

Gregory C. Hutchings, Jr. Ed.D.

EDUCATOR / LEADER / DEIA ADVOCATE / AUTHOR

EXPERIENCE

August 2023 - Present

HOWARD UNIVERSITY - SCHOOL OF EDUCATION
Assistant Professor and ELPS Program Coordinator
Washington, DC

Howard University's School of Education strives to produce educational leaders who have knowledge and skill in all phases of the organization and management of educational institutions, especially school systems; who are familiar with the forces and influences which impinge on the process of education; who can use with intelligence; and discrimination the findings of research and evaluation; and, finally, who are sensitive to the interrelationship between school systems and the communities that they serve. In addition to responsibilities as a faculty member, program coordination of the Educational Leadership & Policy Studies is another key performance responsibility to ensure the program's continued commitment to urban and diverse school systems through course content, faculty composition and clinical experiences.

June 2022 - Present

REVOLUTIONARY ED, LLC
Founder/Chief Executive Officer
Alexandria, Virginia

An educational consulting firm that supports and empowers school systems across the nation to unapologetically dismantle systemic racism in education. Striving to achieve true transformational and sustainable change through vision, integrity and passion. Supporting school systems and organizations through professional learning and establishing actionable dialogue to develop culturally responsive learning environments that thrive in diversity, equity, inclusion and antiracism. Additional professional services include executive coaching, strategic planning, school board-superintendent relations, and keynote speaking.

September 2022 - August 2023

AMERICAN UNIVERSITY - SCHOOL OF EDUCATION
Executive in Residence
Washington, DC

The faculty, staff, and students of the School of Education (SOE) at American University are committed to cultivating a vibrant and richly diverse, inclusive, equitable, and antiracist learning community. Working collaboratively with the Dean of Education, senior leaders, faculty and students to develop and identify best practices in antiracism leadership. Serving as an advisor to the Director of the new Antiracist Administration, Supervision and Leadership Certificate program. Expanding antiracist leadership across the nation to cultivate an educational system where barriers are removed for all students regardless of their life's circumstances.

July 2018 – August 2022

ALEXANDRIA CITY PUBLIC SCHOOLS
Superintendent of Schools
Alexandria, Virginia

Superintendent of Alexandria City Public Schools (ACPS). A school division that serves more than 15,000 students who hail from more than 114 countries and speak 119 languages. ACPS has 18 schools, including two middle schools, two K-8 schools, one pre-K school and the internationally recognized Alexandria City High School. ACPS is committed to dismantling systemic racism while keeping racial equity at the heart of our work on behalf of young people through equity surveys, equity dashboards, focus groups and professional learning. In 2019, all schools in ACPS were accredited for the first time in 20 years under my leadership. In 2020, the school board unanimously adopted a bold and courageous five year strategic plan with racial equity as key driver for student achievement. In 2021, achieved the highest graduation rate in the history of ACPS at 92% during a global pandemic.

2013 – 2018

SHAKER HEIGHTS CITY SCHOOL DISTRICT
International Baccalaureate (IB) Superintendent of Schools
Shaker Heights, Ohio

Superintendent and Chief Executive Officer of a first-ring, suburban school district with urban challenges and one of only eight school districts in North America to provide the International Baccalaureate Programme for grades PreK – 12 with a focus on interculturalism and antiracism. Collaborated and led school and community stakeholders to attain six goals in the district's five-year strategic plan through excellence, equity and exploration. Continued to uphold the legacy of high achievement and progress to narrow the achievement gap including an increase in graduation rate from 89% to 93% within first two years, establishment of a world-class early learning center, implementation of a blended learning center, and adoption of a pedagogical framework to meet the needs of all students that took Shaker Schools from an Ohio School Report Card grade of F in 2013 to a grade of B in 2018.

2010 - 2013

ALEXANDRIA CITY PUBLIC SCHOOLS
Director of PreK-12 Initiatives
Alexandria, Virginia

Supervised middle school principals and oversaw the following division initiatives with a focus on all areas of disproportionality for students of color: Response to intervention (Rtl), Middle Years Programme (MYP), PreK, Adult Education, Talented & Gifted Program, and Advancement via Individual Determination (AVID).

2007 – 2010

METROPOLITAN NASHVILLE PUBLIC SCHOOLS
Middle School Principal
Nashville, Tennessee

Responsible for all aspects of instructional program including teacher evaluation, community relations, fiscal management, and supervision, which

led to full accreditation through the Quality Assurance Review, authorization of the Middle Years Programme, increased test scores for NCLB subgroups, and a #1 ranking for Nashville middle schools for student value added.

2006 - 2007

METROPOLITAN NASHVILLE PUBLIC SCHOOLS

High School Assistant Principal

Nashville, Tennessee

Assisted the administrative team with supervision of the instructional program, which led to being ranked as the #1 High School in the State of Tennessee.

2004 - 2006

CHESTERFIELD COUNTY PUBLIC SCHOOLS

Middle School Assistant Principal

Richmond, Virginia

Assisted the administrative team with supervision of the instructional program, which led to achieving school accreditation and Adequate Yearly Progress at a Title I school.

2000 – 2004

PRINCE WILLIAM COUNTY SCHOOLS

Teacher

Manassas, Virginia

Taught structured, guided and independent practices fulfilling Virginia Standards of Learning for fifth, sixth and seventh grades.

1998 - 2000

OLD DOMINION UNIVERSITY

Northern VA Representative/Admissions Counselor/Intern

Norfolk, Virginia

Functioned as the primary coordinator for strategic planning and recruitment for the Northern Virginia student body. Assisted and supported the opening of the Old Dominion University's Northern Virginia Center.

EDUCATION

Doctor of Education

Educational Policy, Planning and Leadership

The College of William and Mary

Master of Education

Educational Leadership

George Mason University

Bachelor of Science

Interdisciplinary Studies (Math and Science Education)

Old Dominion University

LICENSE / CERTIFICATIONS

STATE OF VIRGINIA

Division Superintendent License

Expiration: 06/30/32

Postgraduate Professional License

Expiration: 06/30/32

PROFESSIONAL CERTIFICATE

Intercultural Development Inventory Administrator License - IDI, LLC

Strategic Perspectives in Nonprofit Management - Harvard School of Business

National Institute of Urban School Leaders - Harvard School of Education

ADJUNCT PROFESSORSHIP / GUEST LECTURES

- May 2015 - Present AMERICAN ASSOCIATION OF SCHOOL ADMINISTRATORS (AASA) & HOWARD UNIVERSITY & UNIVERSITY OF SOUTHERN CALIFORNIA
Guest Lecturer / Workshop Facilitator
Alexandria, Virginia
- Serve as guest lecturer and workshop facilitator for the AASA and Howard University Urban Superintendents Academy. Facilitate discussions on strategic planning and thinking in urban education for aspiring urban superintendents with a focus on diversity, equity, inclusion and antiracism.
- July 2014 - Present AMERICAN ASSOCIATION OF SCHOOL ADMINISTRATORS (AASA)
Mentor
Alexandria, Virginia
- Serve as mentor to the AASA's Aspiring Urban Superintendents Academy. Share lessons learned, expertise and insight as well as professional feedback to mentees about their career endeavors and decision-making practices.
- Spring 2022 GEORGETOWN UNIVERSITY - GRADUATE SCHOOL OF ARTS & SCIENCES
Adjunct Professor
Washington, DC
- Serve as adjunct professor for the Graduate School of Arts & Sciences teaching a course on Intergovernmental Relations in Education for the Master's of Arts program. The course focuses on the issues and problems of governance of education in the U.S. context with a focus on diversity, equity, inclusion and antiracism.
- Fall 2021 HOWARD UNIVERSITY - SCHOOL OF EDUCATION
Adjunct Professor
Washington, DC
- Serve as adjunct professor for the School of Education teaching a course on Organizational Culture for the doctoral program. The course focuses on how to design, implement and evaluate organizational change within a school system or higher education institution with a focus on diversity, equity, inclusion and antiracism.
- September 2015 INTERNATIONAL BACCALAUREATE ORGANIZATION
Lecturer / Leadership Trainer
Bethesda, Maryland
- Provided training for the Heads of School Leadership Training on interculturalism and acceptance of all cultures in the North America Office of the International Baccalaureate Organization.
- April 2015 NOTRE DAME COLLEGE
Guest Lecturer

South Euclid, Ohio

Facilitated a one-class lecture on the achievement gap to student teaching seminar students at Notre Dame College using experiences from the Shaker Heights City School District's efforts to narrow the achievement gap in a first-ring suburb.

Fall 2010

BELMONT UNIVERSITY
Adjunct Professor
Nashville, Tennessee

Taught a graduate-level course on science and mathematical methods in education. Developed syllabus and overall course structure, and administered all grades.

DISSERTATION

Hutchings, G.C. (2010). Effective teaching practices and teacher efficacy beliefs of International Baccalaureate Middle Years Programme teachers. Doctoral dissertation. The College of William and Mary, Williamsburg, VA.

MEDIA/SPEAKING ENGAGEMENTS/PRESENTATIONS/WEBINARS/PODCAST/PANELS

- 2022 **Unapologetic Leadership Using Six Steps to Getting Into Good Trouble at School in the ATL**
Keynote Speaker at the Leadership Institute at Georgia State University - The Create Project
- 2022 **Six Steps to Getting Into Good Trouble at School: It's Time for a Revolution**
Kickoff Speaker at the Bison Education Week at Howard University - School of Education
- 2022 **A Reckoning: Equity Consciousness, and Healing**
Keynote Speaker at the Maryland Cultural Proficiency Conference
- 2022 **Book Talk on Getting Into Good Trouble at School**
Guest Speaker at American University - School of Education
- 2022 **Book Talk on Getting Into Good Trouble at School: A Guide to Building an Antiracist School System**
Guest Speaker at Howard University - School of Education (Dr. Kathryn Wiley)
- 2022 **Six Steps to Building An Antiracist School System**
Keynote Speaker at American University - School of Education
- 2022 **Getting Into Good Trouble at School,**
Keynote Speaker at LEAD Conference with Sidwell Friends School and Howard University - School of Education
- 2022 **Future of the First Amendment: Exploring Trends in High School Students' Views of Free Speech - Knight Foundation**
Webinar Panelist, Education Week
- 2022 **Roundtable Discussion - Commission on the Social Status of Black Men and Boys**
Panelist

- 2022 **Superintendents and Equity Work in America**
Panelist at CRT Summer School with the African American Policy Forum
- 2022 **What Practitioners and Policy Actors See and Need**
Panelist, University of Georgia
- 2022 **"Antiracist Leadership During the Backlash of Critical Race Theory"**
Panelist, American University School of Education
- 2022 **Unapologetic Talk With The Supe: A conversation with the ACPS Student School Board Representatives.**
Podcast Presenter, Alexandria City Public Schools
- 2022 **Unapologetic Talk With The Supe: A conversation with Mary-Frances Winters**
Podcast Presenter, Alexandria City Public Schools
- 2022 **"Developing Culture Through A Strategic Plan with Racial Equity at the Heart During a Dual Pandemic"**
Presenter, Alexandria Chamber of Commerce: Leadership Alexandria
- 2022 **"Causing Good Trouble in Schools"**
Presenter, AASA 2022 National Conference on Education
- 2021 **ClassLink Equity Leadership Summit, Presenter**
- 2021 **"Navigating a Dual Pandemic"**
Presenter, Mid American Association of School Superintendents
- 2021 **Standards, Assessments and Accountability: Rethinking High-Stakes Testing**
Presenter, 2021 Virginia Education Summit - Virginia Senate Education & Health/Hunt Institute
- 2021 **"The Identity Project: Renaming Schools in a Dual Pandemic"**
Presenter, VSBA Annual Convention
- 2021 **Thinking Creatively to Evaluate Student Learning During COVID-19**
Presenter, Webinar Series with Hunt Institute
- 2021 **"How Can K12 and Higher Education Collaborate to Improve Equity in Virginia's Public Schools?"**
Moderator/Panelist, VASS Fall Conference
- 2021 **Ensuring Continuity of Learning: How to Prepare for the Next Disruption**
Panelist, Education Week Webinar
- 2021 **"Our Journey to becoming an Antiracist School Division"**
Presenter, IDRA EAC-South Webinar
- 2021 **"The Identity Project: Renaming Schools in a Dual Pandemic"**
Presenter, NSPRA 2021 National Seminar
- 2017 **"A Conversation on Education: Access, Affordability, Quality and the Impact on our Society"**

- Panel discussion on education and its impact on our society at the 2nd Annual United Negro College Fund Cleveland Leaders Luncheon.
- 2017 **“The Crisis in Black Education”**
Panel discussion on the crisis in black education at the NASA Glenn Research Center.
- 2016 **AASA and Howard University Summit on Effective Urban Leadership**
Panel discussion on policy and practice.
- 2016 **“Obama’s Legacy: Where Do We Go From Here?”**
Provided an educational perspective on the Obama Legacy and how his legacy impacts the educational system from early learning education to higher education.
- 2016 **“School-Community Collaboration”**
Facilitated small-group discussions about school-community collaboration in school districts for the National Superintendents Roundtable.
- 2016 **“African-American Male Teacher Initiative”**
Radio interview with Meryl Johnson of WRUW 91.1 FM
- 2016 **“Conveying Accountability to Your Community”**
Panel discussion on accountability and school districts at the Buckeye Association of School Administrators’ New Superintendent Program.
- 2015 **“African-American Male Teacher Initiative”**
Interview with Channel 19 News on Shaker’s African-American Male Teacher Initiative.
- 2015 **“Safe Schools Summit”**
Panel discussion with school safety experts on the best-practices for student safety in Shaker schools.
- 2015 **“Delta Teacher Efficacy Campaign Town Meeting”**
Panel discussion with United States Congresswoman Marcia L. Fudge addressing the topic of teacher efficacy.
- 2015 **“Cleveland Connects: The First 2000 Days”**
Panel discussion presented by ideastream on the importance of early brain development and ways, including preschool, we can help it along.
- 2015 **“How to Become an Education Activist in Northeast Ohio”**
Panel discussion on becoming an advocate for education and educational change.
- 2015 **“Urban Education: Thinkers and Thoughts”**
Panel discussion with Dr. Pedro Noguera at Urban Superintendent’s Academy: Inaugural Conference.
- 2015 **“School Performance in Context: The Iceberg Effect”**
Webinar in collaboration with the American Association of School Administrators, National Superintendents’ Roundtable, and the Horace Mann League.
- 2015 **“Kaleidoscope” Interview on Achievement Gap**

- Interview at WEWS News Channel 5, Cleveland, Ohio
- 2015 **"Conveying Accountability To Your District"**
Panel discussion and presentation at Buckeye Association of School Administrators' New Superintendent Program, Columbus, Ohio.
- 2015 **"The Achievement Gap"**
Presenter at Notre Dame College, South Euclid, Ohio
- 2015 **"Academic Success: Cradle to College"**
Presentation and panel discussion hosted by the Cleveland Chapter of Jack and Jill of America, Inc.
- 2015 **"The Achievement Gap"**
Presenter at Cleveland State University, Cleveland, Ohio
- 2014 **"Culture and Education in Shaker Heights City School District"**
Virtual presenter with University of Virginia
- 2012 **"Effective Teaching Practices using MYP in Urban Schools"**
Presenter at International Baccalaureate World Conference, Cancun, Mexico
- 2012 **"Middle School Transformation in Urban School Division"**
Presenter at Minority Student Achievement Network, Madison, Wisconsin
- 2011 **"The Middle School Journey"**
Presenter at Virginia Governor's Conference on Education, Richmond, Virginia
- 2010 **"Effective Teaching Practices and IB MYP Teachers: An Evaluation of What Works"**
Presenter at the National Evaluation Institute Conference, Williamsburg, Virginia
- 2010 **"Effective Teaching Practices and IB MYP Teachers in an Urban School District"**
Presenter at the Council of Greater City Schools Fall Conference
- 2008 **"Middle Years and Diploma Programmes in Nashville Public Schools"**
Co-Presenter at the National Alliance of Black School Educators (NABSE) Conference

AWARDS/FELLOWSHIPS

- April 2022 Region IV Superintendent of the Year
Virginia Association of School Superintendents
- April 2021 The Pathfinder Award
Virginia Association of Elementary Principals (VAESP)
- October 2019 Tom Cookerly Exceptional School Superintendent Leadership Award
National Center for Children and Families
- July 2019 Community Change Maker - Leadership Award
Concerned Citizens Network of Alexandria (CCNA)

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| March 2019 | Leadership Award 2019 <i>Kappa Alpha Psi Fraternity, Incorporated</i> |
| October 2018 | Educational Leadership Award <i>100 Black Men of Cleveland, Incorporated</i> |
| September 2018 | National Superintendent of the Year Award - 2018 <i>National Alliance of Black School Educators</i> |
| July 2017 | Fellow, Strategic Perspectives in Nonprofit Management <i>Harvard Business School</i> |
| April 2017 | Who's Who in Black Cleveland (12th Ed.) <i>Who's Who Publishing Company</i> |
| September 2016 | Forty Under 40 Award - Class of 2016 <i>Crain's Cleveland Business Magazine</i> |
| June 2015 | Fellow, The Foundations and Future of Education in Finland <i>EF Educational Tours: Professional Development Summit</i> |
| June 2009 | Recipient, Middle School Principal of the Year <i>TN Association of Middle Schools (TAMS)</i> |
| July 2009 | Fellow, National Institute of Urban Leaders <i>Harvard University</i> |
| June 2008 | Delegate, Principal Exchange Program <i>South China Normal University</i> |
| 2007 - 2008 | Fellow, Principals Leadership Academy of Nashville <i>Vanderbilt University</i> |
| Fall 2006 | Recipient, Christopher Wren Leadership Award <i>The College of William and Mary</i> |
| 2005 – 2006 | Fellow, Next Generation Leaders Academy <i>University of Richmond</i> |
| June 2004 | Recipient, Portraits of Success <i>Alexandria Scholarship Fund</i> |
| Summer/Fall 2004 | Doctoral Fellow, Appalachia Educational Laboratories |
| June 2004 | Recipient, Environmental Educator of the Year <i>Prince William County</i> |

PUBLICATIONS

Education Week – “The Anti-Racist Counternarrative Public Education Needs to Know” by Gregory C. Hutchings, Jr., April 6, 2022

Hutchings, G.C. & Reed, D.S. (2022). Getting Into Good Trouble in School: A Guide to Becoming an Antiracist School or School System. Corwin Publishing, Thousand Oaks, California.

Hutchings, G.C. & Brown, J.L. (2021). Chapter 5: The American Superintendent 2020 Decennial Study: The Current Work of American Superintendent. Rowman & Littlefield, London, England.

Education Week - “We Must Confront the Pandemic Within the Pandemic: Racism” by Dr. Gregory C. Hutchings, Jr., July 14, 2021

The Alexandria Times - “#Reunited2021” by Dr. Gregory C. Hutchings, Jr., March 11, 2021.

The Alexandria Times - “Let’s Celebrate Black history year-round” by Dr. Gregory C. Hutchings, Jr., February 11, 2021

The Alexandria Times - “COVID-19 Vaccinations bring hope” by Dr. Gregory C. Hutchings, Jr., January 14, 2021

The Alexandria Times - “Reopening depends on Health Metrics” by Dr. Gregory C. Hutchings, Jr., December 10, 2020

The Alexandria Times - “New hope for Public Schools” by Dr. Gregory C. Hutchings, Jr., November 12, 2020

The Alexandria Times - “Unacceptable to Stand By” by Dr. Gregory C. Hutchings, Jr., October 8, 2020

The Alexandria Times - “Time to let the Next Generation Lead” by Dr. Gregory C. Hutchings, Jr., September 19, 2020

The Alexandria Times - “ACPS Commits to Equity for ALL” by Dr. Gregory C. Hutchings, Jr., August 13, 2020

The Alexandria Times - “Reopening ACPS cautiously and methodically” by Dr. Gregory C. Hutchings, Jr., July 9, 2020

The Alexandria Times - “I Can’t Be Quiet” by Dr. Gregory C. Hutchings, Jr., June 11, 2020

The Alexandria Times - “Unprecedented Times call for Unprecedented Actions” by Dr. Gregory C. Hutchings, Jr., May 14, 2020

The Alexandria Times - “Diary of a Superintendent” by Dr. Gregory C. Hutchings, Jr., April 9, 2020

The Alexandria Times - “Collaborating to beat Coronavirus” by Dr. Gregory C. Hutchings, Jr., March 12, 2020

The Alexandria Times - “Celebrating 100 years of Parker-Gray” by Dr. Gregory C. Hutchings, Jr., February 13, 2020

The Alexandria Times - “New Year Brings a Fresh Perspective” by Dr. Gregory C. Hutchings, Jr., January 9, 2020

The Alexandria Times - “Our work on School Facilities Continues” by Dr. Gregory C. Hutchings, Jr., December 12, 2019

The Alexandria Times - “Academic return on Investment” by Dr. Gregory C. Hutchings, Jr., November 15, 2019

The Alexandria Times - “The Exciting Times are Just Beginning” by Dr. Gregory C. Hutchings, Jr., October 10, 2019

The Alexandria Times - “Big Things are afoot in ACPS” by Dr. Gregory C. Hutchings, Jr., September 12, 2019

The Alexandria Times - “Intentional Efforts raise Achievement” by Dr. Gregory C. Hutchings, Jr., August 8, 2019

The Alexandria Times - “We must know the Past so we Don’t Repeat It” by Dr. Gregory C. Hutchings, Jr., July 11, 2019

The Alexandria Times - “June is a time for Titan Pride” by Dr. Gregory C. Hutchings, Jr., June 13, 2019

The Alexandria Times - “Leadership requires Tough Choices” by Dr. Gregory C. Hutchings, Jr., May 9, 2019

The Alexandria Times - “Students Must Come First” by Dr. Gregory C. Hutchings, Jr., April 11, 2019

The Alexandria Times - “Continuing the work started by Miller and Day” by Dr. Gregory C. Hutchings, Jr., March 14, 2019

The Alexandria Times - “Implementing Equitable Education for ALL” by Dr. Gregory C. Hutchings, Jr., February 14, 2019

The Alexandria Times - “Fresh starts require Reflection” by Dr. Gregory C. Hutchings, Jr., January 10, 2019

The Alexandria Times - “The Future of the High School should be more than a fleeting holiday wish” by Dr. Gregory C. Hutchings, Jr., December 13, 2018

The Alexandria Times - “Unlocking the Equation of Student Success” by Dr. Gregory C. Hutchings, Jr., November 15, 2018

The Alexandria Times - “Rebuilding Trust starts NOW” by Dr. Gregory C. Hutchings, Jr., October 11, 2018

The Alexandria Times - “Angles of Academic Success” by Dr. Gregory C. Hutchings, Jr., September 28, 2018

The Alexandria Times - "Filling in the Blanks with Dr. Hutchings" by Dr. Gregory C. Hutchings, Jr., September 13, 2018

The Alexandria Times - "The ACPS Transition is Underway" by Dr. Gregory C. Hutchings, Jr., August 9, 2018

The Alexandria Times - "A Season of Transition at ACPS" by Dr. Gregory C. Hutchings, Jr., July 12, 2018

PROFESSIONAL AFFILIATIONS

Board of Directors, EduTutorVA

Board of Directors, *Intercultural Development Research Association (IDRA)*

Board of Trustees, *National Children's Museum*

Advisory Board, *Class Technologies, Incorporated*

Board Member, *The Source for Learning*

Governing Board Member, *National Superintendents' Roundtable*

Founding Steering Committee Member, *AASA/Howard University Urban Superintendents Academy*

Member, *American Association of School Administrators (AASA)*

Past National President and Executive Board Member, *Minority Student Achievement Network (MSAN)*

Past Chair, *Region IV Superintendents Study Group of Virginia Association of School Superintendents (VASS)*

Advisor, *Stanford EdLEADers program with Stanford Graduate School of Education*

Advisor, *Education Leadership Program with George Mason University (GMU) - College of Education and Human Development*

Member, *Alpha Phi Alpha Fraternity, Incorporated*

Member, *Sigma Pi Phi Fraternity*

Past Regional Council Member, *International Baccalaureate Organization*