

Shawn Joseph

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Howard University
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Education

- Doctor of Education* The George Washington University, Graduate School of Education and Human Development, Washington, DC (2009)
Educational Administration and Policy Studies
Area of Emphasis: Program Evaluation
- Masters of Education* Johns Hopkins University, School of Continuing Studies, Baltimore, Maryland (1999)
Reading Education
Area of Emphasis: Secondary Reading Education
- Bachelor of Science
(Cum Laude)* Lincoln University, College of Education, Lincoln University, Pennsylvania (1996)
English Education

Professional Appointments

Current Appointment

2020-Present
Assistant Professor
Co-Director AASA/Howard Urban Superintendent Academy
Howard University, Graduate School of Education, Department of Educational Leadership, Administration, and Policy
Washington, DC

2019-2020
Visiting Professor
Fordham University Graduate School of Education, Department of Educational Leadership, Administration, and Policy

New York, NY

Past Appointments

2016-2019

Superintendent of Schools

Metro Nashville Public Schools

Nashville, Tennessee

2014-2016

Deputy Superintendent for Teaching and Learning

Prince George's County School District

Upper Marlboro, Maryland

2012-2014

Superintendent of Schools

Seaford School District

Seaford, Delaware

2009-2012

Director of School Performance

Montgomery County Public Schools

Rockville, Maryland

2005-2009

Principal

Roberto Clemente Middle School

Montgomery County Public Schools

Rockville, Maryland

2002-2005

Assistant Principal

Redland Middle School

Montgomery County Public Schools

Rockville, Maryland

2001-2002

Student Support Specialist

Benjamin Banneker Middle School

Montgomery County Public Schools

Rockville, Maryland

2000-2001

Seventh Grade Team Leader

Kingsview Middle School

Montgomery County Public Schools

Rockville, Maryland

1996-2000

Eighth Grade English Teacher/Reading Specialist

Roberto Clemente Middle School

Montgomery County Public Schools

Rockville, Maryland

University Teaching

Howard University Doctoral Program

Workshop on Leadership Development (ELPS-517)

Politics of Education (ELPS 518)

Information Technology and School Management (ELPS 519)

Dissertation Seminar (ELPS 600)

Independent Study (ELPS 506)

Fordham University Doctoral Program

Educational Politics and Public Policy (ASGE 6331)

Seminar in Ethics and Social Justice (ASGE 7448)

Fordham University Master's Program

Fundamentals of Administration and Management (ASGE 5112)

School Finance (ASGE 6322)

School Boards (ASGE 6225)

George Washington University Master's Program (Adjunct Faculty)

School Community (EDUC 276)

Internship Supervisor (EDUC 387)

McDaniel College Master's Program (Adjunct Faculty)

Educational Leadership for the 21st Century (ADM 505)

The Supervision and Evaluation of School Personnel (ADM 504)

Introduction to Research Methodology (EDU 550)

Publications (selective)

Books

Joseph, S. (2019). *Finding the Joseph within: Lessons learned from a life of struggle*. Pennsaukin, NJ: BookBaby.

Joseph, S. (2012). *The principal's guide to the first 100 days of the school year: Creating instructional momentum*. Larchmont, NY: Eye on Education.

Refereed Book Chapter

Joseph, S., & Roach, V. (2014). Principal succession planning: How one school district successfully improves the quantity and quality of principal candidates. In A. Danzing & L. Hollingworth (Eds.), *Research in learning and teaching in educational leadership*. New York, NY: Information Age Publishing.

Articles in Refereed Journals

Joseph, S. (In-progress awaiting peer review approval). An autoethnography of a Black superintendent leading for equity in a large urban school district.

Joseph, S., & Shockley, K. (January, 2020). 3 strategies to correct the historical challenges of recruiting and retaining Black educators. *Principal's Magazine*. Alexandria, VA: National Association of Elementary School Principals.

Joseph, S., & Davis, M. (2016, January). Becoming a data champion in 6 steps: How a suburban Maryland district uses its data to motivate staff and improve instruction. *School Administrator*, 1(73). Alexandria, VA: American Association of School Administrators.

Joseph, S. (April, 2010). School district grow your own principal preparation programs: Effective elements and implications for graduate schools of education. *International Journal of Educational Leadership Preparation*, 2(1).

Joseph, S. (2009). Planning grow your own principal preparation programs: Cultivating excellence in tough economic times. *International Journal of Educational Planning*, 18(2).

Conceptualization, Development, and Administration of Leadership Training Programs

Houston Independent School District

Supported Mr. Kevin Hobbs, Associate Superintendent for Organizational Development in Houston Independent School District, to conceptualize and develop a district-run principal training program during the 2009-2010 school year. Specific duties included supporting the conceptual design of the program, training executive staff on the implementation of the program, and providing technical support to program staff.

Syracuse City School District

Supported Dr. Sharon Contreras and the Syracuse City School District to ensure a strong assistant principal and principal pipeline by working with the Office of Human Resources to train 150 aspiring principals and assistant principals, resulting in 80 percent of candidates filling open assistant principal and principal vacancies between 2013 and 2016. The weekend training was conducted in a cohort format.

Guilford County Public Schools

Supported Dr. Sharon Contreras and the Guilford County Public School district to conceptualize a strong principal pipeline program focused on supporting leaders of color. The initial cohort will begin in January of 2020 with 25 candidates. The goal is to coach/train a cohort of leaders of color to understand the political environment, strengthen instructional skills to effectively lead for equity, and increase effective cross-cultural communication.

Wallace Foundation Consultant

Supported the Wallace Foundation as it expands its work on the development of effective principal pipelines, by working with Guilford County Public Schools, Pittsburgh Public Schools, and Indianapolis Public Schools to self-evaluate efforts within their school districts. During the 2019-2020 school year districts will be offered technical support and advice on appropriate next steps based upon their assessment of their program in relation to the Wallace Principal Pipeline Self-Study Guide for Districts.

Nashville Unchained

Partnered with the Nashville NAACP, Equity Alliance, Interdenominational Minister's Fellowship, and Gideon's Army to empower Nashvillians to use their voices to strengthen educational opportunities, economic opportunities, and political empowerment.

Southern Westchester BOCES

Partnered with Southern Westchester BOCES to train school leaders from school districts in Southern Westchester, NY, on Race, Equity, and Social Justice and to improve student outcomes of historically marginalized students.

Dissertation Committee Memberships

Committee for Doug Anthony, Ed.D., Department of Teaching, Learning, Policy, and Leadership, University of Maryland, College Park, February 18, 2016.

Committee for Jeffrey Holmes, Ed.D., Department of Teaching, Learning, Policy, and Leadership, University of Maryland, College Park, March 16, 2016.

Committee for LaFaye Burris, Ed.D., Department of Educational Administration and Policy Studies, The George Washington University, April 20, 2016.

Committee for Ron Gamma, Ed.D., Department of Educational Administration and Policy Studies, Fordham University, July 9, 2020.

Committee for Danielle Chapman, Ed.D., Department of Educational Administration and Policy Studies, Fordham University, December, 2020.

Presentations (selective)

Refereed Presentation

Grillo, L., Rodriguez, C., & Joseph S. (2019). Creating Equity Oriented Leaders in Historically Black Colleges and Jesuit Institutions. Paper presented at the University Council of Educational Administration (UCEA) National Conference, New Orleans, October 20, 2019.

Joseph, S. (2010). *How schools of education and school districts partner to create exemplary principals*. Paper presented at the 2010 National Council of Professors of Educational Administration Conference, Washington, DC, Aug 3, 2010.

Invited Presentations

Joseph, S., Jacobs, V., and Baskins, J. (2020). *School Board Session on Equity*. Council of School Attorneys Conference, National School Board Association, Washington, DC, October 27.

Joseph, S., & Sneed, M. (2019). *Engaging with student activism after Parkland: First Amendment and other considerations for school leaders*. Paper presented at the School Superintendent Association National Conference, American Association of School Administrators, Los Angeles, CA, February 15.

Joseph, S., & Sneed, M. (2018). *What to do if Isis comes to your school district*. Paper presented at the School Superintendent Association National Conference, American Association of School Administrators, Nashville, TN, February 15.

Joseph, S., & Felder, M. (2018). *A school district's plan to execute on a system-wide literacy plan*. Paper presented at the Council of Great City Schools National Conference, Baltimore, MD, October 25.

Joseph, S., Fentress, T., & Gentry, S. (2018) *Best practices in superintendent evaluation*. Paper presented at the Council of Great City Schools National Conference, Baltimore, MD, October 26.

Joseph, S., Fentress, T., & Gentry, S. (2018) *Best practices in superintendent evaluation*. Paper presented at the Council of Urban School Boards Conference, Las Vegas, NV, September 25.

Joseph, S. (2018) *Leading for equity thought partner panel*. Paper presented at the School Superintendent Association National Conference, American Association of School Administrators, Nashville, TN, February 16.

Joseph, S. (2014). *Becoming a data champion*. Paper presented at the Performance Matters National Conference, Orlando, FL, January 26.

Joseph, S. (2013). *The first 100 days of the school board/superintendent relationship: Creating community momentum*. Paper presented at the National School Board Association, Alexandria, VA, San Diego, CA, April 13.

Joseph, S. (2008). *Leading for equity*. Paper presented at the Maryland Instructional Leadership Institute, Towson University, Towson, MD, Baltimore, MD, January 20.

Joseph, S. (2008). *Creating adaptive leaders*. Paper presented at the National Staff Development Association, Washington, DC, December 5.

Joseph, S. (2008). *Ensuring equity and excellence in schools*. Paper presented at the National Conference of People of Colour, Stony Brook, NY, July 15.

Invited Addresses

Arbinger Institute

Keynote Speaker, Spring 2019

Tennessee State University

Commencement Speaker, Fall 2018.

Urban League of Nashville

50th Anniversary Speaker, Annual Convention, 2018.

Awards

2020. Tribune Newspaper Person of the Year.

2019 Tribune Newspaper Person of the Year.

2019 Greater Nashville Association of Black School Educators Trailblazer Award.

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- 2019 Phi Delta Kappa, Nashville Chapter, Leadership Award.
- 2019 Watson Grove Church, Nashville, Community Agitator Award.
- 2018 Delta Sigma Theta Sorority Inc, Nashville Alumni Chapter, Citizen of the Year Award.
- 2018 Alpha Kappa Alpha Sorority Inc, Environmental Leadership Award.
- 2016 Andrew Young Leadership Award.
- 2010 American Educational Research Association's "Outstanding Dissertation Award" in the area of Learning and Teaching in Educational Leadership (LTEL) SIG.
- 2009 Maryland Association of Secondary School Principal's Met/Life Middle Level "Principal of the Year."
- 2009 Emerging Leader, Association for Supervision and Curriculum Development.

Professional Association Memberships

- 2012-Present: American Association of School Administrators.
- 2016-Present: Omega Psi Phi Fraternity, Inc., Gamma Phi and Mu Nu Chapter.
- 2017-Present: Sigma Phi Pi Fraternity, Inc., Chi Chapter and Epsilon Chapter.
- 2017-Present: Board of Trustee, Learning Forward.
- 2019-Present: American Educational Research Association.
- 2019-Present: University Council for Educational Administration.
- 2019-2020: Metropolitan Council for Educational Administration Programs.
- 2018-2019: Board of Trustee, American Heart Association of Middle Tennessee.
- 2017-2019: Board of Trustee, Junior Achievement of Middle Tennessee.
- 2016-2019: Metro Nashville Rotary.
- 2016-2019: Board of Trustee, PENCIL.
- 2016-2019: Board of Trustee, Alignment Nashville.
- 2016-2019: Board of Directors member, Council of Great City Schools.
- 2007-2009: The Maryland Association of Supervision and Curriculum Development.

References

Dawn Williams, Ph.D.
Dean, Howard University Graduate School of Education
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