

# Chris Scott, Ed.D.

## PERSONAL DATA

University of North Carolina at Chapel Hill  
School of Education, CB #3500  
Chapel Hill, NC 27514

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## I. BACKGROUND INFORMATION

### A. Professional Preparation

- Ed.D. (2008) University of North Carolina at Chapel Hill, Chapel Hill, NC.  
Educational Leadership  
Dissertation: *An Investigation of the Impact of Speaking the Lumbee Dialect on the Academic Achievement and Ethnic Identity Development of Native American College Students*  
Chair: Dr. Kathleen Brown
- M.S.A. (2003) University of North Carolina at Chapel Hill, Chapel Hill, NC.  
School Administration
- B.S. (1995) Appalachian State University, Boone, NC.  
Secondary Education  
Concentrations: Science and English

### B. Professional Experience

- 2017-Present Clinical Assistant Professor, Educational Leadership  
Executive Director, UNC LEADS (2022 – Present)  
Program Director, EdD in Educational Leadership (2020 – 2023)  
University of North Carolina at Chapel Hill  
Chapel Hill, North Carolina
- Secured and maintained partnerships with NC school districts to identify and nominate NC Principal Fellows candidates.
  - Established and revised policies and procedures for student advising, including coordinating new student orientation, monitoring of progress towards degree, and facilitating comprehensive examinations.
  - Conducted and archived evidence of annual review of curricula, syllabi, and program of study to prepare for accreditation review cycles.
  - Developed and distributed Educational Leadership EdD Handbook and Capstone Guide to ensure program students have sufficient information to complete program of study and make adequate progress towards degree.
  - Coordinated all aspects of student placement internships in compliance with NC licensure requirements.

- Collaborated with School of Education staff to develop marketing materials and coordinate information sessions to recruit high-quality students to educational leadership programs.
- Supervised second-year master's students during full-time internships in consult with building principals and in alignment with the state and national leadership standards.
- Redesigned the master's program to increase access for full-time educators and to diversify geographic representation in educational leadership programs.
- Redesigned and implemented the MSA portfolio assessment to support alignment to state and national licensure and accreditation standards.

2016-2017

Learning Improvement Officer (Assistant Superintendent)

Federal Way Public Schools

Federal Way, Washington

- Provided district-level leadership as a member of the Superintendent's Cabinet, serving as the superintendent's designee to a diverse district of 22,000 students, 2,500 teachers, and 39 schools.
- Recruited, selected, supervised, and evaluated elementary and secondary principals to align school improvement systems as outlined in the district strategic plan.
- Provided differentiated, on-site, one on one coaching to principals and assistant principals to develop instructional leadership capacity as defined and measured by the *Center for Educational Leadership 5 Dimension Instructional Framework* and the *Association of Washington School Principals Leadership Framework*.
- Systematically used formative and summative evidence of student learning, teaching practice and principal performance to determine goals and success measures to evaluate principals as instructional leaders.
- Facilitated and brokered bi-monthly professional development to elementary and secondary principals in alignment with identified goals within the Strategic Plan, and specifically in the implementation and/or improvement of *Restorative Practices*, *Professional Learning Communities*, racial equity, and school improvement planning.
- Served as a liaison between schools and other departments in the central office to provide necessary resources to support principals' instructional leadership.
- Developed and sustained a partnership with *Community Matters* in support of developing student voice, teacher leadership, and parent engagement to improve and sustain safe secondary school environments conducive to effective teaching and learning.

2015-2016

Principal, Stevenson STEM/Dual Language Elementary School

Bellevue School District

Bellevue, Washington

- Developed and coordinated supports for the School Improvement Plan that supported the implementation of Science, Technology, Engineering, and Math (*STEM*) and *Dual Spanish Language* program models to support improved learning outcomes for 500 linguistically, economically, and racially diverse students.
- Recruited, evaluated and supported the professional development for a staff of over 50 certificated and classified.
- Secured and distributed material and human resources equitably to meet accountability and compliance standards as outlined by federal *Title 1* guidelines.
- Created framework for data-focused professional development to address academic and social/emotional growth by revising *Professional Learning Communities* and *Positive Behavior Intervention Supports* as part of the school improvement plan.
- Restructured professional committees to distribute leadership among teachers and to create an advisory team to ensure the equitable distribution of resources and to inform administrative decision-making.

2012-2015

Principal, TOPS K-8 School  
Seattle Public Schools  
Seattle, WA

- Unified a diverse preK-8 school community with a social justice mission around a common vision for continuous improvement, yielding increases in both achievement and school climate, as measured by state and local accountability standards including the Alliance for Education Student Growth Award.
- Coordinated operational procedures inclusive of budget, scheduling, transportation, recruitment, hiring, services and instructional programming for preschool, elementary and middle school programs.
- Collaborated on district level transportation standards committee to improve communication protocols for second-language families.
- Recruited, retained and supported a professional represented staff for pre-K through eighth grade, special education, visual and performing arts, counseling and classified staff.
- Facilitated action research as part of a comprehensive needs assessment and led School Improvement Team through a data-driven school improvement plan to support the mission, vision and guiding principles of the school community.
- Secured funding to implement middle school instructional enrichment program to support academic enrichment (*STEM*, Civil Rights), arts (*Young Playwrights Program*, Spanish, Digital Media), physical education programs (*Rowing*, Archery) and technology.

2006-2012

Principal, Fuller Gifted and Talented Magnet Elementary School  
Wake County Public School System

Raleigh, North Carolina

- Fostered a school community that achieved successive “High Growth” as measured by state accountability standards by implementing results-driven teaching and learning practices, securing effective data management and analysis tools and creating systems to support teacher leadership, professional growth, and parent engagement.
- Recruited, retained and provided professional development for a professional staff of over 65 teachers, 2 assistant principals, one principal intern and professional support personnel in an urban elementary school serving approximately 600 students.
- Aligned systems and processes to support the school vision, increasing the percentage of economically disadvantaged and African American students meeting growth targets by >30% in Reading and Math as measured by standardized summative assessments.
- Revised and implemented Title 1 Plan that included identifying effective instructional practices, disaggregating relevant data and developing/implementing a school-wide reform model that required the collaborative support from staff and parent advisory council.
- Mentored newly hired principals to support retention and leadership development initiatives.
- Facilitated professional development for Southwestern Wake elementary school principals on topics such as *Common Core Standards*, *21<sup>st</sup> Century Learning* and *Teacher Evaluation Practices*.
- Implemented Intervention Alignment (RTI) Model that included web-based data capture and progress monitoring to reduce school failure and suspension rates.

2003-2006

Assistant Principal, Hunter Gifted and Talented Elementary School  
Wake County Public School System  
Raleigh, North Carolina

- Collaborated with principal to interview, hire, and evaluate staff of over 70 teachers, teacher assistants and support staff serving approximately 750 students in an urban school setting.
- Coordinated and supervised student support personnel, including school counselor, social worker and Community-In-Schools coordinator.
- Implemented magnet school transportation plan for 31 bus routes and served on the district transportation advisory committee; coordinated transportation plan for all field trips.
- Collaborated with YWCA to implement *Study Circles*, an initiative designed to engage staff and parents in dialogue about race and equity aimed at combating institutional racism.
- Formally mentored two new assistant principals in the Administrator’s Induction Program.

1999-2001

Earth Science Teacher, Durant Road Year-Round Middle School

Wake County Public School System  
Raleigh, North Carolina

- Designed and delivered aligned science instruction for approximately 120 academically, racially and socio-economically diverse students in a multi-track, year-round setting.
- Conducted site-based study to analyze and revise standards-based grading practices.
- Provided staff development on Inquiry-Based Learning as the Chair of the science department.
- Coordinated district track meets as the Boy's Track Coach.

1995-1999 English Teacher, Southeast Guilford Middle School  
Guilford County Schools  
Greensboro, North Carolina

- Designed and delivered Language Arts and Science instruction for approximately 120 academically, racially and socio-economically diverse students.
- Chaired the English/Language Arts department.
- Developed interdisciplinary unit and aligned resources to organize field trips to Montreal and Quebec City, Canada and Washington, DC.
- Organized and facilitated initiatives to support the school vision as the co-chair of the School Improvement Leadership Team.
- Coordinated track meets as the coach of the Boy's Track Team and assistant coach of the Cross-Country Team; advised Beta Club and Students Against Violence Everywhere (SAVE).

### **C. Professional Certification**

- Superintendent's Certificate North Carolina and Washington
- Principal's Certificate North Carolina and Washington

### **D. Professional Honors and Awards**

- Student Achievement Award, Washington Office of Public Instruction (2016)
- School of Distinction, Center for Educational Excellence (2015)
- Student Achievement Award, Washington Office of Public Instruction (2013)
- Community Partner Award for Service Excellence, NC State University (2012)
- NC Green Ribbon PBS School, NC Department of Public Instruction (2011)
- School of Distinction, Magnet Schools of America (2009)
- Qualitative Dissertation Research Honorable Mention, American Education Research Association (2009)
- Clark Scholar, American Education Research Association (2007)

## **II. SCHOLARSHIP**

### **A. Publications**

Scott, C. (2021). 'Country, Color, and Class: Talking Right, Talking White for Educational Attainment in the Academy' in Clements, G. (ed.) *Linguistic Discrimination in U.S. Higher Education: Power, Prejudice, Impacts, and Remedies*. In publication.

Scott, C., & Brown, K. (2008, Fall). Rising Above My Raisin'? Using Heuristic Inquiry to Explore the Effects of the Lumbee Dialect on Ethnic Identity Development. *American Indian Quarterly*, 32(4), 485-521.

Scott, C. (2008). *An Investigation of the Impact the Lumbee Dialect Has on the Academic Achievement and Identity Development of American Indian College Students*. UNC Chapel Hill, Unpublished Dissertation. (223 pages).

Scott, C. (2007) Qualitative Research Assistant. *Leadership, Organizational Characteristics, and Performance in North Carolina High Schools*. NC State Department of Education.

## **B. Grants and External Funding**

2021 – 2027 Co-Developer. *UNC LEADS Principal Preparation Training Grant*. University of North Carolina System Office. \$4,290,000 over 6 years.

2020 – 2021 Developer and Facilitator. *Principal Professional Development Series*. Nazarbayev Intellectual Schools, Kazakhstan. \$14,799.

2020 – 2021 Collaborator: *Equity Centered Principal Pipelines: Possibilities and Challenges*. Wallace Foundation. \$150,000.

2019 – 2020 Developer and Facilitator. *Developing Professional Learning for School Principals*. Nazarbayev Intellectual Schools, Kazakhstan. \$44,248.

2019 – 2020 Co-Developer. *Deeper Learning for School Administrator Preparation Programs*. EdPrep Lab. \$15,000

## **C. Lectures and Presentations**

Scott, C. (2023). "Elder in Residence: An Interview with Betty Oxendine." The American Indian Center. Chapel Hill, NC.

Scott, C. (2022). "This Land is My Land: Examining the Culture and History of Indigenous People". [Webinar]. The Hunt Institute. Chapel Hill, NC.

Scott, C., Cheung, R., Conelli A., Cosner, S., Horner, M., Hodge, E., Hyler, M., McLeod, S., O'Doherty, A., & Parachini, N. (2020). "Preparing Antiracist Leaders in a Time of Covid-19: Exemplary Leadership Programs Respond to a Pandemic within a Pandemic."

Presentation presented at the annual conference of the University Council of Educational Administration.

Scott, C. (2020). "Beyond Online Learning: Student Safety and Wellbeing During Coronavirus." [Webinar]. Chapel Hill, NC.

Scott, C. (2019). "Developing School Leaders to Lead and Sustain Change, Leverage Instructional Leadership for Continuous Improvement, and Implement Data Teams to Align Teaching and Learning Practices." Nur-Sultan, KZ.

Scott, C. (2014). Panelists for "King County WaKids Convening: Engaging Families." Pacific Sound ESD. Renton, WA.

Scott, C. (2013). "Successes and challenges of year-round Schools." Lecturer at Northeastern University. Boston, MA.

Scott, C. (2012). Panelists for "Closing the Achievement Gap: Implications for School Counselors." NC Central University. Durham, NC.

Scott, C. (2011). Co-Facilitator for "Pathways to Educational Equity Collaborative: Peace College, NC State University, Meredith College, St. Augustine's College." Raleigh, NC.

Scott, C. (2011). Panelist for "Demanding equity for our children". Wake County YWCA, Raleigh, NC.

Scott, C. (2011). Panelist for the Annual Meeting for the North Carolina Commission on Indian Affairs. Raleigh, NC.

Scott, C. (2010). "Critical issues for new teachers". Lecture Presented at the North Carolina Teaching Fellows Seminar. Pembroke, NC.

Scott, C. (2009). "Closing the achievement gap: What works". Panelist for the WCPSS Annual Continuous Improvement Meeting. Raleigh, NC.

Scott, C. (2008). The Principal-Intern Mentorship: Growing School Leaders. Lecture Presented to Graduate School Administration Students. Chapel Hill, NC.

Scott, C. (2007). An Investigation of the Impact Speaking the Lumbee Dialect Has on the Academic Achievement and Identity Development of American Indian College Students. Presented at the Annual Meeting of the American Education Research Association. Chicago, IL.

Scott, C. & Watts, T. (2007). Leadership Training. Co-Facilitator for Student Development Graduate Students, Appalachian State University, Boone, NC.

Scott, C. (2007). Student Assignment in Wake County. Lecture Presented for Master of School Administration Students, Chapel Hill.

Scott, C. (2006). *Risin' Above My Raisin'*. Session Presented at the Gathering of Emerging American Indian Scholars Conference, Chapel Hill, NC.

#### **D. Continuing Education**

- University Council of Education Administration Annual Meeting (November 2022)
- University Council of Education Administration Annual Meeting (November 2020)
- Carnegie Project on the Educational Doctorate Annual Convening (October 2020)
- Carnegie Summit on Improvement in Education Annual Convening (April 2020)
- EdPrep Lab, Learning Policy Institute and Bank Street School (June 2019)
- Tribal Community Perspectives on Higher Education (October 2017)
- Washington Association of School Administrators Conference (June 2017)
- Black and Brown Male Summit: Reviving Our Roots Through Courageous Conversations (December 2016)
- *Beyond Diversity, Courageous Conversations on Race*, Federal Way Public Schools (October 2016)
- La Consecha Dual Language Annual Conference (November 2015)
- Equity Summit, Pacific Consulting Group (July 2015)
- *Race and Equity Training*, Seattle Public Schools (June 2014)
- *Professional Learning Communities at Work* School Leaders Workshop, Solution Tree (2013)
- *Common Core Standards Implementation* for School District Leaders, NC Department of Public Instruction (2011)
- National School Leaders Network (2010, 2011)
- “Looking to the Future: Legal and Policy Options for Racially Integrated Education in the South and in the Nation” (2009)
- North Carolina Association of School Administrators Legislative Conference (2007)
- American Education Research Association Annual Meeting (April 2007)
- Principal’s Executive Program for New Principals and Assistant Principals (2006)
- Education Leadership Summit (2004)

### **III. ACADEMIC TEACHING**

#### **A. Courses Taught**

Developmental and Systems Leadership (EdD)

Development of a Research Proposal (EdD)

Social Context of School Leadership (MSA)

Cultural Leadership for the School Executive (MSA)

Internship Seminar on Instructional Leadership and Supervision (MSA)



## Cultural Aspects of Leadership and Instruction in School Reform (EdD)

### B. Chaired Capstone/Dissertation Mentoring

- Jimillia Gillespie. *An Investigation of Factors Influencing Mentor Selection for African American Women in Leadership Preparation Programs*. (August 2023)
- Teresa Outlaw. *Alternatively Licensed Teachers' Readiness to Facilitate Culturally Responsive Pedagogy*. (In progress).
- Beth Rhodes. *Phonological Study of How Middle School Principals Understand Their Roles as Literacy Instructional Leadership*. (Proposal Defended May 2023).
- Sarah Stephens. *An Investigation of Equity in School Improvement Plans*. (In Progress)
- Elizabeth Plotkin. *An Examination of Factors Supporting Instructional Coaches' Opportunities to Influence Instructional Change in WCPSS*. (In progress)
- Beth Keefer. *An Investigation of Factors that Influence the Retention of Black Teachers in WCPSS in Two NC Rural Districts*. (In Progress).
- Heather Harris. *An Examination of Factors Supporting Instructional Coaches' Opportunities to Influence Instructional Change*. (In progress)

### C. Dissertation/Capstone Committees

- Kaki Blackburn. *School-based Discretionary Funding*. (Defended May 2023)
- Jaimi West. *Case Study of District-Mandated Summer School in Response to Read to Achieve Policy*. (Defended August 2023)
- Kate Sullivan. *Achievement Via Individual Determination (AVID) and Development of Student Agency*. (Defended March 2022)
- Evan Hill, EdD. *Culturally Responsive Practices within a Suburban/Rural School District*. (Defended Spring 2021)
- Tim Rhue, EdD. *See It, Name It, Do It Coaching Model Effectiveness in Improving Student Achievement*. (Defended Spring 2021)
- Travis Duncan, EdD. *Middle School English Language Arts Instructional Leadership*. (Defended Spring 2019)
- Drew Ware, EdD. *Qualitative Analysis of Distributed Leadership in Schools Using Teacher Perception Surveys*. (Defended Spring 2018)
- Jamie Kudlats, PhD. *Principal Student Relationships*. (Defended Spring 2019)
- Will Okun, EdD. *Marketing of Public Versus Charter Schools*. (Defended Spring 2017)
- Jason Sinquefield, EdD. *Teacher Quality Indicators and Student Performance*. (Defended Spring 2017)
- Kendra Brown Woods. *An Explanation of Principals' and Administrators' Understanding of the use of ESSER funds in rural charter schools*. (Proposal Defended Spring 2023)
- Monica Davis. *Action Research Study of Tutoring Program to Support High School Students in Math*. (In Progress)

- Emily Chavis. *An Investigation of Lumbee College Students Faith Identity in Research Intensive Universities*. (In Progress)

#### **E. Thesis Mentoring**

- Jamison Lowery. *American Indians in Higher Education*. (Defended Spring 2020)

#### **F. Internship Supervision**

- Carla Baptista-Tavares, Wake County Public School System (2023-2024)
- Heather Cox, Randolph County Schools (2023-2024)
- Govan Garner, Wake County Public School System (2023-2024)
- Jackson Glasgow, Wake County Public School System (2023-2024)
- La'Na Holden, Wake County Public School System (2023-2024)
- John Hubbard, Wake County Public School System (2023-2024)
- Carr Cody, Durham Public Schools (2022-2023)
- Alan Hall, Hoke County Schools (2022-2023)
- Emily Petersohn, Wake County Public School System (2022-2023)
- Joey Risso, Wake County Public School System (2022-2023)
- Caleb Smith, Durham Public Schools (2022-2023)
- Danielle Stewart, Wake County Public School System (2022-2023)
- Stacey Beard, Wake County Public School System (2021-2022)
- Garren Barna, Wake County Public School System (2021-2022)
- Hunter Lancaster, Alamance-Burlington City School System (2021-2022)
- Eben Lancerio, Charlotte Mecklinberg Schools (2021-2022)
- Alexis Teasdell, Wake County Public School System (2021-2022)
- Christopher Campbell, Orange County Schools (2020-Present)
- Howard, Brittanie, Durham Public Schools (2020-Present)
- Trull, Jordan, Wake County Public School System (2020-Present)
- Williams, Darren, Wake County Public School System (2020-Present)
- Deborah Brown, Durham Public Schools (2019-2020)
- Lauren Daugherty, Wake County Public School System (2019-2020)
- Hagen Donahue, Cardinal Charter Academy (2019-2020)
- Jamie Horner, Randolph County Schools (2019-2020)
- Dwayne Johnson, Person County Schools (2019-2020)
- Jason Norton, Wake County Public School System (2019-2020)
- Shane Arce, Wake County Public School System (2018-2019)
- Robert Benson, Wake County Public School System (2018-2019)
- Ashley Clark, Alamance-Burlington Schools (2018-2019)
- Kelly Parks, Orange County Schools (2018-2019)
- Sarah Stephens, Wake County Public School System (2018-2019)
- Michael Sutton, Wake County Public School System (2018-2019)
- Amy Clemmons, Wake County Public School System (2017-2018)
- Jeff Kleibler, Wake County Public School System (2017-2018)

- Daniel Watson, Alamance-Burlington Schools (2017-2018)
- Breanne Ball, Federal Way Public Schools (2015-2016)

#### **G. Areas of Professional Interest**

- School/District Leadership Preparation and Practice
- Principal and Teacher Supervision (Instructional Leadership, Evidence-based Feedback Systems, School/District Improvement Planning)
- Social Justice and Equity in Education
- American Indian/Alaskan Native and Indigenous Experiences in K-12 and Higher Education
- Linguistic Discrimination in K-12 and Higher Education
- Qualitative Research Methods

#### **IV. SERVICE**

Assistant Board Chair, Carolina Community Academy. (Fall 2021 – Present)

Faculty Representative, Alumni Advisory Committee. (Fall 2021 – Present)

Undergraduate Mentor, Kessler Scholars Program. (Fall 2023 – Present)

Advisory Board, How Teachers Learn Racial Competency. (IES Grant). (Fall 2022)

Clinical Representative, Faculty Executive Council

Hiring Committee, Program Director of the EdD in Educational Leadership Program. (Fall 2022)

Hiring Committee, Carolina Community Academy Principal. (Fall 2022)

Hiring Committee, Director of Diversity, Equity, Inclusion, and Belonging. (Fall 2022)

Board Member, Carolina Community Academy. (Spring 2022-Present)

Faculty Executive Council, UNC School of Education (Fall 2021-Fall 2022)

Co-Facilitator, Racial Justice Workgroup, EdPrep Lab (Summer 2020-Summer 2021)

Reviewer, University Teaching Awards. (Fall 2020)

Interviewer, University of North Carolina Scholar's Weekend (Fall 2020)

Member, First Nations Circle, University of North Carolina at Chapel Hill. (2019-Present)

Representative, School Advisory Committee. (2018-Present)

Member, School of Education Student Appeals Committee. (2018-Present)

Member, Kindergarten Transition Data Roundtable. (2018-2019)

Member, NC Principal Standards Commission. (2018-2019)

Ally, UndocuCarolina. Sponsored by Carolina Latinx Center to increase support for DACA and undocumented students. (Fall 2018)

Presenter, Reconcilable Differences: Changing the Diversity Narrative by Examining Issues of Power and Privilege in Schools. Presented at the Annual Conference for World View. Chapel Hill, NC. (Spring 2018)

Panelist, "Graduate School Planning for Native Students." Sponsored by The Carolina Indian Circle. (Spring 2019)

Presenter, "You Can't Fix What You Can't See: Creating and Sustaining a Globally Competent School Culture." Presented at the World View Symposium. Chapel Hill, NC. (Fall, 2018)

Reviewer, "The Principalship (Headmaster) International Comparisons" in *Oxford Research Encyclopedia of Education*. (Spring 2018)

Presenter, "More Than Just a Student: Navigating Social Spaces in College." Presented at The United Network of Native Scholars. Raleigh, NC. (Fall 2017)

Reviewer and Panelists, Robert Noyce Teacher Scholarship Program, *National Science Foundation*, Washington, D.C. (Fall 2017)

Panelist, "Graduate School Preparation Seminar." (Fall 2017)

Member, Board of Directors, Friends of TOPS (2012-2015)

Volunteer, Rainier Valley Food Bank (2012-2015)

Member, North Carolina Advisory Council on Indian Education (2010-2012)

Member, Board of Directors, Smiles for Life (2010-2012)

Member, Wake County Racial Justice Committee (2009-2011)

Facilitator, "Study Circles: Building Community through Racial Understanding and Unity" (2009-2010)