

## RACHAEL HARLESS MILLIGAN

### PROFESSIONAL OBJECTIVE

Inspire lifelong learners and build capacity in others

### ACADEMIC PREPARATION

**Lipscomb University**, Nashville, Tennessee

Doctor of Education, December 2016

Learning Organizations and Strategic Change

**Trevecca Nazarene University**, Nashville, Tennessee

Administrative Licensure, December 2010

Educational Leadership

**Vanderbilt University, Peabody College**, Nashville, Tennessee

Master of Education, August 2003

Secondary Education; emphasis: History

**Harding University**, Searcy, Arkansas

Bachelor of Arts, May 2002

Major: Social Science; Minor: Electronic Media/Journalism

### LEADERSHIP EXPERIENCE

- Director, M.Ed. and Ed.S. Programs, College of Education, Lipscomb University (January 2021-present)
- Member of the Blueprint for Early Childhood Success (a Nashville-centered framework for literacy success) Strategy Planning Committee (September 2020-present)
- Member of the Board of Directors, Christian Urban Development Association; Living Libraries sub-committee member (March 2020-present)
- Member of the Lipscomb Academy Leadership Council (2018-present)
- Assistant Dean, College of Education, Lipscomb University (January 2017-present)
- College of Education Leadership Team (2016-present)
- Managing Director, Ayers Institute for Teacher Learning and Innovation (June 2015-present)
- Lipscomb Forward Committee Co-Chair (December 2019-March 2020)
- Alumnus of the American Association of Colleges of Teacher Education Leadership Academy (2019)
- Assistant Principal, Heritage Middle School, Williamson County Schools (August 2011-August 2013; details below)
- Director of 21<sup>st</sup> Century Community Learning Centers, Rogers, Arkansas (2003-2006; details below)
- Co-Director of Student Impact (2001; details below)
- Building Educational Leadership Team grade-level representative (2007-Fall 2008, Fall 2010-August 2011)
- Served on the school Budget Committee (2010)
- Participated in the Heritage Middle School Aspiring Administrators professional development group (2010)
- Participated in the creation and implementation of school improvement plan (2007 and 2012)
- Certified as a Tennessee TEAM teacher evaluator (Summer 2011, 2012, 2013)
- Completed the Tennessee Academy for School Leaders Assistant Principals' Induction Academy (2011-2013)

### WORK EXPERIENCE

#### **Assistant Dean for Program Innovation**

College of Education, Lipscomb University, Nashville, Tennessee (January 2017-present)

- Works with other college and university leadership to carry out the strategic plan of the College of Education
- Voting member of the College of Education Leadership Team
- Representative of the College of Education and the Ayers Institute at local, regional, and national events/committees
- Contributing member of the College of Education Board of Visitors
- Prepared for the CAEP Accreditation Visit (site visit March 2020)
- College of Education representative on the university-wide Academic Curriculum Team
- Works with Lead Faculty members to coordinate all details of the master's and education specialist – level programs in the following areas: Reading Specialty; Literacy; Instructional Coaching; Technology Integration; Leading in Curriculum and Instruction
- Responsible for hiring and training adjunct instructors
- Works with graduate admissions to secure partnerships with school districts
- Collaborates with other directors regarding scheduling, research practices, and programmatic decisions

**Assistant Professor/Instructor**

College of Education, Lipscomb University, Nashville, Tennessee (August 2013-present)

- Collaborates with other professors on course creation and refinement
  - Teaches courses in the Instructional Practice, Educational Leadership, and Instructional Coaching programs
- Courses:
- Developing Critical Cultural Competence
  - Leadership in Collaborative Professional Learning
  - Coaching Models and Practices
  - Principles of Adult Learning
  - Teaching History/Social Science
  - School and Community Relations

**Director**

Ayers Institute for Teacher Learning and Innovation, Lipscomb University, Nashville, Tennessee (June 2015-present)

- Serves in all prior program director capacities (details below)
- Facilitates outreach, marketing, and forming new partnerships with PK-12 schools and other entities
- Facilitates grant searches and writing, alongside Lipscomb Advancement Office
- Works with associate dean to plan budget
- Manages work-flow, project prioritization, and strategic planning for Ayers team

**Program Director**

Ayers Institute for Teacher Learning and Innovation, Lipscomb University, Nashville, Tennessee (August 2013-June 2015)

- Manages oversight and details for all assigned projects and communicates effectively with all stakeholders
- Works as a leadership coach and an instructional coach with various partners across Tennessee
- Plans and implements professional learning for higher education and PK-12 professionals
- Works with team to plan and implement regular webinars and podcasts
- Works with team to plan the Ayers Institute annual events and conferences
- Coordinates collaboration with Lipscomb College of Education faculty regarding partnerships on Ayers Institute projects
- Presents at professional learning events for teachers, leaders, and higher education faculty (see attached)
- Writes for the Ayers Institute communications

**Assistant Principal**

Heritage Middle School, Thompson's Station, Tennessee (August 2011-August 2013)

- Evaluated and provided timely feedback to all faculty members according to the TEAM evaluation system parameters
- Led the school-based AdvancED accreditation team
- Created and implemented weekly professional development sessions, based on staff need and data analysis
- Collaborated with all school stakeholders (teachers, parents, students, other school staff), through a variety of communication means, on a daily basis
- Utilized a variety of databases (SchoolNet; TVAAS; CORE; Gradespeed; SMS) to generate information useful to informing decision-making
- Facilitated a scheduling committee and worked on master schedule
- Contributed to the school hiring process
- Implemented disciplinary decisions
- Participated as a team member in Individualized Educational Program decisions
- Worked as administrator in charge of Athletics—including supervision of athletic director, coaches, and programs
- Worked as administrator in charge of School Calendar/Events and Facilities Management
- Developed and implemented School Safety Plan
- Director of school-based implementation of the Technology Literacy Assessment
- Implemented other programs, including Positive Behavior Intervention Support
- Organized other programs, including Veterans' Day program, *National Geographic Bee*, Staff Reflection

**Teacher**

Heritage Middle School, Thompson's Station, Tennessee (August 2006-August 2011)

- Taught seventh grade World Geography; implemented a projects-based learning style
- Participated in the creation of county-wide, subject-area scope and sequence
- Completed requirements for and received tenure (Spring 2009)
- TVAAS Level Five Educator

Kirksey Middle School, Rogers, Arkansas (August 2004-May 2006)

- Taught seventh grade World Geography and Reading; implemented a projects-based learning style
- Organized yearly activities as a Multicultural Committee member
- Maintained direction and organization of grant-funded after-school program while teaching

### **Program Director, 21<sup>st</sup> Century Community Learning Centers**

Kirksey and Lingle Middle Schools, Rogers, Arkansas (August 2003-May 2006)

- Assumed full responsibilities for the direction and oversight of two academic, after-school student programs and two evening, adult education programs
- Managed budget and quarterly reports for 21CCLC programs; reported regularly to local school administration and Arkansas Department of Education officials
- Implemented the curriculum, including software, for an intensive reading improvement program (*Read 180*), math improvement program (*Destination Math*), and character education program
- Facilitated a staff of 25+ teachers and other workers; served as a liaison between staff and administration
- Developed programming materials, including handbooks and support/organizational tools
- Planned and organized professional development activities and workshop for staff members
- Interviewed and recommended high school tutors for hire
- Facilitated internal program evaluation and independent program evaluation
- Presented a professional development session at the state level
- Collaborated with central office personnel to fulfill grant requirements

### **House Parent**

Tennessee Children's Home, Spring Hill, Tennessee (December 2002-July 2003)

- Cared for a diverse population of 16 (2 groups) at-risk, teenage (12-18 years) males as a live-in, full-time supervisor
- Assumed responsibilities for meals, chore assignments, medication administration, entertainment, disciplinary procedures, and activities related to social development
- Served as an organizational leader and mentor

### **Teaching Intern**

Hillsboro High School, Nashville, Tennessee (January-May 2003)

- Taught AP United States History and AP United States Government and Comparative Politics
- Taught a grant-funded Writing and Publishing Academy

Grassland Middle School, Franklin, Tennessee (August -December 2002)

- Taught seventh grade World Geography

### **Co-Director of Student Impact**

Harding University, Searcy, Arkansas (January-August 2001)

- Coordinated freshman orientation activities for 1,000 students, 700 parents, 230+ upperclassman volunteers
- Supervised and delegated to a core committee of 28 members
- Budgeted finances for entire program
- Acquired extensive organizational and leadership skills through full-time planning and management

## **HONORS AND PROFESSIONAL COMMITTEES**

- Member of the Blueprint for Early Childhood Success (a Nashville-centered framework for literacy success) Strategy Planning Committee (September 2020-present)
- Member of the Board of Directors, Christian Urban Development Association; Living Libraries sub-committee member (March 2020-present)
- Alumnus of the inaugural cohort of the Mid-South Society of Children's Book Writers and Illustrators Mentoring Program (2020)
- Co-Chair, Lipscomb Forward Committee (2019-2020)
- Alumnus of the American Association of Colleges of Teacher Education Leadership Academy (2019)
- Member of the Lipscomb Academy Leadership Council (2018-present)
- Member of the Society of Children's Book Writers and Illustrators (2018-present)
- Member of the National Council for the Social Studies (2017-present)
- Member of the Tennessee Educator Effectiveness Advisory Council (2016-2017)
- Member of the Tennessee Transformational Leadership Alliance (2016-17)
- Recipient of the Harding University Young Alumni Award (2016)
- Member of the Lipscomb University College of Education Dean Search Committee (2016)

- Member of the Tennessee Social Studies Standards Review Committee (2016)
- Member of the Tennessee Transformational Leadership Advisory Council (2015-2016)
- Member of the Tennessee Personalized Learning Task Force (2015-2016)
- Member of Tennessee Association of Colleges of Teacher Education (2015-present)
- Member of the Lipscomb College of Education Board of Visitors (2015-present)

### **COLLEGE HONORS AND ACTIVITIES**

*Alpha Chi* National Honor Society

American Studies Distinguished Students Program, President

*Bison* Staff Writer, University Newspaper

Club Queen (*Chi Sigma Alpha*)

Dean's List

Honors Association Scholar, Honors College Graduate

Inter-Club Council

KHCA, University Radio Station Disc Jockey

Lectureship Committee Member

*Omicron Delta Kappa*, National Leadership Honor Society

*Phi Alpha Theta*, History Honor Society

*Phi Eta Sigma*, Freshman Honor Society

Social Sciences Student Award

Student Association Committee: Spiritual Life Co-Leader

Student Impact Energy Group Leader

TV-16, Sports Anchor/Producer, News Anchor

*Who's Who Among Students in American Universities*

*and Colleges*

WINGS Committee Member, **Women IN God's Service**

Women's Social Club (*Regina*), Historian, Devotional

Director, President

### **INTERNATIONAL EXPERIENCE**

#### **Doctor of Education International Trip**

Lipscomb University educational trip to the United Kingdom, France, Germany (Summer 2015)

#### **International Studies Program**

Harding University in London, England (Fall 1999)

- Attended school and traveled in the United Kingdom and Western Europe

#### **Campaign: Ensenada, México: City of Children** (Summer 1996)

- Organizational leader for the teenagers during Vacation Bible School
- Participated in service projects at the children's home

#### **Campaign: Trujillo, Honduras** (Summer 1995)

- Taught Bible classes
- Performed service projects in the city

### **ADDITIONAL INFORMATION**

Tennessee Professional Administrator License

Teaching licenses: Tennessee and Arkansas, Social Studies/History 7-12

*Results Coaching* Level III Certification

Otter Creek Kids Volunteer

Otter Creek Ladies' Bible Class teacher

## **PRESENTATIONS AND PUBLICATIONS**

Fall 2013-present

- Presented at the Fall 2013 TACTE Conference, *PARCC Update: Tennessee* (September 2013, Nashville, TN)
- Presented at the 2013 Tennessee LEAD Conference, *How the TEAM Model Supports Common Core Instruction* (October 2013, Nashville TN)
- Organized five training events for Institutions of Higher Education across Tennessee: *Ayers Institute Spring Training, Preparing New Teachers for Common Core* (January-March, 2014; Lipscomb University; East Tennessee State University; Tennessee State University, Cleveland State Community College, Union University)
- Organized the *INVEST Educator Preparation Conference* (May 2014, Nashville, TN)
- Organized the Metro Arts Teacher Cadre *Revitalized!* Edmondson Park professional development session (June 2014, Nashville, TN)
- Presented at the PENCIL Summit, *Common Core State Standards* (June 2014, Nashville, TN)
- Presented about the Metro Arts Teacher Cadre during the “The Restorative Power of Art: William Edmondson and His Legacy” tour at the Americans for the Arts Conference (June 2014, Nashville, TN)
- Presented at the Lipscomb College of Education Alumni Conference, *Understanding Common Core* (June 2014, Nashville, TN)
- Presented at Madison Academy, *Stop, Collaborate and Listen, Building a Collaborative Culture* (August 2014, Huntsville, AL)
- Presented at Metro Nashville Public Schools new teacher professional learning, *New2MNPS, Powerful Questioning in a Productive Environment* (October 2014, Nashville, TN)
- Presented at the 2014 Tennessee LEAD Conference, *21st Century Leadership = Coach Leadership* (October 2014, Nashville, TN)
- Presented for Murfreesboro City Schools administrative leadership professional learning, *What can NASA, Apollo 13, and Wolves Teach Us About Leadership?: The TEAM Administrator Rubric* (November 2014, Murfreesboro, TN)
- Presented at Learning Forward Conference, *Common Core Instructional Coaching* (December 2014, Nashville, TN)
- Presented at Lipscomb Student Teaching Seminar, *Powerful Questioning in a Productive Environment* (January 2015, Nashville, TN)
- Presented at Freed-Hardeman College of Education, *Ayers Institute Resources for Teacher Preparation* (January 2015, Henderson, TN)
- Presented at Lexington High School, *Stop! Collaborate and Listen: Building a Collaborative Culture* (February 2015, Lexington, TN)
- Organized the Metro Arts Teacher Cadre *Witness Walls* professional learning session (February 2015, Nashville, TN)
- Presented at the Louisiana Board of Regents Literacy Professional Learning Institute: *College and Career-Ready State Standards Shifts in K-12 Practice = Shifts in Teacher Preparation* (March 2015, Baton Rouge, LA)
- Presented at the Louisiana Board of Regents Educational Leadership Professional Learning Institute: *Expanding Educational Leadership Courses to Prepare New Educational Leaders Who Can Support and Evaluate Teachers as They Address College- and Career-Ready Standards* (March 2015, Baton Rouge, LA)
- Organized Ayers Institute annual event-- *Fortify: Strengthening Teachers and Leaders* (April 2015, Nashville, TN)
- Presented at Coaching Conversations: *RESULTS Coaching* (April 2015, Nashville, TN)
- Planned and presented in the *Ayers Institute Instructional Coaching Academy* (June and July, 2015, Nashville and Murfreesboro, TN)
- Presented at Christian Community Schools, *Stop! Collaborate and Listen: Building a Collaborative Culture* (August 2015, White House, TN)
- Presented at Decatur County Schools, *Better Together!* (August 2015, Parsons TN)
- Presented at the Tennessee School Counselor and Administrator Leadership Institute, *Showing Up First with a Coaching Mindset* (September 2015, Murfreesboro, TN)
- Presented at Decatur County Schools, *Stop! Collaborate and Listen: Building a Collaborative Culture* (October, 2015, Decaturville, TN)
- Planned and presented in the *Ayers Institute Instructional Coaching Academy: Models and Practices* (October 2015, Nashville, TN)
- Presented at the 2015 Tennessee LEAD Conference, *What Can NASA and the Yellowstone Wolves Teach Us About Leadership?* (October 2015, Nashville, TN)
- Presented at the 2015 Tennessee College Access and Success Network Conference, *Showing Up as Coach in College Access Advising* (November 2015 Nashville, TN)
- Planned and presented in the *Ayers Institute Instructional Coaching Academy: Models and Practices* (January 2016, Nashville, TN)
- Planned and presented in the *Ayers Institute Instructional Coaching Academy: Skill Development* (January 2016, Nashville, TN)
- Presented at the Metro Council of Teacher Educators Conference, *Powerful Questioning in a Productive Environment* (February 2016, Nashville, TN)

- Presented at the Tennessee Associate of Colleges of Teacher Education Conference, *Shared Leadership and the TEAM Administrator Rubric* (February, 2016, Murfreesboro, TN)
- Presented at Tennessee Learning Forward Conference, *Adult Learning Strategies* (March 2016, Nashville, TN)
- Presented at Decatur County Schools, *Increasing Academic Rigor* (March 2016, Decaturville, TN)
- Presented at Decatur County Schools, *Differentiated Instruction* (April 2016, Decaturville, TN)
- Organized Ayers Institute annual event-- *Fortify: Strengthening Teachers and Leaders* (April 2016, Nashville, TN)
- Planned and presented in the *Ayers Institute Instructional Coaching Academy: Models and Practices* (May and June 2016, Johnson City, TN; Cookeville, TN)
- Presented at the national ISTE Conference, *Coaching Skills for the School Leader* (June 2016, Denver, CO)
- Presented at Lincoln County Schools, *Ayers Institute Instructional Coaching Academy: Models and Practices* (July 2016, Lincoln County, TN)
- Presented at Robertson County Schools, *Increasing Academic Rigor* (August 2016, Robertson County, TN)
- Planned and presented in the *Ayers Institute Instructional Coaching Academy: Models and Practices* (September 2016, Nashville, TN)
- Presented at Putnam County, *Approaching Leadership with a Coaching Mindset* (September 2016, Putnam County, TN)
- Planned and presented in the *Ayers Institute Instructional Coaching Academy: Skills Development* (September 2016, Nashville, TN)
- Presented at the 2016 Tennessee LEAD Conference, *Leadership and the Coaching Mindset* (October 2016, Nashville, TN)
- Planned and presented in the *Ayers Institute Instructional Coaching Academy: Models and Practices* (November, 2016, Franklin County, TN)
- Presented at Learning Forward West Tennessee: *Leadership and the Coaching Mindset* (November 2016, West Tennessee)
- Planned and presented in the *Ayers Institute Instructional Coaching Academy: Models and Practices* (January 2017, Murfreesboro, TN)
- Milligan, R., Norris, E., Smart, M. (2016). RTI in a rural Tennessee school district: Perceptions, implementation, and achievement (10252365). [doctoral dissertation, Lipscomb University]. ProQuest
- Planned and presented in the *Ayers Institute Instructional Coaching Academy: Models and Practices* (January 2017, Nashville, TN)
- Presented at Gibson County, *It Starts with Leadership* (February-June 2017, Gibson County, TN)
- Planned and presented in the *Ayers Institute Instructional Coaching Academy: Skills Development* (February 2017, Nashville, TN)
- Presented at Robertson County, *Engaging Adult Learners* (June 2017, Robertson Co, TN)
- Planned and presented in the *Ayers Institute Instructional Coaching Academy: Models and Practices* (June 2017, Trenton County, TN)
- Planned and presented in the *Ayers Institute Instructional Coaching Academy: Models and Practices* Metro Nashville Public Schools Principal Pipeline (July 2017, Nashville, TN)
- Planned and presented in the *Ayers Institute Instructional Coaching Academy: Models and Practices* (July 2017, Warren County, TN)
- Planned and presented in the *Ayers Institute Instructional Coaching Academy: Models and Practices* (October 2017, Nashville, TN)
- Presented at the 2017 Tennessee LEAD Conference, *Lexington High School Partnership; College Access* (October 2017, Nashville, TN)
- Planned and presented in the *Ayers Institute Instructional Coaching Academy: Models and Practices* Metro Nashville Public Schools Principal Pipeline (October 2017, Nashville, TN)
- Planned and presented in the *Ayers Institute Instructional Coaching Academy: Skills Development* (November 2017, Nashville, TN)
- Planned and facilitated the *Metro Nashville Public Schools Principal Residency Cultural Tour of Nashville* (December 2017)
- Planned and presented in the *Ayers Institute Instructional Coaching Academy: Models and Practices* (December 2017, Cannon County, TN)
- Planned and presented in the *Ayers Institute Instructional Coaching Academy: Skills Development* (January 2018, Warren County, TN)
- Presented in Cannon County, *Professional Learning Communities, a Deep Dive* (January 2018, Cannon County, TN)
- Planned and presented in the *Ayers Institute Instructional Coaching Academy: Models and Practices* Metro Nashville Public Schools Principal Pipeline (January 2018, Nashville, TN)
- Planned and presented in the *Ayers Institute Instructional Coaching Academy: Models and Practices* (February 2018, Williamson County, TN)
- Presented in Metro Nashville Public Schools Pre-K, *Professional Learning Communities, a Deep Dive* (February 2018, Nashville, TN)



- Planned and presented in the *Ayers Institute Instructional Coaching Academy: Skills Development* (February 2018, Cannon County, TN)
- Planned and presented in the *Ayers Institute Instructional Coaching Academy: Models and Practices* (February 2018, MNPS Pre-K, Nashville, TN)
- Planned and presented in the *Ayers Institute Instructional Coaching Academy: Skills Development* (March 2018, Williamson County, TN)
- Planned and presented in the *Ayers Institute Instructional Coaching Academy: Skills Development* (March 2018, MNPS Principal Residents, Nashville, TN)
- Presented in Cannon County, *Professional Learning Communities, a Deep Dive* (April 2018, Cannon County, TN)
- Presented, *Tennessee Department of Education Competency-Based Education Pilot* (June 2018, Nashville, TN)
- Planned and presented in the *Ayers Institute Instructional Coaching Academy: Models and Practices* (June 2018, Nashville, TN)
- Planned and presented in the *Ayers Institute Instructional Coaching Academy: Models and Practices* (July 2018, United Way, Nashville, TN)
- Presented at Dickson County Schools, *Stop! Collaborate and Listen: Building a Collaborative Culture* (July 2018, Dickson County, TN)
- Planned and presented in the *Ayers Institute Instructional Coaching Academy: Models and Practices* (July 2018, Benton County, TN)
- Planned and presented in the *Ayers Institute Instructional Coaching Academy: Models and Practices* (August 2018, Campbell County, TN)
- Presented at Lipscomb Academy Lower School, *Professional Learning Communities, a Deep Dive* (August 2018, Nashville, TN)
- Planned and presented in the *Ayers Institute Instructional Coaching Academy: Models and Practices* (September 2018, Nashville, TN)
- Presented at *Fortify: Strengthening Teachers and Leaders, "What if we all stayed curious?"* (September, 2018, Nashville, TN)
- Planned and presented in the *Ayers Institute Instructional Coaching Academy: Skills Development* (November 2018, Campbell County, TN)
- Presented at MNPS Pre-K: *Engaging Adult Learners* (November 2018, Nashville, TN)
- Planned and co-presented at Gibson County, *How to Change When Change is Hard* (December 2018-April 2019)
- Planned and facilitated the *Metro Nashville Public Schools Principal Residency Cultural Tour of Nashville* (December 2018)
- Planned and presented in the *Ayers Institute Instructional Coaching Academy: Models and Practices* (January, 2019 Nashville, TN)
- Planned and presented in the *Ayers Institute Technology Coaching Academy* (January 2019, Nashville, TN)
- Planned and presented in the *Ayers Institute Instructional Coaching Academy: Models and Practices* (February 2019, Louisville, KY)
- Planned and presented for the Tennessee Transformational Leadership Alliance Cohort the *Ayers Institute Instructional Coaching Academy: Models and Practices* (May 2019, Marshall County, TN)
- Planned and presented in the *Ayers Institute Instructional Coaching Academy: Models and Practices* (June 2019, Nashville, TN)
- Planned and presented in the *Ayers Institute Instructional Coaching Academy: Skills Development* (July 2019, Benton County, TN)
- Planned and presented in the *Ayers Institute Instructional Coaching Academy: Models and Practices* (July 2019, Murfreesboro, TN)
- Presented at Summit High School, *Leadership with a Coaching Mindset* (July 2019, Spring Hill, TN)
- Presented for Campbell County administrators, *Leadership and a Collaborative Culture* (July 2019, Campbell County, TN)
- Presented for Metro Nashville Public Schools Pre-K educators, *Building Stronger Professional Learning Communities* (August 2019, Nashville, TN)
- Planned and presented in the *Ayers Institute Instructional Coaching Academy: Models and Practices* (August 2019, Campbell County, TN)
- Presented for Metro Nashville Public Schools Pre-K educators, *Building Stronger PLCs - Establishing Your Community* (August 2019)
- Article: "Students Taking Ownership of Learning: Tennessee Program Develops Agency through Competency-Based Education," *The Learning Professional* (August, 2019, Vol. 40, No. 4)
- Planned and presented in the *Ayers Institute Instructional Coaching Academy: Models and Practices* (September 2019, Nashville, TN)
- Planned and presented in the *Ayers Institute Instructional Coaching Academy: Skills Development* (September 2019, Campbell County, TN)
- Planned and facilitated *Fortify: Strengthening Teachers and Leaders* annual conference (October 2019, Nashville, TN)
- Planned and presented in the *Ayers Institute Instructional Coaching Academy: Skills Development* (October 2019, United Way Read to Succeed Partnership, Nashville, TN)

- Planned and facilitated the *Metro Nashville Public Schools Principal Residency Cultural Tour of Nashville* (December 2019)
- Planned and facilitated the Maury County Public Schools Teacher Leadership Institute (December 2019-June 2020, Columbia, TN)
- Presented at the *Tennessee Partners in Education Conference*, “Supporting Early Childhood Educators with High-Quality Practices in Professional Development” (January 2020, Nashville, TN)
- Planned and presented in the *Ayers Institute Instructional Coaching Academy: Skills Development* (March 2020, Nashville, TN)
- Planned and presented in the Metro Nashville Public Schools GEAR UP Educator Cadre project (2019-20, Nashville, TN).
- Planned and presented in the *Ayers Institute Instructional Coaching Academy: Models and Practices* (June 2020, online)
- Organized Metro Nashville Public Schools GEAR UP Math professional learning event (June 2020, Nashville TN)
- Blog Post: “3 C’s of Professional Learning from a Distance,” *Learning Forward*, June 1, 2020
- Planned and presented for Campbell County administrators and coaches, *Leading Through Difficult Times While Upholding High Expectations* (July 2020, Campbell County, TN)
- Planned and presented for Hickman County district administrators, *Coaching Skills and Mindset Shift* (September 2020, Hickman County, TN)
- Planned and presented in the *Ayers Institute Instructional Coaching Academy: Models and Practices* (September 2020, online)
- Planned and presented in the United Way Read to Succeed Coaching Champions partnership (2020-2021)
- Planned and facilitated the *Ignite Technology Unconference* (October 2020, online)
- Planned and presented in the *Ayers Institute Instructional Coaching Academy: Models and Practices* (October 2020, online)
- Planned and presented for the Vanderbilt TRIAD partnership, *Ayers Institute Instructional Coaching Academy: Models and Practices* (November 2020 and March 2021, online)
- Planned and presented at the *Tennessee Partners in Education Conference*: “Leading and Coaching Through Difficult Times While Upholding High Expectations” (January 2021, online)
- Planned and presented at the *Tennessee Partners in Education Conference*: “3 C’s of Professional Learning from a Distance” (January 2021, online)
- Planned and presented at the *Tennessee Partners in Education Conference*: “Coaching in a COVID World” (January 2021, online)
- Planned and facilitated for Lawrence County district administrators, *Virtual Learning Walks* (February 2021, online)
- Planned and facilitated for Dyersburg City Schools Aspiring Leaders Cohort, Coaching, Mentoring, Evaluation (February 2021, online)
- Planned and facilitated for Hardin County administrators, *Professional Learning Communities, a Deep Dive* (February 2021, online)
- Planned and facilitated for Decatur County, TN administrators, *Professional Learning Communities, a Deep Dive* (February 2021, Decaturville, TN)
- Planned and presented in the *Ayers Institute Instructional Coaching Academy: Skills Development* (March 2021, online)
- Planned and presented in the *Ayers Institute Instructional Coaching Academy: Models and Practices* (March 2021, Gibson County, TN)
- Podcast Producer and Host, *My Why: Stories of Inspiration from Educators* (Ayers Institute, 2018-present)  
<http://podcast.ayersinstitute.org/podcast.php?dir=mywhy>