

**EXECUTIVE COACH - EDUCATIONAL CONSULTING - EQUITY-FOCUSED LEADERSHIP - ACADEMIC PROGRAM ADMINISTRATION**

*An accomplished Educational Consultant and University Professor with extensive experience educating, advocating, and guiding action-focused conversations centered around the theory, practice, and business of equity-focused leadership. Recognized as a community advocate and leader, developing high-impact programs, championing individuals, and guiding leaders to understand that education for all students is the foundation of our society.*

**CORE COMPETENCIES**

Educational Consulting | Diversity, Equity & Inclusion Initiatives | Higher Education Program Administration | Cross-Functional Leadership  
Multi-Generational Economic Empowerment Strategies | Transformative Change Management Strategies | Corporate Communications  
Workshop & Conference Presentations | Academic Performance Optimization | ELL Strategies | Equity-Focused Curriculum Development  
Large-Scale Project Oversight | Community Engagement | Corporate Communications | Multimillion-Dollar Fiscal Management

**COACHING AND CONSULTING EXPERIENCE**

**Managing Director for National Search Firm - Ray & Associates - St. Louis, MO** 8/2023 - Present

- Conduct executive searches for school boards to assist with hiring district leaders.
- Develop highly effective procedures to assist schools, step-by-step, in selecting a leader to meet the needs of staff and students.
- The Managing Director is the professional who provides inspiration, motivation, and guidance to leaders and managers for Ray & Associates.
- The Managing Director directs the company's operations to ensure it achieves its objectives effectively and efficiently.

**Executive Leadership Coach - RISE Coaching & Consulting - St. Louis, MO** 12/2020 - Present

- Coach leaders personally and professionally to master their mindsets and drive through obstacles that hold them back from success.
- Blends leadership, business, and coaching competencies to help individuals and teams to engage, perform, and achieve high-level results.

**Educational Consultant – RISE Coaching & Consulting – St. Louis, MO** 12/2020 – Present

- Conceptualized, developed, and launched a consulting firm to equip educational leaders with the necessary skills to direct racial equality and justice within school districts.
- Serve as the CEO and Lead Educational Consultant, providing equity-focused leadership, coaching, and training to various organizations through small group consultations, public speaking engagements, and conference presentations.

**National Search Director - Ray & Associates - St. Louis, MO** 12/2020 - 8/2023

- Conduct executive searches for school boards to assist with hiring district leaders.
- Develop highly effective procedures to assist schools, step-by-step, in selecting a leader to meet the needs of staff and students.

**Technical Assistance Specialist - Region III Midwest and Plains Equity Assistance Center - Indianapolis, IN.** 2/2022 - 9/2022

- Executed the facilitation, information dissemination, and professional development activities associated with technical assistance provided as a regional Equity Assistance Center funded by the United States Department of Education.
- Assisted resource development, professional development, and professional partnerships focused on policy and practice improvement with educators from public schools and state education departments.

**ACADEMIC CAREER NARRATIVE**

**Assistant Professor in Educational Leadership – Saint Louis University – St. Louis, MO** 8/2021 – Present

- Strategically plan and implement engaging course material for diverse students, maintaining an inclusive and welcoming learning environment, focusing on student retention, and improving student progress.
- Collaborate with counselors and academic advisors and continually evaluate curriculum, maximizing learning opportunities and implementing innovative instructional methodologies.
- Serve as an integral part of doctoral committees for EdD projects and Ph.D. dissertations, providing student mentorship and guidance.
- Continually contribute to student acquisition and retention initiatives by engaging a diverse group of students and supporting a variety of strategic departmental approaches.

**Regional Supervisor – Missouri Department of Education – St. Louis, MO** 7/2021 – 05/2022

- Influence policies and procedures at the district level to support academic fairness and inclusion, ensuring that every child has the resources, teachers, interventions, and support for sustainable success.
- Serve as a strategic partner, advocate for district leaders, and liaison between The Department of Education and regional superintendents, supporting DESE communications and elevating public school voices.

- Deliver diversity, equity, and inclusion guidance to Rockwood, Kirkwood, Webster Groves, Valley Park, Riverview Gardens, Jennings, Hazelwood, Parkway, and Pattonville districts.
- Guide schools on the analysis and utilization of data, the development and execution of the school's Comprehensive School Improvement Plans (CSIP), and the continued evaluation of efforts.

**Superintendent – Maplewood Richmond Heights School District – St. Louis, MO** 7/2012 – 10/2020

- Command responsibility of over a high-ranking school of 1,600 students, 250 employees, and a \$20 million budget; receiving the District of Distinction award from a district publication, the highest score on the state's annual performance report and the 2015 National Excellence in Urban Education Award from the Center for Urban School Transformation.
- Instrumental in extensive assessment forecasting, analysis, and strategic planning for academic initiatives while mentoring, coaching, and supporting educators to ensure professional development and student progress.
- Spearheaded various large-scale projects, including a \$6.1 million land purchase and construction of a new preschool and passing a tax levy to meet the increasing student needs.
- \$30 million bond issue passed in 2020 to increase the number of learning spaces for students and improve building safety and security measures. Converted restrooms into gender-neutral spaces.
- Excel at school-wide academic excellence, receiving recognition in the Annual Performance Report from the Missouri Department of Elementary and Secondary Education for increasing the MRH grade from 96.1% in 2016 to 97.5% in 2017.
- Continually present written communications and academic achievement-focused presentations for educators, including introducing and implementing the Public Education Leadership Project Coherence Model from Harvard University.
- Established district food pantry, Weekend on Wheels, supporting over 96 families and providing over 1,440 food boxes throughout each academic calendar year.

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**Assistant Superintendent – Maplewood Richmond Heights School District – St. Louis, MO** 7/2008 – 7/2012

- Provided administrative and programmatic support to the Superintendent, coordinating the federal grants program, and providing leadership, social justice training, and professional development for a variety of educators and personnel while managing numerous human resource activities.
- Served as the Gifted Program Administrator, Summer School Administrator, and Home Visit Program Coordinator, facilitating continuous academic improvement approaches and ongoing, frequent, and open communication with staff, families, and leadership committees.
- Led the program and implemented various ESL and ELL strategies that increased the proficiency of English among students and ensured maximum resources needed to succeed.
- Received numerous awards, including the Apple Distinguished School Award for technology, educational excellence, and leadership and the Outstanding Local Government Achievement Award from the East-West Gateway Council for "Healthy Eating with Local Produce Program."

**Principal – Willow Brook Elementary – Pattonville School District – St. Louis, MO** 7/2003 – 6/2008

- Managed the daily operations of the school and continually evaluated curriculum, maximized learning opportunities, and employed innovative education methods, including the utilization of gallery walks for grade-level collaborations and block scheduling for K-3 Communication Arts.
- Facilitated leadership meetings and reported academic progress, focusing on academic improvement through extensive action research and data-driven analysis to determine the effectiveness of curriculum performance and outcomes.
- Appointed school-wide data teams and employed a TechPaths database for grade-level curriculum mapping while implementing computer-supported collaborative learning through library media.

**ACADEMIC LEADERSHIP EXPERIENCE**

- **Adjunct Professor – Brown School of Social Work – Washington University** 8/2018 – 12/2018
  - **Social Justice and Human Diversity**
- **Adjunct Professor – School of Education – Saint Louis University** 2/2021 – 5/2021
- **Online Course Designer – School of Education – Webster University** 10/2020 – 1/2021
- **Assistant Principal – Drummond Elementary – Pattonville School District** 7/2002 – 6/2003
- **Assistant Principal – Carrollton Oaks – Pattonville School District** 7/2001 – 6/2002
- **Assistant Principal – Marvin Elementary – Ritenour School District** 7/2000 – 6/2001
- **Third Grade Teacher – Keysor Elementary – Kirkwood School District** 8/1994 – 5/2000

**EDUCATION, CERTIFICATIONS, AND AWARDS**

- **Doctor of Education – Transformative Learning in the Global Community** – Webster University – Webster Groves, MO
- **Education Specialist Degree** – Lindenwood University – St. Charles, MO
- **Master of Education Administration** – Saint Louis University – St. Louis, MO
- **Bachelor of Science – Education** – Fontbonne University – Clayton, MO
- **Career Continuous Administration Certificate** – Lindenwood University – St. Charles, MO
- **Principal | Transition Administration Certification** – Saint Louis University – St. Louis, MO
- **Learning Disabled K-12 | Behavior Disordered K-12 | Elementary Education 1-8** – Fontbonne University – Clayton, MO

#### AWARDS

- **Honoree – 75<sup>th</sup> Annual Brotherhood Sisterhood Awards** – The National Conference for Community and Justice
- **Salute to Excellence in Education** – The St. Louis American
- **Inspiring St. Louisan** – St. Louis County NAACP
- **Outstanding Administrator Award** - Missouri Thespians Association
- **Educator of the Year** - MidCounty Chamber of Commerce
- **Outstanding Emeritus Educator Award** - Missouri Association of School Administrators

#### COMMUNITY ENGAGEMENT

- **St. Louis Forum Member**
- **National Council of Negro Women (NCNW) Bertha Black Rhoda Section**
- **Co-Founder and Facilitator of Missouri Leaders of Diversity, Equity and Inclusion**
- **Saint Louis University School of Education Strategic Planning Committee**
- **Greater Missouri Leadership Challenge 2022**
- **CharacterPlus Board of Directors**
- **Urban League of Metropolitan St. Louis**
- **St. Louis NAACP**
- **Board Director – Tunnel Light, INC**
- **Executive Board Member – FOCUS St. Louis**
- **Campus Read – Saint Louis University**
- **Transformational Leadership Committee – Missouri Association of School Administrators (MASA)**
- **Missouri Professors of Educational Administration (MPEA)**
- **University Missouri St. Louis Leadership Academy in Character Education (LACE)**
- **National Conference for Community & Justice of Metropolitan St. Louis (NCCJ St. Louis) Facilitator Certification**
- **FOCUS St. Louis - Leadership St. Louis 2013**
- **FOCUS St. Louis - Diversity Leadership Fellowship 2015**

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#### REGIONAL EDUCATIONAL LEADERSHIP PRESENTATIONS

- **Hall, K (2021, May). Hall: Education in the divided states of America [Editorial]. StL Today. Retrieved from [https://www.stltoday.com/opinion/columnists/hall-education-in-the-divided-states-of-america/article\\_c93ed35d-0980-54b5-8da4-33d7eeebd1d0.html](https://www.stltoday.com/opinion/columnists/hall-education-in-the-divided-states-of-america/article_c93ed35d-0980-54b5-8da4-33d7eeebd1d0.html)**
- **Contributing Author of the International Best Seller GRIT Series (Intention)** 7/2023
- **Keynote Speaker - Education for Flourishing Conference** 4/2023
- **Presenter - Gephardt Institute for Civic and Community Engagement** 3/2023
- **Presenter - Missouri Learning Forward Conference** 3/2023
- **Master of Ceremony - State of Black Educators Symposium** 2/2023
- **Lead Associate for the Superintendent Search for St. Louis Public Schools** 1/2023
- **Keynote Presenter - College Admissions Professionals Conference -SLU** 12/2022
- **Panelist - Kansas City Education Summit 2022: Systems Change** 8/2022
- **Presenter - The Ohio State University: Leadership Summit** 6/2022
- **Keynote Speaker - Student Affairs Conference - Washington University** 5/2022

- **Presenter - Racism-How it Manifests in Schools and What We Can Do to Address It** - Kirkwood School District 10/2021
- **Keynote Speaker MASA Aspiring Superintendent Conference** 10/2021
- **Commencement Speaker-Saint Louis University School of Education** 5/2021
- **Presenter - Racism – How it Manifests in Schools and What We Can Do to Address It – SLU** 3/2021
- **Regional Female Superintendent’s Networking Coordinator – Maplewood Richmond Heights** 1/2018 – 2/2019
- **Educational Leaders Workgroup – Alive and Well St. Louis** 1/2018 – 12/2018
- **Restorative Practices Leadership Advisory Council Member – EdPlus/CharacterPlus** 5/2017 – 12/2017
- **Panel Presentation – The Bloom Sponsored by the Mid County Chamber at Moosylvania** 4/2019
- **Panel Presentation – MASA New Superintendents** 4/2019
- **Black History Presentation – Avery Elementary School & Webster Groves School District** 2/2019
- **Practice and Theory of Change – Superintendent Learning Lab: MRH/Mehlville/Pattonville/Parkway/Valley Park** 1/2019
- **Trained Facilitator – NCCJ Gateway2Change Soldan High School** 12/2018
- **Presenter – Each One Teach One – Washington University Gephardt Institute for Civic & Community Engagement** 11/2018
- **Keynote Presentation – Theatre Communications Group, TCG** 6/2018
- **Presenter – Equity in Education Conference – Webster University** 4/2018
- **Black History Presentation – Bristol Elementary & Webster Groves School District** 3/2018
- **Youth at the Center Panel Presentation– Revisiting the Ferguson Commission Report – Washington University** 2/2018
- **Panel Presentation – “Backpack Full of Cash” Screening – Maplewood Richmond Heights School District** 2/2018
- **Symposium Panel Presentation – School to Prison Pipeline – St. Louis County Children’s Service Fund** 11/2017
- **Radio Interview – Restorative Practices – KWMU St. Louis Public Radio** 7/2017
- **Panel Discussion – E.E. & The Impact of Poverty on the Education Process – University City Library** 6/2017
- **Radio Interview – Transgender Student Policy – St. Louis Public Radio** 5/2017
- **Educational Equity Consultation – Ladue School District** 3/2017
- **Educational Equity Consultation – Webster Groves School District** 3/2017
- **Equity Training Presentation – Villa Duchesne** 3/2017
- **Equity Training Strategic Plan Review and Consultation – Kirkwood School District** 1/2017
- **Radio Interview – Discipline Policy – St. Louis Public Radio** 11/2016
- **Equity Training Strategic Plan Review and Consultation – Kirkwood School District** 6/2016
- **Tim Wise Panel Discussion Participant – NCCJ** 11/2015
- **Presentation – Social Justice and Educational Equity – Kirkwood School District** 11/2015
- **Television Interview – Suspended Futures – Nine Network Special Broadcast** 10/2015
- **Task Force Participant – Closing the Achievement Gap – Kirkwood School District** 10/2015
- **Community Development Practice Presentation – Washington University Brown School of Social Work** 10/2014
- **Presenter – Education Summit MCU Event – Nine Network Stay Tuned** 7/2014
- **Television Interview – Prescription Drug Abuse – Nine Network Stay Tuned** 5/2014
- **Television Interview – Suburban Poverty – Nine Network Stay Tuned** 5/2014