

Courtney R. Johnson

PROFESSIONAL SUMMARY

A responsive, innovative, and data driven assigned leader who implements best practices that fosters strategic planning, advocacy, efficacy, collaboration, innovation, social-emotional development, professional growth, positive climate and culture, and achievement to equip students with skillsets to thrive in college or career and beyond.

EXPERTISE

Curriculum and Pedagogy

- Led weekly grade level team and Professional Learning Communities incorporating the Harvard Data Wise Cycle to gather data for analysis, examine instruction, engage in action planning, and act and reassess to ensure school improvement.
- Developed an online shared tracking system inclusive of the interventions, grades, assessment ratings, attendance, counseling services, and parental support for “at promised” students.
- Collaborated with lead teachers and district supervisors in writing science and math curriculum during the summer learning program.
- Provided professional training for staff during designated planning sessions, staff development days, and after school programs.
- Collaborated with external partners (MENTOR National, Challenge Day, Montclair State University, Columbia University, Bloomfield College, Cambridge Education, Newark Mayor’s Book Club, Audible for Education) to extend additional professional training opportunities.
- Developed school-wide instructional protocols: student portfolio, classroom environment, walkthroughs, and coaching sessions).
- Provided high quality instruction in all content areas for elementary, middle school, high school, and college students.

Educational Leadership

- Provided technical assistance to high school principals, vice principals, department chairs, and teachers and assisted in assessing the educational, financial and managerial needs of the 18 High Schools.
- Provided constructive feedback evaluated staff in alignment with the Performance Framework and Student Support Framework to improve student outcomes.
- Collaborated with district leaders on the school uniform key policy review and standard operating procedures for risk assessments.
- Managed the district mentoring program in conjunction with MENTOR Newark.
- Managed the teacher mentoring program for novice teachers by pairing, organizing sessions, and submitting certification paperwork for state review.
- Led professional development for staff in alignment with Framework for Effective Teaching.

- Collaborated routinely with the Office of Special Education, Bilingual and Security Services to ensure alignment with state standards and Social and Emotional Learning development.
- Established and sustained long-term partnerships to leverage capital improvement, student support, and secure additional funding.
- Collaborated with district leaders and community partnerships to refine strategies outlined in the district strategic plan, “The Next Decade.”
- Led school-wide marketing and communications to recruit teachers, spotlight success, promote programs, and expand bandwidth via social media platforms, newsletters, website, and digital displays.
- Managed school budget to ensure receipt of instructional materials, services, and supplies.
- Refined protocols for I&RS/504 digital migration to PowerSchool and Traumatic Grief and Loss.
- Aligned resources, including technology, to achieve vision and goals outlined in strategic plan.

Organizational Systems

- Facilitated timely exchanges to acquire equipment, technology, and resources to support school needs.
- Led monthly school safety drills in alignment with district policy and communicated outcomes to manage documentation and performance improvement.
- Ensured a safe school community by proactively addressing challenges and engaging in ongoing reassessment.
- Collaborated with school leaders, teachers, support staff, students, parents, and community partners to achieve short and long term operational goals.
- Allocated funds systematically and in accordance with school needs to address unique challenges.

Climate and Culture

- Led the implementation of the quarterly awards ceremony to recognize student achievement, character, and perseverance.
- Collaborated with MENTOR National, MENTOR Newark, and Boston University to develop the district wide mentoring program for K-12 students.
- Collaborated with school leaders and support staff to induct 42 students into the National Honor Society.
- Created student led workshops to acknowledge their perspective and extend leadership opportunities.
- Collaborated with external agencies to support school wide events: Welcome Back BBQ, Disney Kids Musical Grant (\$100,000 awarded to NJPAC), Jersey Cares, NJIT Honors Society (300+ volunteers), and U.S. Soccer Foundation (awarded mini-pitch with lighting) to strengthen relationships.

Awards and Accreditation

- Led and won the Scholarship Logo Contest for Census 2020 in the City of Newark (\$1,000 award).
- Recipient of a Soccer Mini-Pitch at Luis Muñoz Marin School sponsored by the U.S. Soccer Foundation, Wells Fargo, Red Bull, and Musco Lighting (\$30,000 investment).
- Recipient of the Employee Day of Service with the National Basketball Association (NBA), Mark A. Tatum (NBA Deputy Commissioner) and 100 Volunteers Jersey Cares (\$15,000 investment).
- Collaborated with Liberty Science Center and the Prudential Foundation for the Girls in Technology STEM Program to increase women in the field of Science, Technology, Engineering, and Mathematics.
- Nominated to speak at the TED Talks with Educators by MENTOR National as a guest panelist.

PROFESSIONAL EXPERIENCE

Special Assistant , Newark, NJ High School Leadership Team NBOE	07/2020-present
Supervisor , Newark, NJ Student Support NBOE	07/2019-06/2020
Adjunct Faculty , Jersey City, NJ New Jersey City University	01/2018-present
School Operations Manager , Newark, NJ Luis Muñoz Marin School	07/2016-6/2019
Teacher Coach of Technology , Newark, NJ Luis Muñoz Marin School	09/2015-06/2016
Teacher Coach of Math , Newark, NJ Dr. William H. Horton School	09/2014-06/2015
Teacher , Newark, NJ Newark Public Schools 18th and LMM	09/2007-06/2014
Substitute Teacher Newark , NJ Newark Public Schools	09/2006-06/2007
Library Associate , East Orange, NJ East Orange Public Library	08/2006-present

EDUCATION

The College of New Jersey Ewing, NJ

Bachelor of Science: Elementary Education/Math, Science and Technology – May 2006

New Leaders Program Newark, NJ

Emerging Leaders Program – 2015

Capella University Minnesota, MN

Masters of Arts in Educational Leadership – October 2017

New Jersey City University Jersey City, NJ

Doctorate in Educational Leadership Technology Education – May 2022

CERTIFICATIONS

Principal Certificate, New Jersey

Supervisor Certificate, New Jersey

Teaching Certificate, New Jersey

SKILLS

Statistical Package for the Social Science
Asset Inventory System
Adobe Dreamweaver

MicroSoft Office Suite
SalesForce
Facilitron

PowerSchool
Atlas.ti
Whetstone

REFERENCES

Available upon request