Major: Elementary Education

**SUMMARY OF ADMINISTRATIVE POSITIONS**

2022 – Present	Dean and Tenured Professor, College of Education and Human Development, Jackson State University, Jackson, Mississippi 39217 <b>Faculty and Staff:</b> 75 <b>College of Education and Human Development Enrollment:</b> 1800 <b>Departments:</b> 5 <b>Centers:</b> 4 <b>Degree Levels:</b> Bachelor, Master, Educational Specialist, Educational Doctorate and Doctor of Philosophy <b>Degree programs:</b> 22
2019 – 2022	Dean and Professor, College of Education, Tennessee State University, Nashville, Tennessee <b>Faculty and Staff:</b> 60 <b>College of Education Enrollment:</b> 900 <b>Departments:</b> 3 <b>Degree Levels:</b> Bachelor, Master, Educational Doctorate and Doctor of Philosophy <b>Degree programs:</b> 11

2016 - 2019 Assistant Dean and Director of Assessment and Accreditation, College of Education, Fort Hays State University, Hays, Kansas  
**College of Education Enrollment: 3153**  
**Departments: 2**  
**Degree Levels: Bachelor and Master**  
**Degree programs: 8**

2011 - 2016 Faculty, ESOL Coordinator and Department Chair, Bethune-Cookman University,

2013 - 2014 Principal, New Millennium Charter School, Madison County Schools District,

2011 - 2014 Executive Director, New Millennium Charter School, Madison County Schools District

2010 - 2012 Assistant Educational Leader, Humanities and Fine Arts Charter School,

2007 – 2010 ESOL Program Specialist, Colquitt County Schools District, Moultrie, Georgia

**SUMMARY OF ACADEMIC POSITIONS**

2022 – Present Tenured Professor, Jackson State University

2019 –2022 Professor, Tennessee State University

2016-2019 Associate Professor, Fort Hays State University, Hays, Kansas

2011-2016 Assistant Professor, Bethune-Cookman University, Daytona Beach, Florida

2006-2008 Core Instructor Master’s in education-Curriculum and Instruction, National-Louis University, Wheeling, Illinois

1999-2010 Adjunct Assistant Professor -Florida A & M University, Tallahassee, Florida

1995-2003 Adjunct Assistant Professor-Nova Southeastern University, Davie Florida

**LEADERSHIP ACTIVITIES**

- Dean’s Council, Member
- AERA Division A Business Member
- Leadership Team
- University Tenure and Promotion Committee
- Student Equity and Retention Council
- Educator Preparation Working Group
- Assessment and Improvement Committee
- Strategic Planning Implementation Committee
- Academic Council, Member
- NCQT Content Matters Advisory Committee
- Mississippi -CEEDAR State Leadership Team
- Tennessee-CEEDAR State Leadership Team
- Educator Preparation Working Group
- Tennessee Association of Colleges for Teacher Education (TACTE)
- Branch Alliance of Educator Diversity
- Strategic Planning Development Committee (Chair)
- National Academy of Academic Leadership, Member

- American Association of Colleges for Teacher Education (AACTE)
- Council for the Accreditation of Educator Preparation (CAEP), Chair
- Council for Accreditation of Counseling and Related Education Programs (CACREP), Chair
- Academic Quality Improvement Program (AQIP) Peer Reviewer, Higher Learning Commission
- Kansas Racial Justice Leadership Taskforce Committee, Kansas National Education Association (KNEA)
- Kansas Department of Education Higher Education Stakeholder Partnership Committee
- Assessment and Accreditation, Chair
- Learning Assessment Committee, Member
- Council on Preparation of Teachers and School Personnel (COPST), Co-Chair
- Kansas Exemplary Educators Network (KEEN)
- Kansas Leadership Center—Lead for Change
- Faculty Senate 2012-2016
- Academic Standards Committee (2012-2016)
- Steering Committee of the 1<sup>st</sup> Annual Educational Justice Conference (2015)
- Curriculum Committee (2011-2016)
- Master Board Program

### **Academic Awards**

2023	JSU Kids Kollege for outstanding administrator
2023	Received the Science of Reading Award from Mississippi Department of Education
2023	Recognized 1 out of 48 institutions to receive an A+ in undergraduate elementary preparation programs in Early Literacy Standards, National Council on Teacher Quality
2022	Recognized by the US Department of Education Secretary Cardona for the Grow Your Own Initiative
2021	Recognized among the top teacher preparation programs in undergraduate and graduate elementary preparation programs in Early Literacy Standards and Program Diversity, National Council on Teacher Quality (NCTQ)
2021	Recognized for Research and Grant Awards, Tennessee State University
2020	Recognized for Research and Grant Awards, Tennessee State University
2020	Recognized for establishing a Global Student Support Services Lab
2017	My-Go-To- Mentoring Award: Fort Hays State University
2017	Phi Kappa Phi: President-Elect, Fort Hays State University,
2017	Phi Kappa Phi Honor Society: Alumni Inductee, Fort Hays State University,
2016	Women in Action Award, Women Educational Leadership Academy
2015	Community Involvement Service Award, Bethune-Cookman University
2015	Excellence in Teaching Award: Bethune-Cookman University
2013	Excellence in Teaching Award: National Society of Leadership and Success, Bethune-Cookman University
2013	Outstanding Publications: Bethune-Cookman University
2011	Outstanding Assistant Educational Leader, Humanities and Fine Arts Charter
2010	Best Supporting Administrator

School, Leesburg, Florida

## **ACADEMIC SERVICE INTERNATIONAL, NATIONAL, AND LOCAL**

### **INTERNATIONAL LEVEL**

- 2017 Faculty Exchange, Northwest Minzu University Nationalities, Lanzhou Ganzu, PR China.
- 2017 Fort Hays State University Internationalization and Global Partnership Committee
- 2016 International Journal of Innovation Education and Research Peer Reviewer

### **NATIONAL LEVEL**

- 2023 State Implementation and Scale-up of Evidence-based Practices: Communities of Practice
- 2023 The Hunt Institute; The Path Forward
- 2023 The Hunt Institute 2023 Illinois Legislators Retreat
- 2023 The 2023 National Education Summit
- 2022 US PREP Consortium
- 2022 Council for Exceptional Children
- 2022 National Center for Teacher Residencies (NCTR)
- 2022 International Studies Consortium of Georgia
- 2022 American Education Research Association (AERA) Division A Member
- 2019 Branch Alliance for Educator Diversity
- 2019 NCQT Content Matters Committee
- 2017 Higher Learning Commission, AQUIP Program Reviewer
- 2017 Publication Professional Council for TESOL Press
- 2017 Teacher Education and Special Education Journal Reviewer
- 2017 Kansas National Education Association (KNEA) Racial Justice Leadership Task Force
- 2017 The United States Department of Education, National Professional Development Grant Program-Evaluation Reviewer
- 2017 Moderator: National Association of African American Studies
- 2016 Kansas Exemplary Educators Network (KEEN), recruitment and retention
- 2016 U.S. Department of Education Office of State Support ESSA State Plan Peer Reviewer
- 2016 Conference on College Composition and Communication
- 2016 United States Department of Education English Language Development (ELD) Program Reviewer
- 2015 Council for the Accreditation of Educator Preparation (CAEP) Assessment Reviewer
- 2012 American Association of Colleges for Teacher Education (AACTE)

### **STATE LEVEL**

2022	MS Association Council for Teacher Education (MACTE)
2022	MS Teacher Residency Program
2022	MS CEDAR State Leadership Team
2022	Diversifying the Teacher Workforce Affinity Group
2022	MS US-PREP
2022	Mississippi Association of Colleges for Teachers (MACTE)
2020	Educator Preparation Working Group
2019	TN CEDAR State Leadership Team
2019	TN Accreditation Network
2017	Kansas Onsite Volunteer Team (OVT)
2016	Kansas Association of Colleges for Teacher Education (KACTE)
2016	CAEP/ Kansas State Department of Education Site Team Reviewer
2016	Kansas State Department of Education/CAEP Higher Education Observer
2016	Kansas State Department of Education Higher Education Program Reviewer
2016	Higher Education Standards Committee
2006	Southwest Georgia RESA Training: Educational Assessment
2005	North East Florida Educational Consortium

**UNIVERSITY LEVEL**

2022	Graduate School Council
2022	Deans' Council
2022	Academic Council
2022	Tenure and Promotion Committee
2020	Strategic Plan Development Committee (Chair)
2020	Strategic Planning Implementation Committee
2020	Quality Enhancement Plan Committee
2019	Tenure and promotion Committee
2019	Strategic Planning Committee Chair
2019	Assessment and Improvement Committee
2017	Adhoc Assessment Committee
2017	Learning and Assessment Committee
2017	TESOL Search Committee
2017	ESL Taskforce
2017	Reimagine the First-Year Steering Committee
2016	Academic Council (Deans and Assistant Deans)
2016	Learning Assessment Committee

**COLLEGE OF EDUCATION LEVEL**

2022	Professional Education Council
2019	Quality Enhancement Plan
2019	Dean's Council, Tennessee State University
2019	Academic and Improvement Committee
2016	Dean's Council, Fort Hays State University, Hays, Kansas

- 2016 -2019 Council on Preparation of Teachers and School Personnel (COPST) Committee, Policy Chair, Fort Hays State University, Hays, Kansas
- 2016 - 2019 CAEP Steering Committee, Chair, Fort Hays State University, Hays, Kansas
- 2016 - 2019 CACREP Committee, Chair, Fort Hays State University, and Hays Kansas
- 2016 - 2019 Faculty Review Committee, Chair, Fort Hays State University, and Hays Kansas
- 2016 - 2019 Quality Assurance Assessment Committee, Chair, Fort Hays State University, Hays, Kansas
- 2016 - 2019 Academy of Academic Leadership, Member, Fort Hays State University, Hays, Kansas
- 2016 - 2019 ESOL Advisory Committee, Fort Hays State University, Hays, and Kansas
- 2016 - 2019 Council for the Accreditation of Educator Preparation (CAEP) Assessment Team
- 2015 - 2016 Academic Standards Committee Social Justice Conference, Bethune-Cookman University, Daytona Beach, Florida
- 2015- 2016 Steering Committee of the 1<sup>st</sup> Annual Educational Justice Conference, Bethune-Cookman University, Daytona Beach, Florida
- 2014- 2016 Senior Research Committee, Vice Chair, Bethune-Cookman University, Daytona Beach, Florida
- 2014- 2016 Reading Endorsement Committee, Co-Chair, Bethune-Cookman University, Daytona Beach, Florida
- 2014- 2016 Advisory Committee – Center of Excellence for Teaching and Learning, Member, Bethune-Cookman University, Daytona Beach, Florida
- 2013- 2016: Teacher Education Council, Member, Bethune-Cookman University, Daytona Beach, Florida
- 2013- 2016 Governing Body ESOL Committee-Chair Executive Advisory Council, Chair, Bethune Cookman University, Daytona Beach, Florida
- 2011-2016 Teacher Alliance Committee (Community Stakeholders), Chair, Bethune Cookman University, Daytona Beach, Florida
- 2011- 2016 Assessment/Live text Committee, Bethune-Cookman University, Daytona Beach, Florida
- 2011- 2016 Curriculum Committee, Bethune-Cookman University, Daytona Beach, Florida
- 2011- 2016 Retention Committee, Bethune-Cookman University, Daytona Beach, Florida

**RESEARCH INTERESTS**

- Self and Social Identities with emphasis on cultural and language differences
- Culturally and Linguistically Responsive Teaching to students attending Higher Education Institutions
- English Language Development
- Underrepresented Minority groups
- Social Justice Leadership
- Education/Equity Justice
- Language Development
- Literacy development

**HIGHER EDUCATION ADMINISTRATIVE EXPERIENCE**

**Dean and Professor (August 2022 – present): Jackson State University (JSU) Jackson, Mississippi:** The role of the Dean of the College of Education and Human Development play a critical role in shaping the academic programs, faculty, and student experiences within the college, while also representing and advocating for the college's interests both internally and externally. The primary responsibility is to provide leadership, vision, and strategic direction for the college overseeing all aspects of the college's operations including academic programs, faculty recruitment, and development, student affairs, budgeting, and internal and external relation for five departments and the Lottie Thornton early childhood daycare center.

### *Highlights of Achievements*

- **Increased enrollment by 3%**
- **Improved persistence rate by 5%**
- **Increased retention rate by 8%**
- **Received an A+** for exemplary teacher preparation in the elementary education Science of Reading. One of 48 institution across the country.
- **Received CAEP Accreditation:** The College of Education and Human Development at Jackson State University was granted Accreditation at the initial licensure and advanced levels Spring 2023 through Spring 2030. This was the first time that the College of Education and human Development has received CAEP accreditation.
- **Implemented a COEHD first Data Retreat:** The COEHD spent two days reviewing our perceptions of what is going well and what are our future challenges. Reviewed others' perceptions of what is going well and what are our future challenges. The associate dean painted a data picture of the COEHD to develop a shared understanding of our performance results. The faculty and administrators identified from reports, information trending in the right direction and information that may need attention and improvement. Data provided for faculty to review included program learning outcomes, instructional pedagogies, assessment, and student growth and achievement.
- **Provided a 2022 Superintendents' Breakfast:** There were more than 25 superintendents to attend the superintendent breakfast to discuss partnership, teacher shortage, teacher support, professional development, Grow Your Own initiative, teacher residency, and registered apprenticeship initiative
- **2023 The Path Forward Summit:** The Dean of the College of Education and Human Development
- **Served as an expert literacy resource expert for the 2023 Illinois Legislators Retreat:** Panel Expert for Early Literacy
- **Served as a Science of Reading Expert** for 2023 National Education Summit
- **Partnered with University School Partnerships for the Renewal of Educator Preparation (US PREP) JSU College of Education and Human Development partnership:** Mississippi Collaboration for Effective Educator Development, Accountability, and Reform is part of the inaugural cohort of university-based teacher preparation programs in the US PREP coalition. COEHD entered the process of transforming its teacher preparation programs. JSU is the only HBCU and serves a key role on campus as one of US PREP flagship programs.
- **Partnered with CEEDAR Teaching and Leading Solution Group:** The College of Education and Human Development has partnered with the Mississippi Department of Education and the University of Florida to address policy, *recruitment, retention, and inclusive preparation and practice.*
- **Partnered with Mississippi Momentum Partnership the Barksdale Reading Institute:** The COEHD partnered with Mississippi Momentum Partnership and The Barksdale Reading Institute

to improve the overall quality of public education in Mississippi through strategic literacy initiatives and providing professional development to teachers and administrators.

- **Partnered with Mississippi Early Childhood Association (MECA) Conference:** This annual conference, sponsored by the Department of Elementary and Early Childhood Education in partnership with the Child Care Directors' Network provided technical assistance and pedagogical support to early childhood professionals across the state of Mississippi. This year's conference supported approximately 200 early childhood professionals.

**Dean and Professor (August 2019 – 2022): Tennessee State University (TSU), Nashville, Tennessee.** The role of the Dean of the College of Education and Human Development play a critical role in shaping the academic programs, faculty, and student experiences within the college, while also representing and advocating for the college's interests both internally and externally. The primary responsibility is to provide leadership, vision, and strategic direction for the college overseeing all aspects of the college's operations including academic programs, faculty recruitment, and development, student affairs, budgeting, and internal and external relations for three departments and the Global Student Support Services Lab.

### ***Highlighted Achievements***

- **Increased enrollment** in the College of Education by 15% in the first year.
- **Chaired and developed the Strategic Plan:** "A Pathway to Academic Excellence 2020-25" approved by the Board of Trustees in the fall of 2020. Worked with college deans, VPs, AVPs, general counsel, department chairs, executive directors, directors, alumni, government officials, and other stakeholders through the strategic plan development.
- **Submitted and approved Registered Apprenticeship Program** from the US Department of Labor. The first in the state that addressed a four-year degree in Tennessee. Registered Apprentice Program for paraprofessionals pathway to Teaching
- **Implemented** the Black Male Initiative.
- **Increased partnerships** from five to 18 school district partnerships with signed Memorandum of Agreement (MOAs) and Memorandum of Understanding (MOU)
- **Wrote and awarded the Aspiring Assistant Principal grant** in collaboration with the Educational Leadership faculty, the TSU- Aspiring Assistant Principal Network proposal for the initial award of **600,000.00**. The grant was extended for another year in the amount of **600,000.00**. The total award from the Tennessee Department of Education was 2.4 million dollars to train **400 teachers to become assistant principals across the state of Tennessee.**
- **Served** on various committees for the SACSCOC accreditation process and wrote section 7.1
- **Trained** 100% faculty in online course development
- **Implemented** 80% of the College of education academic programs in asynchronous and synchronous delivery formats.
- **Implemented the Annual Statement of Responsibility** Plan for faculty outlined the key responsibilities and duties as a formal declaration of the commitment and obligation that they will undertake during the year in teaching, research/scholarship, and service.
- **Developed** a Faculty Research and Grant awards booklet

**Assistant Dean and Director of Assessment and Accreditation (June 2016 - 2019) Fort Hays State University, Kansas (FHSU).** This was a dual role role included leadership, recruitment, retention, and strategic planning facets. The primary role was to maintained an environment of collegiality and student success and worked closely with senior administration, department chairs, faculty, and staff. This position interacted with faculty, administrators, staff, students,



alumni, other University constituencies, and outside agencies. Assisted the Dean with the management of administrative functions of the College of Education. Collaborated with the Dean on planning college strategic initiatives. Provided COE administrative leaders support in curriculum development, institutional assessment and improvement, human resource management, faculty/staff development and performance appraisals, budget and finance, and facilities planning and management. Provided direction and leadership to all academic and classified staff assigned to instructional programs, functions, and activities; formulated, developed, implemented, and reviewed policies, standards, program learning outcomes, course student learning outcomes, and unit and program assessments to assure that students are afforded best possible curricular alternatives and supportive services while pursuing academic fields of study leading to the completion of certificates and degrees.

- **Led** the assessment efforts and coordinate the systematic communication of assessment data relevant to departments.
- **Served** as CAEP Coordinator
- **Provided** oversight of the assessment team and outreach programs.
- **Provided** academic leadership for program faculty, faculty development, and compliance staff. Work with the Dean to establish faculty leadership positions to oversee programs and academic disciplines.
- **Worked** directly with the Dean to establish a protocol for continuous improvement and provided clear guidance to team members within the College of Education. Specific areas of responsibility included leadership in and oversight of academic curriculum and course development; assessment; accreditation; academic quality assurance; clinical experiences; professional development schools; student services; and student recruitment and retention.
- **Assisted** the Dean in performing responsibilities associated with the operation of the Education Unit for teacher preparation; responsible for the development and enhancement of external partnerships that further the mission of the College and serve on appropriate College and University committees as appointed by the Dean.

***Highlighted Achievements***

- 2018 Collaborated and developed a Special Education Apprentice Licensure program of study with Advanced Education Special Education faculty
- 2018 CAEP Accredited as lead Assessment and Accreditation Liason
- 2018 Collaborated and wrote the CACREP self-study report
- 2017 Delivered Closing Remarks at the Michael Tilford Diversity Conference with more than 300 participants.
- 2017 Developed an ESOL certificate program of study
- 2017 Developed an Elementary Education Apprentice licensure program of study
  
- 2016 Wrote a Degree in Three vertical curricula. Co-author and Co-Investigator with Barton Community College
- 2016 Developed a Memorandum of Agreement (MOA) for school district partnership
- 2017 Invited Lecturer, *Understanding Second Language Acquisition in Higher Education*. Presented to English Language Faculty from SIAS Chinese International University, Fort Hays State University, Hays, Ks.

- 2016 Led Accreditation and assessment process and received reaffirmation of Accreditation from CAEP until 2024
- 2016 Developed and administered a Faculty Peer Review instrument with colleagues
- 2017 Developed a Social Justice Leadership course for Honors College
- 2017 Developed an ESOL Survey Course
- 2017 Developed Memorandum of Agreements with five school districts

**.ESOL Coordinator/Department Chair (January 2011– May 2016) Bethune-Cookman University, Daytona Beach, FL.** As the ESOL coordinator, provide instruction for the School of Education participants. Responsible for coordinating curriculum and assessment efforts related to ESL.

- Provided training and support to program faculty in the School of Education.
- Monitored compliance with all aspects of ESL as it related to compliance with state and federal mandates.
- Maintained documentation and compiled, reviewed, analyzed, and synthesized information to prepare presentations, briefings, and reports to university leadership, state, and accreditation organizations for a program that served all elementary education, English Education, and Exceptional Student Education majors.
- Implemented strategies that enhanced academic achievement and increased student pass rates on the professional state exam.
- Directed the ESOL department operations, supervising full-time faculty, assessed staffing needs and coordinated recruiting, screening, interviewing, and hiring ESOL faculty.
- Cultivated strategic relationships, built industry partnerships, conducted market research, and pursued opportunities to provide students with practical experiences that put classroom theories to work.

### ***Highlighted Achievements***

- Developed and administered ESOL training to elementary and secondary education teachers and administrators (K-12)
- 2015 – Developed a Master of Education in Teaching English to Speakers of Other Languages (TESOL) degree program.
- 2014 – Developed an English Speakers of Other Languages (ESOL) handbook for the preparation of teachers.
- 2012 – Developed a professional staff development plan for the College of Education faculty members.

### **POST-SECONDARY (GRADUATE AND UNDERGRADUATE) TEACHING EXPERIENCE**

**Professor (August 2019 –2022)** Made a significant contribution to scholarship in English Speakers of Other Languages (ESOL), Educational leadership, Early Childhood Education, Elementary Education, and Social Justice Leadership through an active research agenda and looked for external funding. Taught graduate-level courses in ESOL, Elementary Education, Educational Leadership, and Reading on topics in two or more of the following areas: assessment, ESOL Practicum, Cultural Diversity, Methods, Data Analysis, Curriculum development, multicultural education, and Applied Linguistics. Other responsibilities included

providing service to the university and the profession at the local, state, and national levels; developed and maintained collaborative relationships with colleagues within and across campuses; established connections with local school and district leaders throughout the region; and demonstrated a commitment to diversity and social justice.

**Associate Professor (August 2016- May 2019):** Made a significant contribution to scholarship in the field of English Speakers of Other Languages (ESOL) through active research and applied for internal and external funding. Taught graduate-level courses for the ESOL certification program on topics in two or more of the following areas: assessment, ESOL Practicum, Cultural Diversity, Methods, and Applied Linguistics. Other responsibilities included providing service to the university and the profession at the local, state, and national levels; developed and maintained collaborative relationships with colleagues within and across campuses, established connections with local school and district leaders throughout the region; and demonstrated a commitment to diversity and social justice.

**Assistant Professor, ESOL (January 2011-June 2016) Bethune-Cookman University**

As an assistant professor, my primary responsibilities included teaching courses in English for Speakers of Other Languages (ESOL). Responsibilities included assisting in the development and review of curriculum, served on College and School Districts committees, participated in various developmental and college activities, and maintained office hours for student advisement. Taught TSL 370A & B Principles and Issues in Teaching English Speakers of Other Languages (ESOL) and TSL 440 Methods for Teaching ESOL as stand-alone courses.

**Core Instructor, Med in Curriculum and Instruction (August 2006 – June 2008) National Louis University, Chicago, IL.** As core instructor, I taught a cohort of students taught graduate courses for the Med in curriculum and instruction, used scholarly habits of mind and inquiry to affect pre-kindergarten through 12th-grade student learning. In partnership with schools and districts, articulated, and modeled democratic and progressive education, designed dynamic learning environments, and worked collaboratively in diverse communities and with diverse learners to meet the needs of all students.

**Adjunct Assistant Professor –ESOL (January 1999 –August 2010) Florida A & M University, Tallahassee, FL:** Taught elementary education and ESOL courses (elementary education general methods and principles, curriculum, cross-cultural studies, linguistics, testing and evaluation, children’s literature, classroom management, educational leadership, and multicultural education) at Florida A & M University.

**Adjunct Assitant Professor : ESOL (August 1995 – 2003) Nova Southeastern University, Davie, Florida.** The role of an ESOL professor was to teach graduate ESOL courses on second language acquisition, linguistics, assessment, methods, and cultural diversity. Work closley with students to assess language proficiency and individualize instruction to meet specific needs. Conducted research in the field of second language acquisition and contributed to the development of curriculum and instructional materials for ESOL programs.

**ADMINISTRATIVE EXPERIENCE (ELEMENTARY AND SECONDARY EDUCATION P-12 LEVELS)**

**Founder and Executive Director: January 2011 – June 2014- New Millennium Charter School, Madison, Florida 32340.** The role of the founder of a charter school was to establish and lead the school from its inception. In this role I was charged with developing the vision, mission, and educational philosophy of the school, as well as securing the necessary approvals and resources to open and operate the charter school. As the executive director, my primary goal was to ensure the high-quality, strategic growth, and operational sustainability of the NMCS. My role provided leadership for the faculty and staff of the NMCS, and the NMCS Board of Directors. I created a comprehensive business plan and strategic plan that outlined the school's mission, curriculum, staffing, budget, and facilities. My leadership as a visionary, I was able to secure funding resources to start and sustain the charter school, responsible for recruitment and hired highly qualified teachers, administrator, and staff, developed curriculum and instructional approach aligned with state standards to meet the unique needs of students, established partnerships with educational organizations or experts to enhance the curriculum and instructional practices. I was responsible for securing a suitable facility for the charter school which included overseeing facilities maintenance, technology infrastructure, transportation, and other operational aspects of the school. Finally, curriculum engagement and outreach that built relationships with parents, community members, and other stakeholders to garner support for the charter school. We engaged in outreach activities, such as hosted informational sessions, attended community events, and collaborated with local organizations to promote the school and recruitment efforts.

### ***Highlighted Achievements***

2012 Implemented a Parent Training Academy

2012 Awarded Start-up Implementation Grant” **350,000:** Florida Department of Education, School Choice, Author and Principle Investigator.

2012 - Enhanced public understanding of the charter school and its mission; conformed to standards of ethical behavior.

2012 - Provided a framework for setting goals and developing strategic plans to accomplish those goals.

**Assistant Educational Leader: August 2010 –October 2012- Humanities and Fine Arts Charter School, Leesburg, Florida 34748.** A member of the senior administration who directs the general studies program provided faculty leadership and helped maintain a positive educational atmosphere as part of the school's mission of educational excellence in a caring and respectful school environment. Reported to the Educational Leader: coordinated the curriculum, instruction, and assessment with a vision of academic excellence, included the support and supervision of the faculty and the development and implementation of the curriculum; provided leadership for all faculty in the areas of professional development, teamwork, and collaboration; served as a member of the administrative team, under the direction of the Educational Leader, to develop, implement, and promote the total school program; and managed the maintenance of an adequately disciplined school environment.

**K-5 Teacher/ ESOL Specialist : Colquit County Schools Moultrie, Georgia.** Designed and implement age-appropriate lesson plans and instructional materials aligned with state standards and curriculum guidelines; Facilitated engaging and interactive classroom instruction that caters to diverse learning styles and abilities; Administered assessments, quizzes, and tests to measure student progress and evaluate learning outcomes. Established and maintained a positive and inclusive classroom environment conducive to learning, while enforcing rules and behavioral expectations; Provided individualized attention and support to students who require additional assistance or accommodations to meet learning objectives; Maintained open and effective communication with parents or guardians regarding student progress, behavior, and academic concerns. Participated in ongoing professional development activities, workshops, and training sessions to enhance teaching skills and stay abreast of best practices in education; Collaborated with colleagues, administrators, and support staff to coordinate instructional activities, share resources, and promote a cohesive school culture; Supervised students during classroom activities, transitions, lunch, recess, and other school-related events to ensure their safety and well-being; Maintained accurate records of student attendance, grades, and performance assessments, and prepare progress reports as required by school policies and procedures.

**District Curriculum Administrator (August 1996 – June 1999)** A Curriculum Administrator Generalist K-12 is a vital educational leader responsible for overseeing and coordinating curriculum development, implementation, and evaluation across all grade levels (K-12) within a school district or educational institution. This role requires a deep understanding of educational standards, instructional strategies, and assessment practices to ensure alignment with district goals and objectives.

**K-12 Teacher: January 1990 – 1996) Jefferson County Schools, Monticello, Florida and Broward County Schools, ft. lauderdale, Florida.** Designed and implement age-appropriate lesson plans and instructional materials aligned with state standards and curriculum guidelines; Facilitated engaging and interactive classroom instruction that caters to diverse learning styles and abilities; Administered assessments, quizzes, and tests to measure student progress and evaluate learning outcomes. Established and maintained a positive and inclusive classroom environment conducive to learning, while enforcing rules and behavioral expectations; Provided individualized attention and support to students who require additional assistance or accommodations to meet learning objectives; Maintained open and effective communication with parents or guardians regarding student progress, behavior, and academic concerns. Participated in ongoing professional development activities, workshops, and training sessions to enhance teaching skills and stay abreast of best practices in education; Collaborated with colleagues, administrators, and support staff to coordinate instructional activities, share resources, and promote a cohesive school culture; Supervised students during classroom activities, transitions, lunch, recess, and other school-related events to ensure their safety and well-being; Maintained accurate records of student attendance, grades, and performance assessments, and prepare progress reports as required by school policies and procedures.

## **OTHER PROFESSIONAL EXPERIENCE**

**Resource Expert:** 2023 Illinois Legislators Retreat: K-12 Literacy: Reading as a Right and Science: As a Resource expert, I possess extensive knowledge and expertise in reading, continuous improvement, assessment, and accreditation. I provide guidance, support, and resources related to resource identification and evaluation, training and professional development, collaboration and networking, and research and innovation in higher education.

**2023 National Summit on Education as a speaker joining Jeb Bush and ExcelinEd.**

**2023 Proposal Reviewer: US Department of Education Office of Elementary and Secondary Education.**

**2022 Proposal Reviewer: US Department of Education, National Charter Schools**

**2023 MSERA Annual Meeting:** Lessons Learned from Colleges of Education Participating in Yearlong Teacher Residencies: A Panel of Education Deans from Four States. Served on the Panel.

**Contracted Peer reviewer:** Summer 2023, US Department of Education, Office of post-Secondary Education-Strengthen Institution Programs.

**Contracted Peer Reviewer:** Spring 2023: US Department of Education, Office of Elementary Education and Secondary Education (OESE) School Choice and Improvement Programs (SCIP) Full-Service Community Schools (FSCS).

**Contracted Reviewer: (January 2010 –June 2010): Florida Department of Education-Charter School.** Reviewed Charter School Applications for Federal Start-up Funding for 25 charter schools; Read, scored, and provided written comments on grant applications submitted to the Florida Department of Education under the CSP programs, and provided detailed, objective, constructive, and timely written reviews for each assigned application.

## **PEER-REVIEWED PROFESSIONAL ARTICLES**

Haynes, J. A. (In progress). A Standards-based Approach to Teaching English Learners

Haynes, J. A. (In progress). Exploring Leadership Practices of Social Justice Leadership.

Haynes, J. A. (In progress). Understanding how culture affects African American children in mainstream classrooms.

Haynes, J. A. (In progress) Social Justice Leadership for English Learners.

Haynes, J. A., (2017) Demystifying Cultural and Language Differences [Monograph] NAAAS Affiliates, 333-342.

Haynes, J. A. (2016) Integrating social and academic language in a college classroom. *International Journal of Education and Social Science*, 2(8), 40-47.

- Haynes, J. A. (2015). teaching english language learners at an HBCU [Monograph]. NAAAS & Affiliates, 428-434.
- Haynes, J. A. & Dunbar, L. (2014). Differentiated Instruction in Higher Education. *International Journal of Education and Social Science*, 1(3) 25-31.
- Haynes, J. A. (2014) English Speakers of Other Language Handbook: Instructional Strategies for Teaching English Learners. Prentice Hall.
- Haynes, J. A., and Duncan, K. A. (2014). Twisted thoughts: educating african american children [Monograph] NAAAS Affiliates, 476-494.
- Haynes, J. A. (2008). Continuous progress approach. *Education Research Starters, EBSCO Publishing, Ipswich, MA.* (3).
- Haynes, J. A. (2008). Elected courses. *Education Research Starters, EBSCO Publishing, Ipswich, MA.* (3).
- James, J. A. (1999). *Training primary teachers to meet the literacy needs of the culturally and linguistically diverse.* Ft. Lauderdale, FL: Nova Southeastern University.
- James, J. A. (1998). *Training teachers how to select Appropriate Multicultural Children is Literature to Infuse across the Curriculum.* Ft. Lauderdale, FL: Nova Southeastern University.
- James, J. A. (1996). *Building Blocks: Instruction to Improve Reading and Writing Skills of Multi-Aged ESOL participants.* Ft. Lauderdale, FL: Nova Southeastern University.

### **BOOK PUBLICATIONS**

- Haynes, J.A. (2012). *Culturally and Linguistically Diverse Children.* Blooming, MN. Xlibris.
- Haynes, J. A. (2012). *The Silent Epidemic: Problems in Public Education.* Blooming, MN. XLIBRIS.

### **SCHOLARLY PRESENTATIONS AND WORKSHOPS**

- Haynes, J. A., and Duncan, K. (2018) Social justice leadership: strategies to retain males of color in Higher Education. 15<sup>th</sup> Annual Males of Color Empowerment and Retention Conference. Redesigning the K-16 Educational Pipeline: The Solution Reconnecting and Reinvesting Institutional Resources to Ensure Academic Success. Southfield Michigan.
- Haynes, J. A. (2018). Designing and using rubrics for program assessment. College of Education Annual Data Retreat. Fort Hays State University.
- Haynes, J. A. (2017) Data Analysis Processes: Connecting Data Analysis Processes to Program Learning Outcomes. College of Education Fort Hays State University,
- Haynes, J. A. (2017) Council for the Accreditation of Educator Preparation (CAEP): Scope of Accreditation for Advanced Level Programs. Fort Hays State University. Advanced Education Programs.

Haynes, J. A. (2017) *An Overview of CAEP Standard 1: Content and Pedagogical Knowledge*. Fort Hays State University, Hays, Kansas.

Haynes, J. A. (2017) *Culture and Language Inseparable in teaching academic content*. Summer Institute, SIAS International University, Fort Hays State University, Hays, Kansas.

Haynes, J. A. (2017) *Second Language Acquisition in Higher Education*, Summer Institute, SIAS International University, Fort Hays State University, Hays, Kansas.

Haynes, J. A. (2017) *ESOL Methods and Strategies for Teaching English Learners*, Summer Institute SIAS International University, Fort Hays State University, Hays Kansas

Haynes, J. A. (2017) *Challenges English learners face in Mainstream Classrooms*. Northwest Minzu University Nationalities. Lanzhou, Gansu PR China.

Wilson, G. & Haynes, J. A. (2017) *Creating Space for Social Inclusion*. 1st Annual Law Symposium. Fort Hays State University.

Haynes, J. A. Haynes, 2017. *Decolonizing Self*. (Moderator) 25<sup>th</sup> Joint Conference, National Association of African American Studies Dallas Texas.

Haynes, J. A. (2017), *Demystifying Cultural and Language Differences* (Presenter), 25<sup>th</sup> Joint Conference, Dallas Texas.

Haynes, J. A. (2017). *School Choice and Urban Residency: The Impact of Expanded Choice on Housing Decisions* (Moderator) National Association of African American Studies.

Haynes, J.A. (2017) *African American Female Principals' Perceptions Regarding Gender equity on Their Campuses* (Moderator). 25<sup>th</sup> Joint Conference, National Association of African American Studies Dallas, Texas.

Haynes, J.A. (2017) *Examining the Components of Biculturalism: Promoting a Culturally Responsive Classroom* (Moderator) 25<sup>th</sup> Joint Conference, Dallas, Texas

Haynes, J. A. (2016) *Analyzing and Interpreting Data*. College of Education. Fort Hays State University, Hays, Kansas.

Haynes, J.A. (2016) *Social Justice Leadership for English Learners (EL)*. Presented at Social Justice Leadership Conference in Orlando, Florida.

Haynes, J. A. (2015) *Center of Excellence for Teaching and Learning: Instructional Strategies*. Bethune-Cookman University, Daytona Beach, FL.

Haynes, J. A., (2015) *Center of Excellence for Teaching and Learning: Conceptual Frameworks for Developing Cultural and Cross-Cultural Competence*. Bethune-Cookman University, Daytona Beach, Florida.



Haynes, J. A. (2015). Center of Excellence for Teaching and Learning: Tools and Strategies for Designing Inclusive Classrooms for Diverse Learners. Bethune-Cookman University Daytona Beach, Florida.

Haynes, J. A. (2015). National Association of African American Studies and Affiliates: English Language Learners at an HBCU.” Baton Rouge, LA.

Haynes, J. A. (2014). National Association of African American Studies and Affiliates: “Twisted Thoughts: Educating African American Children” Baton Rouge, LA

Haynes, J. A. (2013) 23 Annual International NAME Conference, Erasing the Shadows, Embracing the Light: Revisiting Multicultural Education: Oakland California.

Haynes, J. A. (2013). Developing Social and Academic Language in a mainstream classroom. TESOL 2013 International Convention and English Language Expo “Harmonizing Language, Heritage, and Cultures.

Haynes, J. A. (2007) Technology, Reading and Learning Diversity (TRLD) Conference “Instructional Strategies Responsive to Culturally and Linguistically Diverse Participants”

Haynes, J. A. (2007). National Reading Recovery & K-6 Classroom Literacy Conference: “Meeting the Literacy Needs of Culturally and Linguistically Diverse Participants.”

### **Grants Funded**

2022-Tennessee State University and US Department of Education Title III, Global, Retention, Advising, Coaching, Intervention Education (GRACIE)-Opportunity to Learn (OTL), 600,000.00, College of Education, Author and served as the PI.

2022 -Tennessee State University and Tennessee Department of Education Grow Your Own Initiative. Wrote and awarded eight Grow Your Own Proposals awarded **800,000.00** and served as the PI.

2021- Tennessee State University and Tennessee Department of Education SPED and ESL grant Dual Certification, **1,1 million dollars**, College of Education, Author and served as the PI

2020 – Tennessee State University (TSU) and Tennessee Department of Education, SPED/ESL Dual Certification grant, **475,000,00**, College of Education, Author and served as the Co-PI.

2020- Tennessee State University (TSU) and Mississippi Department of Education, Aspiring Assistant Principal Network grant, **2,4 million dollars**, College of Education, Author and served as the Co-PI.

2019- Tennessee State University (TSU) Special Education Endorsement Grant, **275,000.00**, College of Education, Author, and PI.

2019-Tennessee State University and US Department of Education Title III, Global Student Support Services Lab, **565,000.00**. Author and PI.

2018- FHSU and Sanford Inspire Initiative grant, **75,000.00**, College of Education, Author, and Co-PI.

2016 - 2017- Professional Staff Development Grant **4,000.00**. Teaching English to Speakers of Other Languages (TESOL) College of Education, Author, and Principal Investigator

2016 - Scholarly Faculty Exchange: Grant **6,000.00**. Challenges faced by English learners in Mainstream Classrooms. Northwest International Universities, Lanzhou, Gansu PR China.

2013- National Food Lunch Program, **36,000.00**: Florida Department of Agriculture and Consumer Services. New Millennium Charter School, Madison, Florida. Author and Principal Investigator.

2013- New Millennium charter School, awarded the title I grant. Author, and PI for the proposal. Funded by Madison County School District. **58,000**: Madison County School District. Madison, Florida.

2012 - Awarded Start-up Implementation Grant” **350,000**: Florida Department of Education, School Choice, Author, and Principal Investigator.

2011 – New Millennium Charter School and Madison County School Board. Wrote, submitted, and received approval to open a Charter School. The first in the county. Awarded New Millennium Charter School Application,” **6,248,000**, Charter School in Madison County, Madison County School District, Author, and Principal Investigator.

## **PROFESSIONAL ACTIVITIES**

- Educator Preparation Working Group (Tennessee)
- Racial Justice
- National Association of African American Studies 25<sup>th</sup> Joint Conference, Moderator
- Writing Advisory Group, Fort Hays State University
- TESOL Conference, Proposal Reviewer
- International Journal, Manuscript Reviewer
- Dissertation Committee (Literature Review Expert) Azusa University

## **Accomplishments:**

- As an executive director, I worked collaboratively with low-performing schools’ personnel developing, implementing, evaluating, and monitoring participants’ progress.
- As a curriculum administrator, I conducted curriculum analysis of low-performing schools.
- As a teacher, I developed a second-grade curriculum for at-risk participants, which resulted in student academic achievement on a standardized test.

- As a grade-level teacher, I collaborated with a grant team, and the school district was awarded the Write to Read and Write-to-Write grant. There were only three grants awarded in Florida.
- Completed Continuous Improvement Model (CIM) training with administrators and instructional staff across Florida.

### **PROFESSIONAL AND SOCIAL ORGANIZATIONS**

- American Educational Research Association (AERA), Member
- Phi Kappa Phi Chapter Fort Hays State University, President-Elect,
- Nu Omega Omega Chapter of Alpha Kappa Alpha, Inc. Sorority, Member
- American Association of University Women (AAUW), Member
- American Association of Colleges for Teacher Education (AACTE), Member
- Association for Supervision and Curriculum Development, Member
- Kansas Association of Colleges for Teacher Education (KACTE)
- MidAmerica Teachers of English of Speakers of Other Languages (MIDTESOL), Member
- National Education Association (NEA), Member
- Kansas National Education Association
- National Council of Teachers of English, Member
- National Association for Bilingual Education, Member
- Society for Cross-Cultural Research, Member
- Teaching English to Speakers of Other Languages (TESOL), Member

### **PROFESSIONAL LICENSURE**

#### **Professional Educator's License (K-12) in both Florida and Georgia States (inactive)**

- 2008- 2014 Reading Endorsement (K-12)
- 2005-2014 Early Childhood Education (K-5)
- 1998- 2014 Educational Leadership (K-12)
- 1995-2014 English Speakers of Other Languages (ESOL) Endorsement (K-12)
- 1990- 2014 Elementary Education (K-6)

### **SPECIALIZED TRAINING**

- CAEP Assessment Reviewer (National)
- CAEP State Reviewer
- Peer Reviewer
- Higher Learning Commission (HLC) AQIP Pathway Panel Reviewer (National)
- Higher Education Program Reviewer (Kansas)
- Racial Justice Leadership trainer (Kansas)
- CAEP State site visitor (Kansas)
- Academy of Academic Leadership
- Centralized budgeting
- Kettle Change Model
- How to Manage Conflict

- Strategic Planning
- Managing and Allocating Resources (Performance-based, activity-based, and Zero-based budgeting)