

PHELTON CORTEZ MOSS, PHD

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Curriculum Vitae

RESEARCH INTERESTS

Teacher Leadership. Teachers of Color. College Access and Persistence. School Change. Teacher/Leader Effectiveness.

EDUCATION

The University of Mississippi, Oxford, MS

Graduate Studies: *Ph.D. in Educational Leadership and Supervision, August 2020*

Arkansas State University, Jonesboro, Ark.

Graduate Studies: *Master of Science, Education Leadership*

The University of Mississippi Oxford, MS

Undergraduate Studies: *Public Policy Leadership, Minor English*

Galapagos Institute for Arts and Sciences Quito, Ecuador

Program in Human Ecology and Maritime Communities, Environmental Policy

Nelson Mandela Metropolitan University Port Elizabeth, South Africa

Program in Human Conflict and Community Development

TEACHING HIGHLIGHTS

Tougaloo College, Jackson, Mississippi

Assistant Professor of Teacher Education & Master of Arts in Teaching Program Coordinator

Coahoma Community College, Clarksdale Mississippi

Adjunct Instructor, English Composition I, (January 2017- December 2018)

The University of Mississippi, Oxford, Mississippi

Teaching Assistant, EDLD 679 Leading School Change, (June 2018- July 2018)

William Carey University, Hattiesburg, Mississippi

Adjunct Professor, EDU 536, Classroom Management, (June 2018 -July 2018)

The University of Mississippi, Oxford, Mississippi

Teaching Assistant, EDLD 619 School Turnaround, (January 2020- Present)

The University of Mississippi, Oxford, Mississippi

Visiting Lecturer, PPL 387 Education Policy (January 2020- May 2020)

FELLOWSHIPS

National School Systems Leaders Fellowship, Teacher for America and Cambiar Education, 2019-2020

Mississippi Preps CEO Principals Academy, William Carey University, 2016-2017

Mississippi Principal's Impact Fellowship, Barksdale Reading Institute, 2018-2019

Deloitte University Courageous Principals Institute

PROFESSIONAL EXPERIENCE(S)

ALL Means ALL Consulting, LLC

Chief Executive Officer & Founder

- Serve as an English Language Arts teacher coach to provide expert assistance to create educational solutions to drive key strategies and results for school improvement efforts
- Serve as a School Leadership Coach for multiple school level principals to provide expert assistance to create educational solutions to drive key strategies and results for school improvement efforts
- Execute current projects such as sales onboarding, systems training, and course creation while consistently exceeding all expectations for school districts and clients
- Responsible for the successful research, development, and delivery of sales goals along with creation of supplemental resources and tools to be utilized by the other consultants
- Creates streamlined processes to expedite the delivery of e-learning courses through utilization of the computer programs for school districts to provide virtual learning to both students and staff
- Develops and refines the Mississippi Legislative Black Caucus Education Policy Agenda for the 2020 Legislative Session
- Designed the Black Teacher Collaborative process for adding new policy arm of their national organization focused on outcomes for Black children

The University of Mississippi, Department of Educational Leadership and Counselor Education

Graduate Teaching/ Research Assistant

- Assisting professors and departments with various administrative tasks.
- Co-teaching graduate Level course (EDLD 619, School Turn-around)
- Conducting various research experiments and analyzing data.
- Assuming the role of teaching assistant and assisting with teaching material.
- Assisting their professor with grading papers.
- Supervising Masters and Specialist Students Administrative Internship
- Assisting with the management of ceremonies and campus events.

Mississippi Department of Education

Bureau Director—Educator Talent Acquisition & Effectiveness

- Established and managed a division site vision, priorities, and goals incorporating multiple perspectives and voices for the first Division of Educator Talent Acquisition and Effectiveness
- Wrote and procured a \$4.5 Million Kellogg Grant to launch the Nation's first state-run undergraduate teacher residency program and performance-based licensure program
- Played a critical role in the management and support of internal teams including Educator Preparation, Educator Licensure, and Educator Misconduct
- Served at the state's lead for advancing equity work by codifying approaches, methodologies, tools, leading practices, lessons learned, and resources
- Developed, sustained, and enhanced relationships with State Board of Education Members, Legislators, Education Associations, and other education leaders
- Developed conference presentations, website materials, and other eminence building materials to share approaches and findings in relation to diversifying the educator pipeline and culturally responsive teaching
- Partnered with local school districts to develop sustainable and impactful talent solutions for hard-to-staff and high poverty schools
- Redesigned and managed the state's professional growth system for teachers and leaders and provided calibration and observation training to school and district leaders
- Facilitated the state's development of a teacher and leader evaluation system to include student outcomes
- Led the development and implementation of the state's teacher recruitment and retention plan (Grow-Your-Own) — established a teacher recruitment team to include five full-time teacher recruiters
- Supported the launch of the state's "TeachMS" campaign to recruit teachers and elevate the teaching profession

Quitman County Middle School, Quitman County School District Marks, MS

Principal

- Established and managed a school site vision, priorities, and goals incorporating multiple perspectives and voices
- Managed and coached a school instructional leadership team of four
- Analyzed school-wide data and developing strategies to ensure student achievement and teacher development and student achievement are maximized
- Increased the number of highly qualified teachers by 75% in one year
- Reduced the number of physical altercations by 80%
- Increased the number of returning staff by 84%
- Established a school site-based leadership team to carry out the mission and vision of the school
- Established a partnership with the University of Mississippi School of Education to establish a Saturday school and in-school tutorial program.
- Successfully wrote and managed a school improvement grant which garnered over \$2.5 Million in funds to support school improvement efforts for the 2017-2018 school year
- Successfully wrote a summer enrichment grant through FedEx to provide \$25,000 in funds to offer summer enrichment during the summer of 2017
- Managed a \$4.5 Million gym construction project Increased the school's accountability by one letter grade (grew 55 points) from and "F" to a "C" rating in two academic years after two consecutive years of being labeled a failing school
- Created a multi-district (Quitman, North Panola, Greenwood, Clarksdale) grow-your-own alternate-route teacher academy for 16 teachers funded by the Barksdale Reading Institute & Williams Carey University.

Clarksdale High School, Clarksdale Municipal School District

Clarksdale, MS

Literacy Teacher/ Assistant Principal

- Managed the Roll-Out of 1:1 High School Student Device Program
- Supported Science and Math Professional Learning Communities
- Oversaw TST Process and Support Services
- Provided support for Innovative High School International Cambridge and AP College Board Programs
- Provided support to the Academic/ Technology Coaches to determine professional development/coaching needs for teachers
- Developed professional growth plans for teachers to increase teacher effectiveness
- Analyzed data to refocus classrooms and the school to meet innovative high schools' goals
- Observed teachers daily with a targeted lens at supporting their implementation of teaching strategies supporting the common core curriculum
- Provided feedback as regard to instruction to develop teachers and in turn increase student achievement
- Analyzed school level data for trends on student performance across contents to plan meaningful instructional changes with teachers.
- Designed units and scope sequence documents for teachers in an effort to ensure that all tenants of the curriculum are taught
- Developed and led professional development sessions geared toward developing teachers, coaches, and principals

MS Delta National Institute (summer role)

Cleveland, MS

School Director, TFA

- Established a school site vision, priorities, and goals incorporating multiple perspectives and voices
- Managed and coaching a team of approximately four to ten Teach for America summer staff members, including one school operations manager
- Analyzed school-wide data and developing strategies to ensure student achievement and corps member learning and student achievement are maximized
- Collaborated with institute-wide personnel and resources to manage and support staff and corps members
- Oversaw operations, logistics and culture at the summer school site
- Collaborated with school site leadership and staff members to develop a culture of achievement at the school site

American Legion Boys State (summer role)

Director/

Assistant Director, MS

- Established a program vision, priorities, and goals incorporating multiple perspectives and voices
- Managed and coached a team of approximately thirty-six summer staff members, including assistant directors
- Analyzed longitudinal participation data to development program expansion plans
- Collaborated with university partners and departments to develop programming for student participants
- Oversaw operations, logistics and programing for over 400 student participants
- Collaborated with members of the MS American Legion to recruit program participants

Greenwood High School

Greenwood, MS

- Taught 65 students in four sections of English II 65% of the students were proficient or advanced and 89% passed the exam.
- Taught honors English II and I to where students achieved a 98% proficiency rate in one academic year on the Common Core State Standards as measured by the MS PARCC Pilot Assessment
- Created effective unit plans, lesson plans, and assessments in order to guide achievement using both state and Common Core aligned English objectives
- Remediated seniors who were two years removed from English II and had failed the state test two or more times and of the 40 students, 34 passed the test
- **Awarded the Greenwood High School Teacher of the Year distinction for the 2012-2013 and 2013-2014 school year**
- Designed and lead frequent workshops for a colleagues, parents, and students targeted on the rollout plan and curriculum designed for the new common core standards, many of which include modeling common core lessons
- Supported the Excellence for All Committee in writing a grant securing funding for the implementation of International Baccalaureate Program that challenges students to master certain rigorous skills before leaving high school, thus giving them the opportunity to exit high school career and/ or college ready.

PROFESSIONAL PRESENTATIONS/CONFERENCES

- Moss, Phelton C. (2019, September). Preparing a diverse teacher workforce in Mississippi [webinar]. Presented for the Chief Council of State Schools Officers. Online.
- Moss, Phelton C. (2019, August). Courageous conversations about race. Presented at annual meeting of Ocean Spring School District, Ocean Springs, MS.
- Moss, Phelton C. (2019, November) Creating equity in spite of obstacles in Mississippi [conference keynote]. Presented at annual state convening of the Mississippi National Advancement Associated for Colored People, Hattiesburg, MS.
- Moss, Phelton C. (2019, October) Ensuring culturally and linguistic responsiveness in teacher evaluations. Presented at annual Mississippi Department of Education Office of School Improvement Conference, Jackson, MS.
- Moss, Phelton C. (2020, January) Stop giving black boys leveled readers [conference session]. Presented at Mississippi Literacy Association Annual Conference, Biloxi, MS)
- Moss, Phelton C. (2020, February) Special education and public policy. Lecture for the Department of Public Policy Leadership, The University of Mississippi, Oxford, MS.
- Moss, Phelton C. (2020, March 12-14) Leading at the systems level as a black man [conference session]. Profound Gentleman Conference, Charlotte, NC, United States. (Conference Canceled)

PROFESSIONAL ORGANIZATIONS / BOARD MEMBERSHIP

Mississippi Literacy Association Board Member
President Elect (January 2015- Present)

Republic Charter Schools Board Member
 Chair- Academic Affairs Subcommittee

Alpha Phi Alpha Fraternity, Inc.
District Board Member (July 2017- Present)

Education Leaders of Color Member (EdLoc)

National Council of Teachers of English

Teach for America

African American School Leaders of Color Conference

MS American Legion Boys State Program

Deloitte University Courageous Principals Institute

GENERAL SKILLS

Training
Editing
Public Speaking

Coordinating
Consulting
Managing

Project Management
Research
Clerical Skills

Budgeting
Leadership
Communications