

TAMMY MOYE JOHNSON, Ph.D.

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PROFILE

Academic and operational leader with fourteen years of successful experience as a district level administrator.

Skilled learning strategist who develops staff to support a high-quality instructional program.

Creative executive entrepreneur who impacts school districts with effective teaching and learning practices.

Results-oriented leader with outstanding human relations skills and a passion for pedagogical excellence.

Building level and district level administrator with twenty-four years of experience.

Specialist of andragogy and pedagogical practices conducive to student achievement.

SKILL HIGHLIGHTS

Equity-Driven Instructional Leader

Results-Oriented Professional

Effective Professional Developer

Collaborative Decision-Maker

Strategic Planner

Creative Problem-Solver

LEADERSHIP EXPERIENCE

01/13-
present

Chief Executive Officer, *Right Decisions Productions, LLC.*
Columbia, South Carolina

- Develop positive shows and seminars that are designed to give tools and strategies for a successful life
- Consults schools and school districts in areas of need to improve quality & build capacity
- Produce a weekly 30-minute faith-based talk show, aimed to educate and inform the community, entitled Right Decisions
- Produce (and Creator of) The Nationwide School Leadership Institute, a 2-day institute designed specifically for the needs of principals and assistant principals

08/2016-
06/2022

Coordinator of Instructional Services, *Richland School District One*
Columbia, South Carolina

- Developed and Implemented the Classified Leadership Academy, a Year-long Leadership training for Operational Leaders of the School District

- Provided leadership in supporting, promoting, and assessing progress toward improved instructional outcomes
- Recommended areas to be addressed in professional development to address instructional issues
- Supervised and coordinated the work of secondary content instructional coaches (2016-2017)
- Collaborated with the executive director of secondary curriculum and instruction to monitor and make recommendations for improving the instructional process (2016-2018)
- Oversaw the professional development management system to include supervising the consultant who manages the system

07/2013-
08/2016

Director for the Center of Educator Quality, Richland School District One Columbia, South Carolina

- Initiated and implemented Acumen Leadership, a leadership development course for classified employees, Winter 2015
- Developed mandatory orientation and training for new classified employees, Fall 2015
- Worked directly with several departments (Human Resources, Transportation, Maintenance, Finance, and Student Nutrition) to develop strategies to improve staff quality and capacity
- Oversaw the district learning management system to include supervising the consultant who managed the system
- Supervised the induction and national board certification programs to include supervising the coordinator of the programs

09/2007-
06/2013

Director of Professional Development, Richland School District One Columbia, South Carolina

- Oversaw the professional development of 4000 plus employees in Richland School District One
- Managed a 1.8 million Title IIA budget to support the professional development needs of all educational stakeholders in the school system
- Collaborated with the superintendent and executive cabinet members to support and strengthen effective teaching and learning practices in every school, for every student
- Provided expertise in strategic planning by aligning professional development opportunities with system-wide goals
- Collaborated with university partners to offer cohort opportunities for certificated and non-certificated staff
- Sought innovative and adaptive solutions to educational challenges

03/2006-
09/2007

Professional Development Coordinator, Richland School District
One Columbia, South Carolina

- Coordinated the induction program and the National Board Certification program
- Researched, Identified, and implemented professional development strategies that improved the quality of instruction to increase student achievement
- Coordinated district professional development opportunities with other district administrators, school administrators, and teachers for district in-services and summer institute

07/2003-
03/2006

Assistant Principal, Hand Middle School, Richland School District
One Columbia, South Carolina

- Provided leadership and supervision at the middle level by focusing on effective instructional practices
- Worked directly with administration, faculty, staff, students and parents to develop a positive school with a focus on enhanced student performance
- Served as the IEP administrator and worked directly with teachers to ensure the effective implementation of individualized education programs for students
- Facilitated *Standards in Practice* with core content areas, and facilitated/trained faculty on *Principles of Learning*, research-based statements that are designed to help educators analyze and improve teaching and learning for all students

07/2001-
06/2003

Assistant Principal, John P. Thomas Elementary School
Richland School District One, Columbia, SC

- Provided leadership and supervision at the elementary level by focusing on effective instructional practices
- Promoted strategies that require active engagement & higher-order
- Ensured alignment of the Standards in lesson plans, rubrics, and assessments

08/1997-
06/2001

Assistant Principal, Hilton Elementary School Newport
News Public Schools, Newport News, Virginia

- Provided leadership and supervision at the elementary level by focusing on effective instructional practices
- Worked directly with administration, faculty, staff, students and parents to develop a positive school with a focus on enhanced student performance

- 06/2000-
08/2000 **Summer School Principal, Sedgefield Elementary**
Newport News Public Schools, Newport News, Virginia
- 06/1999-
08/1999 **Summer School Principal, Deer Park Elementary**
School Newport News Public Schools, Newport News, Virginia
- Provided leadership and supervision at the summer school site (4 schools combined on one campus)
 - Observed teachers and provided appropriate instructional responses
 - Maintained strong instructional expectations for all students
 - Planned staff development, staff meetings, and parent activities
- 06/1995-
08/1995 **Program Administrator, Jubilee Learning Center**
Chesapeake, Virginia
- Oversaw the daily operation and administration of an educational center serving grades K-8th

TEACHING EXPERIENCE

- 08/1996 **Language Arts Teacher, Achievable Dream Academy**
08/1997 *Newport News Public Schools, Newport News, Virginia*
- Selected and facilitated mastery of English SOL, for 6th and 7th grades; participated on the School Improvement Team
- 10/1995 **Fourth Grade Teacher, Richneck Elementary School**
06/1996 *Newport News Public Schools, Newport News, Virginia*
- Implemented daily learning objectives and facilitated mastery of SOL; participated on the “knowledge work” writing committee for NNPS Evaluation Handbook
- 01/1992 **Language Arts Teacher, Denmark-Olar Middle School,**
01/1995 *Denmark-Olar School District #2, Bamberg, South Carolina*
- Taught quality instruction for 7th and 8th grades; served as the English department chairperson; participated in the school’s strategic planning

EDUCATION

- 08/2022 **Doctor of Philosophy** in Organizational Leadership, Columbia International University
Columbia, South Carolina (GPA 4.0)
- 07/1995 **Master of Education** in Educational Leadership, Regent University,
Virginia Beach, Virginia (GPA 3.8)
- 05/1991 **Bachelor of Science, English Education, North Carolina A&T State University,**
Greensboro, North Carolina (Cum Laude)
- 12/1990 **Bachelor of Arts, Broadcast News, North Carolina A&T State University,**
Greensboro, North Carolina (Cum Laude)

CERTIFICATIONS

South Carolina Certification:

Elementary Supervisor
Elementary Principal (K-8)
English

Virginia Certification:

Elementary Principal
Middle School Principal
English

Other Endorsements:

John Maxwell's Certified Leadership Trainer, Founder's Circle
Certified trainer for Dr. Ruby Payne's A Framework for Understanding Poverty

PROFESSIONAL AFFILIATIONS

Learning Forward SC, board member, past president 2013, president (2010-2012), president elect (2009-2010)

Learning Forward (National)

PRESENTATIONS

Transporting Students with Disabilities & Special Needs, March 2023

Leading with Care, Orangeburg, SC, January 2023

Transforming Classroom Management, Columbia, SC, December 2017, October 2018, December 2018, December 2019, and December 2022

Suicide Awareness, Midlands, SC, January 2018 (format television host)

How to Defeat Bullying, Midlands, SC, September 2017 (format television host)

Being a Leader in the Workplace, RCAEOP, Columbia, SC, April 2017

Classroom Management 101, Charlotte, NC, November 2016

Releasing the Potential of ALL Students, Richland School District One CAG Conference, October 2014

Being Innovative with Using Teaching Assistants, SCASA Summer Institute, Myrtle Beach, June 2014

How to Build High Self Esteem in Our Children, Midlands, SC, June 2013

Standards for Professional Learning, Learning Forward SC, co-presented with Stephanie Hirsh, Executive Director of Learning Forward, formerly National Staff Development Council, Columbia, SC, September 2011