ERINN C. FEARS FLOYD, PHD

PO Box 831045
Tuskegee, AL 36083
(334) 421-0475
drerinnfearsfloyd@gmail.com

RESEARCH INTERESTS

Mentoring and professional learning in gifted education; educator efficacy; culturally responsive teaching and leadership; diversity, equity, access, and inclusive excellence; civic engagement; identification of gifted African American students; and rural African American gifted students.

EDUCATIONAL BACKGROUND

2013

Auburn University, Auburn, AL *-M.Ed.*
Department of Educational Foundations, Leadership, and Technology
Major Concentration: Administration of Elementary and Secondary Education
Area of Specialization: Instructional Leadership

2012

The University of Georgia, Athens, GA *-Ph.D.*
Department of Educational Psychology & Instructional Technology (EPIT)
Major Concentration: Educational Psychology
Area of Emphasis: Gifted and Creative Education (GCE)
Dissertation: A Descriptive Study of Educators' Gifted Referral Efficacy using Frasier's TABs in a predominately African American Rural Alabama School District

2003

The University of Alabama, Tuscaloosa, AL *-Master's Level (M.A.) Class "A" Certificate*
Department of Special Education and Multiple Abilities
Major Concentration: Gifted and Talented Education P-12

1994

Alabama State University, Montgomery, AL*-M.Ed.*
Department of Curriculum and Instruction
Major Concentration: Elementary Education

1991

Hampton University, Hampton, VA*-B.A.*
Department of Education and Human Development
Major Concentration: Psychology

1987

Alabama School of Fine Arts, Birmingham, AL-*H.S. Diploma*
Major Concentration: Dance

PUBLICATIONS

Floyd, E. F. (2012). *A descriptive study of educators' gifted referral efficacy using Frasier's tabs in a predominately African American rural Alabama school district* (Unpublished Doctoral Dissertation), The University of Georgia, Athens.

Books

Davis, J.L**.** and **Floyd, E.F.** (Eds). (in progress)**.** *Creating Positive Futures for Gifted Students Globally: Addressing the Intellectual & Psychosocial Needs of Underserved Advanced Learners Worldwide*. Routledge.

Davis, J.L., Ford, D.Y., Grantham, T.C., Trotman-Scott, M., & **Floyd, E.F.** (in progress). *Celebrating Black Genius: The Legacy of Dr. Martin D. Jenkins featuring the Jenkins Scholars, 2014-2024.* National Association for Gifted Children**.**

Book Chapters

Davis, J.L. & **Floyd, E. F.** (in progress).Casting Light in Dark Places: The Unique Experiences of Two of the First Black State Level Gifted Education Program Leaders in the United States - A Dual Ethnography. In D. Eugene, M. Deist, Palesa, N. Mothapo, (Eds.). *Invisible/Invincible: The Duality of Black Women in White Academic Spaces (Globally).* Berghahn Books (NY).

Davis, J.L. & **Floyd, E.F**. (in progress). Casting Light in Dark Places: The Unique Experiences of Two of the First Black State Level Gifted Education Program Leaders in the United States- A dual ethnography. In D. Eugene, M. Deist, P.N. Mothapo (Eds.). *Invisible/Invincible: The Duality of Black Women in White Academic Spaces.* Berghann Books.

Davis, J.L. & **Floyd, E. F.** (2025). Normalizing Black Giftedness in Rural Communities: Recommended Strategies for Improving Access and Success Outcomes. In N. Hafenstein, K. Hesbol (Eds.). *Perspectives in Gifted Education: Rural Realities and Innovative Practices Gifted Education Monograph Series,* Volume 10. University of Denver (CO).

Floyd, E.F. & Davis, J.L. (2025). Meeting the Needs of Minoritized, Thrice Exceptional Gifted and Talented Students. In C. E. Hughes, D.A. Troxclair, & W.A. Behrens (Eds). *Teaching Twice Exceptional Learners: Integrating Evidence-Based Practices of Special Education and Gifted Education.* Council for Exceptional Children.

Floyd, E. F. (2021). Poverty and the (Mis)Education of Black and Hispanic Gifted Students. In M. Fugate, W. Behrens, C. Boswell, & J. Davis (Eds.). *Culturally Responsive Teaching in Gifted Education: Building Cultural Competence and Serving Diverse Student Populations*. Prufrock Press.

Davis, J.L., Mayo, S. & **Floyd, E.F.** (2020). Power advocates: Families of diverse gifted learners taking a seat at the table. In J.L. Davis & D.O. Douglas (Eds). Empowering Underrepresented Gifted Students: Perspectives from the Field. *No More Dreams Deferred: Breaking Barriers to Self- Advocacy for*

Underserved Gifted Learners. Minneapolis, MN: Free Spirit Publishing, Inc.

Davis, J.L., Ford, D.Y., Moore, III, J.L. & **Floyd, E.F.** (2020), Black, Gifted, and Living in the "Country": Searching for Equity and Excellence in Rural Gifted Education Programs. In Chambers, C.R. and Crumb, L. (Eds.) *African American Rural Education* (*Advances in Race and Ethnicity in Education, Vol. 7*), Emerald Publishing Limited, pp. 39-52. https://doi.org/10.1108/S2051-231720200000007017.

Burt, J. M. & **Floyd, E. F.** (2018). The Red Owl Collaborative: Leveraging sisterhood and social justice. In McClinton, J., Mitchell, D.S.B., Carr, T., Melton, M. A., and Hughes, G.B. (Eds.). *Mentoring at Minority Serving Institutions: Theory, Design, Practice, and Impact.* Charlotte, NC: Information Age Publishing.

Besnoy, K. D., **Floyd, E. F.**, Deyamport, E. & Cavan, A. (2016). Gifted children of color in the Deep South. In J.L. Davis & J. L. Moore (Eds.). *Gifted Children of Color Around the World: Diverse Needs, Exemplary Practices and Directions for the Future, Advances in Race and Ethnicity in Education* (Vol. 3). United Kingdom: Emerald Group Publishing Limited.

Floyd, E. F. (2013). Educational Malpractice in Gifted and Fine Arts Programs. In Tarek C. Grantham, Michelle Trotman Scott, & Deborah Harmon (Eds.), *Young, Triumphant, and Black: Overcoming the Tyranny of Segregated and Desegregated Minds.* Waco, TX: Prufrock Press.

Floyd, E. F., Grantham, T. C., McGinnis, J. L. (2008). Gifted students in rural environments. In J. Castellano and A.D. Frazier (Eds.), *Special populations in gifted education: Understanding our most able students from diverse backgrounds* (pp. 27- 46). Waco, TX: Prufrock Press.

Peer Reviewed Journal Articles

Floyd, E.F. (2025)**.** Equitable Education in the Performing Arts. *Teaching for High Potential*.

Floyd, E.F. (2024)**.** Supporting Thrice Exceptional Gifted Students. *Teaching for High Potential,* 4-5.

Floyd, E. F. (2023). Ladies First. *Women in Higher Education*, *32*(11), 1–2. https://doi.org/10.1002/whe.21332

Floyd, E. F. (2023). A Spotlight on the Jenkins Scholars. *Teaching for High Potential,* 10-11.

Roberson, J.J. & **Floyd, E.F.** (2023). The Battle of Book Selection for Gifted Students: Current Perspectives and Future Implications. *Teaching for High Potential,* 10-11.

Floyd, E. F. & Roberson, J. J. (2022). Empowering Diverse Students through Arts Education. *Teaching for High Potential*, 10-11.

Floyd, E. F. & Roberson, J.J. (2022). The Calm During a Storm: Culturally Responsive Trauma-informed Practices for Gifted Educators. *Teaching for High Potential, 10-11.*

Floyd, E. F. & Roberson, J.J. (2021). Culturally Responsive Online Advanced Classrooms. *Teaching for High Potential, 10-11.*

Floyd, E. F. & Roberson, J.J. (2021). Anxiety and the Social Emotional Needs of Minoritized Gifted Students. *Teaching for High Potential, 4-5.*

Floyd, E. F. & Roberson, J.J. (2021). Begin with Equity in Mind. *Teaching for High Potential, 3,8.*

Floyd, E. F. & Roberson, J.J. (2021). Supporting RCELD Gifted Students during the COVID-19 Pandemic . *Teaching for High Potential, 8,18.*

Roberson, J.J. & **Floyd, E. F.** (2020). Culturally Responsive Leadership and Advocacy. *Teaching for High Potential, 1,14-15.*

Davis, J.L., Ford, D.Y., Moore, III, J.L. & **Floyd, E.F.** (2020). Black and gifted in rural America: Barriers and facilitators to accessing gifted and talented education programs. Theory & Practice in Rural Education, *Vol. 10 (2)*), 85-100. https://doi.org/10.3776/tpre.2002.v10n2p85-100.

Magazine Article

Floyd, E. F. (2021, June). Shifting the Narrative — Addressing Systemic Racial Disparities of Gifted Students of Color. *Variations, 6*, 38–40.

Commissioned Research Paper

Floyd, E. F. & McGinnis, J. L. (2009). Up where we belong: Accelerating African-American male student achievement. San Diego, CA: Advancement Via Individual Determination (AVID).

Creative Contributions other than Formal Publications

Grantham, T.C., Ford, D.Y., Davis, J.L., Frazier Trotman Scott, M., Dickson, K., Taradash, G., Whiting, G.W., Cotton, C.B., **Floyd, E.F.,** Collins, K.H., Anderson, B.N., Fox, S. & Roberson, J.J. (2020). *Get Your Knee Off Our Necks: Black Scholars Speak Out to Confront Racism Against Black Students in Gifted and Talented Education.* The Consortium for Inclusion of Underrepresented Racial Groups in Gifted Education.

GRANTS and FELLOWSHIPS

Floyd, E. F. (2015). Armed Forces Communications and Electronics Association (Montgomery Chapter) Science, Technology, Engineering and Math (STEM) Teaching Tools Grant ($1,000.00 grant).

Floyd, E. F. (2014). Armed Forces Communications and Electronics Association Science, Technology, Engineering and Math (STEM) Teaching Tools Grant ($1,500.00 grant).

Floyd, E. F. (2013). Armed Forces Communications and Electronics Association Science, Technology, Engineering and Math (STEM) Teaching Tools Grant ($2,500.00 grant).

Floyd, E. F. (2012). Armed Forces Communications and Electronics Association Science, Technology, Engineering and Math (STEM) Teaching Tools Grant ($1,000.00 grant).

Floyd, E. F. (2007-2009). Graduate School Assistantship, Department of Educational Psychology & Instructional Technology. The University of Georgia ($33, 873.00 award).

Floyd, E. F. (2003). Kaufmann Foundation Mini-Society® Youth Entrepreneurship Training Award ($25,000 grant for Alabama's Black Belt counties).

AWARDS and RECOGNITIONS

2024 **The Mary Frasier Equity and Excellence Award**, Georgia Association for Gifted Children, Chatsworth, GA

2022 **The Alexinia Baldwin Gifted And _____ Award**, Special Populations Network of the National Association for Gifted Children, Washington, DC

2021 **Who's Who In America 2021**, Marquis Who's Who, NY

2021 **Outstanding Author Contribution 2021**, Emerald Literati Awards, Emerald Publishing, Bingley, United Kingdom

2016 **Macon County Schools' Dedicated Service Award**, Tuskegee Public Elementary School, Tuskegee, AL

2012 **Science, Technology, Engineering and Math (STEM) Teachers for America's Future Scholarship**, Armed Forces Communications and Electronics Association International, Montgomery, AL Chapter

2011 **Science, Technology, Engineering and Math (STEM) Teachers for America's Future Scholarship**, Armed Forces Communications and Electronics Association International, Montgomery, AL Chapter

2009 **National Scholars Honor Society**, Elgin, IL

2009 **Pi Lambda Theta National Honor Society for Educators**, Bloomington, IN

2008 **Alabama Statewide License Plate Scholarship**, Delta Sigma Theta Sorority, Incorporated, Montgomery, AL

2008 **Graduate School Assistantship**, The University of Georgia, Athens, GA

2007 **Graduate School Assistantship**, The University of Georgia, Athens, GA

2006 **Dr. Mary Frasier Teacher Scholarship for Diverse Talent Development**, National Association for Gifted Children (NAGC), Washington, DC

1999 **Elementary/Secondary Education Scholarship**, Alabama Retired Teachers Foundation, Incorporated, Montgomery, AL

1999 **Alabama State Department of Education Letter of Commendation**, 4th Grade Exemplary Performance-Elementary Scholastic Achievement Test-10, Washington Public Elementary School, Tuskegee, AL

CONVENTION PAPERS and PRESENTATIONS

Invited (Guest Speaker):

Gray, C. J., Glass, T., **Floyd, E. F.** , Trotman-Scott, M., Gray, A., Bonner, F. A., Lamb, K., Castillo-Hermosilla. (2025). *So You Want to be a NAGC Leader?* Invited Guest Panelist. Signature Session for the National Association for Gifted Children's Annual Convention. Pittsburgh, PA.

Roberson, J.J., **Floyd, E. F**., Davis, J.L., Trotman-Scott, M.F., & Collins, K. (2024, November). *Created to Rise & Thrive: Cultivating a Sacred Space for Black Women in Gifted Education* . Invited Guest Panelist for the National Association for Gifted Children's Annual Convention. Seattle, WA.

Floyd, E. F., Bonner, F. A. Smalls, A. Teske, J. (2024, November). *Equity and Access in Action Panel: School District Success Stories*. Invited Panel Moderator for a Signature Session at the National Association for Gifted Children's Annual Convention. Seattle, WA.

Trotman-Scott, M.F. & **Floyd, E. F.** (2024, March). *Designing and Delivering Culturally Responsive Curriculum and Instruction*. Invited Virtual Guest Speaker for a Staff Development Professional Learning Session. IDEAL4Gifted, Longmeadow, MA.

Floyd, E. F. (2024, March). *Equitable Identification and Services for Rural Gifted African American Students.* Featured Speaker for the Annual Convention. Georgia Association for the Gifted, Columbus, GA.

Floyd, E.F. (2024, February). *Ensuring Equity in Gifted Education Through Culturally Competent Practices, Policies, and Programming.* Featured Speaker for the 62nd Annual Educator & Administrator Conference. California Association for the Gifted, Palm Springs, CA.

Grubbs, T. Grubbs-Williams, Grantham, T. C., Trotman-Scott, M.F., **Floyd, E. F**., Bonner, F. A., & Tarlton, E. L. (2023, November). *The Role of HBCUs and the Divine Nine in Developing Talent Among Gifted Black Students.* Invited Guest Panelist of Current and former State Directors of Gifted Education for the National Association for Gifted Children's Annual Convention. Orlando, FL.

Behrens, W., Riegel, B., **Floyd, E. F.** Lang, P., Slade, M. Sedillo, P.J., & Schwingle, M. (2023, November). *A State of Inequity.* Invited Guest Panelist of Current and former State Directors of Gifted Education for the National Association for Gifted Children's Annual Convention. Orlando, FL.

Floyd, E. F. (2023, November). *Cultural Competency: The Value of Embracing the Lived Experiences of Black and Brown Students in Providing Equitable Gifted Services*. Invited Guest Speaker for special presentation to the faculty of The Speyer Legacy School. NY, NY.

Floyd, E. F. (2023, November). *Inclusion = Belonging: the Intersections of Gifted Children and Why They Matter*. Invited Guest Speaker for special presentation to the parents of The Speyer Legacy School. NY, NY.

Davis, J.L., Frazier Trotman Scott, M., Grantham, T.C., Taradash, G., & **Floyd, E. F.** (2023, April). *A Culturally Responsive Equity-Based Bill of Rights for Gifted Students of Color: An Overview and Discussion.* Featured Speaker for the Inaugural Gifted in Color Conference. The Brilliance Excellence and Equity Project. Austin, TX.

Floyd, E. F. (2023, February). *Culturally Responsive Practices to Address the Missingness of African American, Indigenous, and Latinx Gifted Students.* Featured Speaker for the 60th Annual Educator and Administrator Virtual Conference. California Association for the Gifted, Palm Springs, CA.

Floyd, E. F. (2023, February). *Administrative and General Education Support of the Gifted Education Program.* A special presentation to the Bullock County School District. Union Springs, AL.

Floyd, E. F. (2023, January). *Parent and Student Gifted Education Advocacy*. A special presentation to the Gifted students and parents of Bullock County Schools. Union Springs, AL.

Floyd, E. F. (2023, January). *Identifying and Supporting Gifted Students Living in Poverty.* Special virtual presentation to the Maryland State Department of Education, Office of Gifted and Talented Education Instructional Programs. Baltimore, MD.

Floyd, E. F. & Roberson, J. J. (2022, December). *Leading By Example: Being a Culturally Responsive Gifted Leader.* Featured Speaker for the GiftED 2022 Conference sponsored by Texas Association for the Gifted and Talented. Houston TX.

Floyd, E. F. (2022, November). *Gifted Identification of Special Populations using the TABs, Part II.* Invited Guest Speaker for Detroit Public Schools Community District. Detroit, MI.

Floyd, E. F. (2022, October). *Gifted Identification of Special Populations Using the TABs, Part I.* Invited Guest Speaker for Detroit Public Schools Community District. Detroit, MI.

Floyd, E. F. (2022, September). *Culturally Responsive and Social Justice Practices to Address Systemic Inequities in Gifted Education* . Featured Speaker for the 2022 Virtual Post-Secondary Planning & Transition Professional Development Institute. Los Angeles, CA.

Floyd, E. F. (2022, August). Keynote Speaker for the 2022 *Gifted Detroit! Harnessing theWind: Nurturing Detroit's High Potential and Multi-Exceptional Children* Symposium. Detroit Public Schools Community District. Detroit, MI.

Floyd, E. F. (2022, August). *Hidden Genius: Equitable Identification of Gifted, Talented, and Neurodivergent Children*. Special Session at the 2022 Gifted Detroit! Harnessing theWind: Nurturing Detroit's High Potential and Multi-Exceptional Children Symposium. Detroit Public Schools Community District. Detroit, MI.

Roberson, J.J., **Floyd, E.F.** , Collins, K.H., & Behrens, W. (2022, June). *The Journey Toward Cultural Competence in Gifted Education.* Featured Panel Speaker for The MasterMind Session. Texas Association for the Gifted and Talented Gifted+Equity Conference. Denton, TX.

Floyd, E.F. & Roberson, J.J. (2022, June). *You've Got Questions, We've Got Answers for Incorporating Culturally Responsive Leadership Practices in Gifted Education Programs.* Texas Association for the Gifted and Talented Gifted+Equity Conference. Denton, TX.

Floyd, E.F. (2022, April). *Equitable Family and Community Engagement to Increase Gifted/Advanced Learner Program Access.* Featured Speaker for the 60th Annual Family Conference Virtual Webinar. California Association for the Gifted, Palm Springs, CA.

Floyd, E.F. (2022, March). *Excellence and Equity can Co-exist: Creating Equitable and Sustainable Programs for Diverse Gifted Students.* Featured Speaker for the 60th Annual Educator and Administrator Virtual Conference. California Association for the Gifted, Palm Springs, CA.

Floyd, E. F. (2021, December). *Planning for Equitable Gifted Services.* Special virtual presentation to the Minnesota Department of Education and the Minnesota Council for Gifted and Talented. Roseville, MN.

Floyd, E. F. (2021, September). *Unique Social-emotional Challenges of Culturally Diverse Gifted Learners.* Special Interview for Johns Hopkins University Graduate Course. Baltimore, MD.

Floyd, E. F. (2021, July). *Equity in Gifted Education.* Special Interview with The Gifted Homeschoolers (GHF) Forum. Round Rock, TX.

Floyd, E. F. (2021, May). *In Living Color: Parenting Diverse, Gifted Children in Dual Pandemics*. Special virtual presentation for the Family Conference sponsored by the California Association for the Gifted (CAG), Hemet, CA.

Davis, J.L. & **Floyd, E. F.** (2021, April). *Changing the Game: Increasing Access & Equity in Gifted Ed/Advanced Learner Programs* . Special Virtual Featured Speaker for the Iowa Talented and Gifted Association (TAGT), Iowa City, IA.

Floyd, E. F. (2021, March).*Culturally Responsive Leadership Practices to Effectively Serve Historically Marginalized Students.* Special Virtual Featured Speaker for Conversations with Colorado sponsored by the Colorado Association for Gifted and Talented (CAGT), Parker, CO.

Davis, J.L., & **Floyd, E.F.** (2021, March). *Making Change Happen: Diversity, Equity & Inclusion in Gifted Education.* Special virtual presentation to the Idaho State Department of Education, Office of Gifted Education. Boise, ID.

Davis, J.L., & **Floyd, E.F.** (2021, March). *Culturally Responsive Assessment: Guiding Principles & Practices.* Special virtual professional learning session presented to Virginia Beach City Schools, Virginia Beach, VA.

Floyd, E.F. (2021, March). *Black Rural Education Webinar.* Special guest speaker for a virtual webinar sponsored by the American Educational Research Association (AERA) Rural Special Interest Group (SIG). Washington, DC.

Davis, J. L., Dickson, K., **Floyd, E. F.,** Collins, K. H., & Roberson, J. J. (2020, December). *A Critical Conversation with the Consortium for Inclusion of Underrepresented Racial Groups in Gifted Education: Sparking Change to Promote Culturally Responsive Gifted Education Policies and Practices.* Virtual Special Featured Speakers Session for the Annual GiftED20 Conference sponsored by the Texas Association for the Gifted and Talented, Austin, TX.

Floyd, E. F. (2020 November)**.** *Rural Gifted Education: Promising Practices*. Guest virtual panelist for a special session at the annual convention of the National Association for Gifted Children sponsored by the Rural Gifted Special Interest Group. Washington, DC.

Floyd, E. F. (2020, September) *Shifting the Narrative: Addressing Systemic Racial Disparities of Black Students In Gifted Education*. Virtual Keynote session presented to the College Planning and Transition Conference for Learners who are Neurodiverse, South Pasadena, CA.

Floyd, E. F. (2020, September). *Equity in Access: College and Career Transition for Underrepresented Neurodiverse Gifted Students.* Special virtual session presented to the College Planning and Transition Conference for Learners who are Neurodiverse, South Pasadena, CA.

Floyd, E. F. (2020, August). *Addressing Racial Disparities in Gifted Education Programs Using Frasier's TABs.* Special Virtual Presentation for the Virginia Association for the Gifted, Virginia Beach, VA.

Floyd, E. F. (2018, October). *Second Grade Child Find for Gifted Procedures; Special Populations in Gifted Education.* Special Presentation to the Assistant Superintendent, Second Grade Teachers, and Gifted Specialists, Barbour County Schools, Clayton, AL.

Floyd, E. F. (2018, October). *NAGC Micro-Credentials.* Special Presentation to the Federal Programs Director and Elementary Teachers, Thomasville City Schools, Thomasville, AL.

Floyd, E.F. (2017, November). *Second Grade Child Find for Gifted Procedures; Special Populations in Gifted Education.* Special Presentation to the Gifted Education Coordinator and Gifted Specialists, Birmingham City Schools, Birmingham, AL.

Floyd, E.F. (2017, October). *Second Grade Child Find for Gifted Procedures.* Special Presentation to the Special Education Coordinator and Psychometrist Thomasville City Schools, Thomasville, AL.

Floyd, E.F. (2017, September). *Second Grade Child Find for Gifted Procedures.* Special Presentation to the Special Education Coordinator, Second Grade Teachers, and Gifted Specialist, Barbour County Schools, Clayton, AL.

Floyd, E. F. (2017, August). *Differentiated Instruction for Gifted Learners.* Special Presentation to District Staff, Professional Development Institute Days 2017, Russell County Schools, Phenix City, AL.

Floyd, E. F. (2017, June). *Gifted Education Program Support.* Special Presentation to the Superintendent and District Administrative Staff, Administrative Summer Retreat, Russell County Schools, Phenix City, AL.

Floyd, E. F. (2017, March). *Gifted Education Program Support.* Special Presentation to the Superintendent and District Administrative Staff, Oxford City Schools, Oxford, AL.

Floyd, E. F. (2017, February). *Gifted Parent Advocacy.* Special Presentation to the Gifted and Talented Advisory Committee, Tuscaloosa County Schools, Tuscaloosa, AL.

Floyd, E. F. (2012, January). *Strategic Teaching for Academic Literacy.* Special Session presented to Faculty of Oliver Elementary School, Russell County School District, Seale, AL.

International Presentations:

Burt, J.M., & **Floyd, E. F.** (2016, November). *I Believe…Therefore, I Can: Teacher Efficacy and Culturally Responsive Practice among Urban Teachers.* Paper presented at the Biennial International Conference on Urban Education, San Juan, PR.

Floyd, E. F. (2016, November). *Access is Everything: The Impact of Handheld Devices in an Historically Disadvantaged School.* Roundtable Discussion presented at the Biennial International Conference on Urban Education, San Juan, PR.

Floyd, E. F. & Burt, J.M. (2014, November). *Overlooked GEMS: New Directions for the Identification of Urban, Gifted African American Students.* Paper presented at the Inaugural International Conference on Urban Education, Montego Bay, JM.

National Presentations:

Floyd, E. F., Gray, A., & Teske, J. (2025). *Welcome to the Neighborhood of Allies: Supporting AL Gifted Students in the Neighborhood*. Session Presenter for the National Association for Gifted Children's Annual Convention. Pittsburgh, PA.

Davis, J.L. & **Floyd, E. F.** (2024, September). *Gifted Students Speak Up!* Co-Facilitator for the Student Panel, 2024 National Symposium on Equity for Black and Brown Gifted Students. National Association for Gifted Children. Washington, DC.

Floyd, E. F. (2023, November). *A State of Equity* . Featured Panelist for the 2023 Annual Convention of the National Association for Gifted Children. Orlando, FL.

Floyd, E. F. (2023, August). *Advocating for Gifted and Talented Black and Brown Students in Fine and Performing Arts Programs.* Featured Speaker for The 2022 National Symposium on Equity for Black and Brown Gifted Students. National Association for Gifted Children. Washington, DC.

Davis, J. L, **Floyd, E. F.** & Fugate, M. (2023, April). *Culturally Responsive Teaching In Gifted Education.* Member of a special guest panel on the Equity & Access Podcast hosted by the American Consortium for Equity in Education.

Davis, J. L, **Floyd, E. F.** & Fugate, M. (2023, April). *Culturally Responsive Environments and Practices for Diverse Gifted Students.* Special Session for the Inaugural Teacher Summit sponsored by the National Association for Gifted Children.

Floyd, E. F. (2022, November). *Changing the Narrative: Educating Gifted Black Students with Equity and Excellence in Mind.* Curated Session for the 2022 Annual Convention of the National Association for Gifted Children. Indianapolis, IN.

Floyd, E. F. (2022, November). *Culturally Responsive Practices to Address Missingness.* Featured Speaker for 2022 Annual Meeting and Conference sponsored by The Council of State Directors of Programs for the Gifted. Indianapolis, IN.

Davis, J. L., **Floyd, E. F.**, Trotman Scott, M. F., Floyd, II, Christopher L., Trotman, C. E., Nelson, K. G. & Guice, N. (2022, October). *Supporting Giftedness for our Students of Color: Non-traditional Journeys and Innovative Solutions.* Special virtual session sponsored by The GWord Film and Consortium for Inclusion of Underrepresented Racial Groups in Gifted Education. San Francisco, CA.

Floyd, E. F. & Roberson, J.J. (2022, August). *Culturally Responsive Leadership Practices in Gifted and Advanced Placement Programs.* Featured Speaker for The 2022 National Symposium on Equity for Black and Brown Gifted Students. National Association for Gifted Children. Washington, DC.

Davis, J. L. & **Floyd, E. F.** (2022, August). *Empowering Underrepresented Gifted Students: Perspectives from the Field.* Featured Speaker for The 2022 National Symposium on Equity for Black and Brown Gifted Students. National Association for Gifted Children. Washington, DC.

Floyd, E.F. (2022, June). *Serving African American Rural Gifted Learners.* Featured Speaker for The Virtual 2022 Hormel Foundation Gifted and Talented Education Symposium. Austin, MN.

Floyd, E.F. (2022, June)**.** *Planning for Equitable Gifted Services.* Featured Speaker for The Virtual 2022 Hormel Foundation Gifted and Talented Symposium. Austin, MN.

Floyd, E. F. (2021, November). *A Critical Conversation with I-URGGE: Sparking Culturally Responsive Change in Gifted Education.* Special session at the annual convention of the National Association for Gifted Children, Denver, CO.

Floyd, E. F. (2021, November). *The Role of Race and Poverty in the (Mis)Education of Gifted Black and Hispanic Students.* Special Pre-Convention Session (Culturally Responsive Practice) at the annual convention of the National Association for Gifted Children, Denver, CO.

Floyd, E.F. (2021, August). *Student Empowerment and Parent Collaboration.* Featured Panelist, NAGC National Symposium on Equity for Black and Brown Gifted Students, Washington, DC.

Floyd, E.F. (2020, July). *Unpacking the Lived Experiences of Gifted Black Scholars in America Today.* Featured Panelist, SENGinar Special Virtual Town Hall Meeting for Supporting Emotional Needs of the Gifted (SENG), Clifton Park, NY.

Floyd, E. F. (November, 2019). *Professional Learning: Move from Hours to Outcomes with NAGC Micro-Credentials.* Pre- Convention presentation at the annual convention of the National Association for Gifted Children, Albuquerque, NM.

Floyd, E. F. (November, 2019). *Reinventing Professional Learning for Educators.* Session presented at the annual convention of the National Association for Gifted Children, Albuquerque, NM.

Floyd, E.F. & Davis, J. L. (March, 2019). *See Me! Equitable Identification of Students from Culturally Diverse Backgrounds.* Session presented at the 2019 Legislative and Advocacy Conference of the National Association for Gifted Children, Alexandria, VA.

Islas, R. & **Floyd, E. F.** (December, 2018). *Gifted Children and the Value of SEL Education.* Special guest on the Equity & Access Podcast hosted by the American Consortium for Equity in Education.

Floyd, E.F. (November, 2018). *Professional Learning: Move from Hours to Outcomes with NAGC Micro-Credentials.* Pre- Convention presentation at the annual convention of the National Association for Gifted Children, Minneapolis, MN.

Floyd, E. F. (November, 2018). *Professional Learning with the NAGC Micro-Credentials Program.* Special Presentation to the Gifted Education Association State Affiliates at the annual convention of the National Association for Gifted Children, Minneapolis, MN.

Floyd, E.F. (November, 2018). *Reinventing Professional Development for Gifted Educators.* Session presented at the annual convention of the National Association for Gifted Children, Minneapolis, MN.

Burt, J.M., & **Floyd, E. F.** (April, 2017). *Cultural Hybridity: Examining the Impacts of Teacher Efficacy and Cultural Responsiveness and African American Teachers.* Paper presented at the annual meeting of the American Educational Research Association, San Antonio, TX.

Burt, J.B, Dorsey, D. T., **Floyd, E. F.**, Dawkins-Law, S., & Williams, C. (April, 2016). *Place, Space, and Race: Discovering the Dimensions of Rural and Racial Identities of Adolescents in Segregated High Schools.* Paper presented at the annual meeting of the American Educational Research Association, Washington, DC.

Floyd, E. F. (2015, January). *Evaluation of the DELTA Teacher Efficacy Campaign*. Panel presentation at the Stephanie Tubbs Jones Social Justice Institute Forum for Delta Sigma Theta Sorority, Incorporated, at the Delta Research and Educational Foundation's Delta Days in the Nation's Capital, Washington, DC.

Floyd, E. F. (2013, April). *A Study of Educators' Gifted Referral Efficacy in a Predominantly African American Rural Elementary School District.* Paper presented at the annual meeting of the American Educational Research Association, San Francisco, CA.

Grantham, T.C., Moore, III, J.L. Henfield, M.S. Scott, M. F., Porcher, S. & **Floyd, E. F.** (2009, November). *Redefining Black Fathers' Roles in Recruitment and Retention of Gifted Black Students.* Panel presentation at the annual meeting of the National Association of Gifted Children. St. Louis, MO.

Grantham, T.C., & **Floyd, E. F.** (2007, November). *Training for Diversity and Equity in Gifted Education: Investigations of the NAGC Frasier Scholars.* Special Session presentation at the annual convention of the National Association for Gifted Children, Minneapolis, MN.

State Presentations:

Floyd, E. F. (2025, February). *Anticipating, Identifying, and Partnering: Supporting Gifted Students of Color with a Culturally Responsive Lens.* Keynote Speaker for the 2025 Diversity Brunch. The Roeper School, Bloomfield Hills, MI.

Floyd, E.F. (2025, January). *Shifting the Narrative: Learning About and Doing What is Right for Alabama's Gifted & Talented Children.* Featured Speaker for the 2025 Doing What Matters for Alabama's

Children sponsored by Challenge 21, Tuscaloosa's Promise and the Tuscaloosa County Children's Policy Council, The University of Alabama, Tuscaloosa, AL.

Floyd, E.F. (2024, June). *Providing Equitable Services to Support Diverse, Rural Gifted Learners.* Featured Speaker for The 2024 Hormel Foundation Gifted and Talented Education Symposium. Austin, MN.

Floyd, E.F. (2024, June). *Supporting the Unique Needs of Gifted Students of Color and their Families through an Equity and Asset-based Framework.* Featured Speaker for The 2024 Hormel Foundation Gifted and Talented Education Symposium. Austin, MN.

Floyd, E. F. (2023, November). *Administrative and General Education Support of Special Populations of Gifted and Talented Students.* Featured Speaker for the Annual GiftED23 Conference sponsored by the Texas Association for the Gifted and Talented, Dallas, TX.

Floyd, E.F. (2023, June). *Providing Equitable Services to Support Diverse, Rural Gifted Learners.* Featured Speaker for The 2023 Hormel Foundation Gifted and Talented Education Symposium. Austin, MN.

Floyd, E.F. (2023, June). *In Living Color: Using an Asset-based Framework to Support Diverse Gifted Children and Their Families.* Featured Speaker for The 2023 Hormel Foundation Gifted and Talented Education Symposium. Austin, MN.

Floyd, E. F. (2023, May). *Overlooking Giftedness in Plain Sight.* Special Session presented for the Diversity, Equity, Inclusion, and Access Network Meet-up for the Texas Association for the Gifted and Talented, Austin, TX.

Floyd, E. F. & Copeland, M. (2019, October). *Surviving Your First Year as a Gifted Specialist.* Special Session presented at the annual conference of the Alabama Association for Gifted Children, Birmingham, AL.

Floyd, E. F. & Ingleright, T. (2018, September). *Surviving Your First Year as a Gifted Specialist.* Special Session presented at the annual conference of the Alabama Association for Gifted Children, Birmingham, AL.

Floyd, E. F. & Ingleright, T. (2017, October). *Surviving Your First Year as a Gifted Specialist.* Special Session presented at the annual conference of the Alabama Association for Gifted Children, Birmingham, AL.

Floyd, E. F. & Farrell, S. (2017, July). *Webinar: Compliance Monitoring for Gifted Education.* Alabama State Department of Education, Montgomery, AL.

Floyd, E. F. & Farrell, S. (2017, July). *Webinar: Enrichment Model Systems Update.* Alabama State Department of Education, Montgomery, AL.

Floyd, E. F. (2017, July). *Meeting the Needs of Rural, African American Gifted Students.* Special Session presented at the annual MEGA Conference co-sponsored by the Alabama State Department of Education and Montgomery Public Schools, Mobile, AL.

Farrell, S. & **Floyd, E. F.** (2016, October & November). *Webinar: LEA Gifted System Profile.* Alabama State Department of Education, Montgomery, AL.

Floyd, E. F. (2016, September). *Gifted Education: Advocacy and Policy Needs for the Future of Gifted Learners.* Expert Panel Presentation at the annual conference of the Alabama Association for Gifted Children (AAGC), Birmingham, AL.

Floyd, E. F. & Ingleright, T. (2016, September). *Surviving Your First Year as a Gifted Specialist.* Special Session presented at the annual conference of the Alabama Association for Gifted Children, Birmingham, AL.

Floyd, E. F. (2016, September). *"I'm Black/Hispanic/Poor, but look at me, I'm also Gifted!"* Session presented at the annual conference of the Alabama Association for Gifted Children, Birmingham, AL.

Floyd, E. F. (2016, August & September). *Addressing Underserved Populations in Gifted Education.* Session presented during the 2016 Regional Gifted Training Cycle, Alabama State Department of Education, Statewide-(Alabaster, Guntersville, Athens, Tuscaloosa, Enterprise, Loxley, Montgomery), AL.

Floyd, E. F. (2015, September). *Persistent Barriers to the Identification of Gifted Students from Underrepresented Populations: Revisiting Dr. Mary Frasier's 4As.* Session presented at the annual conference of the Alabama Association for Gifted Children, Birmingham, AL.

Floyd, E. F. & Ingleright, T. (2015, September). *Surviving Your First Year in the Gifted Classroom.* Special Session presented at the annual conference of the Alabama Association for Gifted Children, Birmingham, AL.

Floyd, E. F. & Ingleright, T. (2014, September). *Surviving Your First Year as a Gifted Specialist.* Special Session presented at the annual conference of the Alabama Association for Gifted Children, Birmingham, AL.

Floyd, E. F. (2014, July). *Overlooked Gems: A New Direction for the Identification of Gifted African American Students.* Special Session presented at the annual MEGA Conference co-sponsored by the Alabama State Department of Education and Montgomery Public Schools, Mobile, AL.

Floyd, E. F. (2013, February). *A Study of Educators' Gifted Referral Efficacy in a Predominantly African American Rural Elementary School.* Session presented at the annual conference of the Alabama Association of Professors of Educational Leadership (AAPEL), Alabama State University, Montgomery, AL.

<u>Local Presentations:</u>

Floyd, E. F. (2024, August). *Evidence-based Practices to Address Equity in Gifted Education*. Invited Guest Speaker for Institute Day, Anniston City Schools, Anniston, AL.

Floyd, E. F. (2024, May). *Creating a Culture of Teamwork through Communication, Accountability, and Productivity.* Invited Guest Presenter for The Library Services Department, Tuskegee University, Tuskegee, AL.

Floyd, E. F. (2024, May).Building a Gifted Program: Identifying and Education Gifted Students in Your School. Special Presentation to Life Academy, Montgomery, AL.

Floyd, E. F. (2023, August). *Who's Included: Is DEIJA at Tuskegee University?* Invited Guest Presenter for All University Day for Faculty and staff at Tuskegee University, Tuskegee, AL.

Floyd, E. F. (2023, August). *General Education Support of Gifted Education: Addressing Underrepresented Populations*. Invited Guest Speaker for Institute Day, Anniston City Schools, Anniston, AL.

Floyd, E. F. (2021, November). *Best Practices in Gifted Education to Support Underrepresented Populations*. Special Presentation to Anniston City Schools, Anniston, AL.

Floyd, E. F. (2021, August). Underrepresented Populations in Gifted Education. Special Presentation to Pike Road Schools, Pike Road, AL.

Floyd, E. F. (2016, August). *Title I Parent Presentation*. Tuskegee Public School, Macon County Schools, Tuskegee, AL.

Floyd, E. F. (2016, January). *Unpacking the ACT Aspire Exemplar Items in Math and Reading for 4th-6th grades.* Tuskegee Public School, Macon County Schools, Tuskegee, AL.

Floyd, E. F. (2014, Fall). *Second Grade Child Find Procedures.* Professional Development Presentation to District Second Grade Faculty, Macon County Public Schools, Tuskegee, AL.

Floyd, E. F. (2012, March). *The Promise of Great Parenting: Pass It On.* Little Masters and Misses Pageant, Mt. Vernon Baptist Church Pastor's Aid Committee. Auburn, AL.

Floyd, E. F. (2012, January). *Overlooked GEMS: New Directions for Gifted Identification*. A presentation to the Faculty of Booker T. Washington High School, Institute and Professional Development Day, Macon County Public Schools, Tuskegee, AL.

Floyd, E. F. (2012, January). *Overlooked GEMS: New Directions for Gifted Identification*. A presentation to the Faculty of George Washington Carver Elementary School, Institute and Professional Development Day, Macon County Public Schools, Tuskegee, AL.

Floyd, E. F. (2012, January). *Overlooked GEMS: New Directions for Gifted Identification*. A presentation to the Faculty of Notasulga (PK-12) High School, Institute and Professional Development Day, Macon County Public Schools, Tuskegee, AL.

Floyd, E. F. (2012, January). *Overlooked GEMS: New Directions for Gifted Identification*. A presentation to the Faculty of Tuskegee Institute Middle School, Institute and Professional Development Day, Macon County PublicSchools, Tuskegee, AL.

Floyd, E. F. (2012, January). *Overlooked GEMS: New Directions for Gifted Identification*. A presentation to the Faculty of Tuskegee Public Elementary School, Institute and Professional Development Day, Macon County Public Schools, Tuskegee, AL.

Floyd, E. F. (2011, Fall). *Second Grade Child Find Procedures.* Professional Development Presentation to District Second Grade Faculty, Macon County Public Schools, Tuskegee, AL.

Floyd, E. F. (2010, October). *ARI-PAL Literacy and Strategic Instruction.* Professional Development Session presented to Notasulga High School Faculty, Macon County Schools, Tuskegee, AL.

Floyd, E. F. (2010, May). *Choices By Faith*. Special Presentation to the Washington Chapel AME Sunday School Department. Tuskegee, AL.

Floyd, E. F. (2005, Fall). *Second Grade Child Find Procedures.* Professional Development Presentation to District Second Grade Faculty, Macon County Public Schools, Tuskegee, AL.

Floyd, E. F. (2003, Fall). *Second Grade Child Find Procedures.* Professional Development Presentation to District Second Grade Faculty, Macon County Public Schools, Tuskegee, AL.

ACADEMIC PRESENTATIONS

Floyd, E. F. (2025). *The Role of Race and Poverty in the (Mis)Education of Gifted Black and Hispanic Students.* Invited session for the Inaugural Multicultural Education Symposium sponsored by The College of Education, Alabama State University. Montgomery, AL.

Floyd, E. F. (2023). *Culturally Responsive Leadership for Gifted Education Programs.* Special Presentation to the Monthly Think Aloud Session. The Bridges Graduate School of Cognitive Diversity in Education. Studio City, CA.

Floyd, E. F. & Garraway, R. (2023). *Women Creating Change through Writing and Research.* Special Presentation to the Bowie State University Graduate School. Bowie State University, Bowie, MD.

Floyd, E. F. (2023). *Writing Effective Resumés and Cover Letters.* Special Presentation to the Department of Education's Senior Seminar II Students (Course: EDU 452-Student Teaching). Spelman College, Atlanta, GA.

Floyd, E. F. (2022). *Productive Writing Strategies for Publication.* Special Presentation to the Bowie State University Graduate School. Bowie State University, Bowie, MD.

Floyd, E. F. (2022). *Introducing the Online Digital Badging Course: Identification of Special Populations in Gifted Education.* Special Presentation to Educational Leadership Doctoral Students (Course: SPED 816- Leadership and Special Education). Bowie State University, Bowie, MD.

Floyd, E. F. (2022). *Reviewing the Online Digital Badging Course: Identification of Special Populations in Gifted Education.* Special Presentation to Education Specialist Graduate Students (Course: SPED 8704- Multicultural Issues in Education). University of West Georgia, Carrollton, GA.

Floyd, E. F. (2022). *Unpacking Research and Philosophy: Positioning, Practice, and Personal Experiences.* Special Presentation to African American & Diaspora Studies Graduate Students (Course: AADS 4270 - Research Methods). Vanderbilt University, Nashville, TN.

Floyd, E. F. (2021). *In Living Color: Using Culturally Responsive Practices to Meet the Academic and Social-emotional Needs of Minoritized Gifted Students.* Special virtual presentation to College of Education (College of Public Service, Department of Urban Education, Course: UHD 1308). The University of Houston, Downtown, Houston, TX.

Floyd, E. F. (2020). *Shifting the Narrative for School Leaders: Addressing Systemic Racial Disparities of Black Students in (Gifted) Education.* Special presentation to College of Education Graduate Students (Department of Educational Leadership and Policy Studies, Course: ELPS 231). Howard University, Washington, DC.

Floyd, E. F. (2014). *Training Teachers to Use Frasier's TABs for Second Grade Child Find Procedures.* Webinar presented to the College of Education Faculty and Graduate Student Representative (Department of Educational Psychology, Gifted and Creative Education), The University of Georgia, Athens, GA.

Floyd, E. F. (2011). *Rural Gifted African American Students in the Southeast.* Special invited presentation to the College of Education Dean's Council on Diversity, The University of Georgia, Athens, GA.

Floyd, E.F. (2010). *Working with Families and Communities of Culturally Diverse Gifted Students.* Special presentation to College of Education Graduate Students (Department of Educational Psychology, Gifted and Creative Education, Course: EPSY 7210). The University of Georgia, Athens, GA.

ADMINISTRATIVE EXPERIENCE

2020-Present **Director of Training and Partnership Development**
The Consortium for Inclusion of Underrepresented Racial Groups in Gifted Education

Provide support for the development of equity-based advocacy. Create and identify diversity, inclusion, equity, and social justice resources for organizational leaders to carry out strategic racial equity and diversity initiatives. Assist with identifying partners and cultivating strong relationships within and outside of the consortium to execute active engagement in diversity projects, training, resource development, data collection, and analysis. Provide support to schools and districts in equity based initiatives and program development to provide access to advanced programming for students from diverse backgrounds. Provide strategies to schools and districts to support the hiring and retention of educators from racially diverse

backgrounds. Conduct and support diversity research and other advocacy and training work. Support recruitment and retention of social justice allies. Provide executive communication, leadership, and support for planning diversity and equity meetings, convenings, and trainings.

2020-2021 **University Supervisor**
Early Childhood/Early Childhood Special Education Program
University of Maryland, College Park

Provided individualized support and guidance to Interns at the school site and virtually. Provided formative and summative assessments of the interns. Conducted informal and formal observations of interns. Provided written feedback on observations and assignments. Facilitated conferences with the interns and mentor teachers. Provided mentoring support to mentor teachers. Attended University-based meetings.

2018-2020 **Director of Professional Learning**
National Association for Gifted Children, Washington, DC

Identified needs in the market for professional services to improve racial equity, diversity, and inclusion in gifted education. Planned, organized, and led the creation and assessment of high-quality online, professional learning offerings in racial diversity, equity, access, and inclusion for members and clients. Developed, managed, and led the sales and client services for NAGC's suite of culturally relevant and responsive professional services and products targeted to K-12 educators and school systems. Provided professional training in gifted education, racial and ethnic diversity, access, inclusion, and equity for K-12 and higher education professionals. Led and advised e-learning content and resources on issues of race and diversity. Coordinated with relevant NAGC committees involved in online and face-to- face diversity and inclusion professional learning and teacher preparation. Provided recommendations to NAGC's Annual Convention program, print, and electronic resources. Recruited, trained, and managed a team of qualified consultants to develop the online, micro-credentialing professional learning programs. Monitored and reported the impact of NAGC's online professional service offerings.

2016-2018 **State Gifted Education Specialist**
Alabama State Department of Education, Montgomery, AL

Oversaw Alabama's K-12 gifted and talented education programs. Provided leadership to ensure school district compliance with statutes and regulations to provide school services to eligible students as prescribed by Alabama law. Established district procedures and guidelines for informal/formal identification, diagnosis of strengths, gifted behaviors, and talents matched to multiple service delivery options. Evaluated all aspects of K-12 gifted and talented education in the state of Alabama. Provided consultative services, assistance, and professional development for appropriate selection/identification, assessment, administration, interpretation, curricular design, instructional and differentiation strategies, texts and materials to monitor inclusion and diversity efforts of district programs. Provided support for the

identification of underserved populations of gifted students and development of gifted and talented Local Education Agency Plans for Gifted. Provided technical assistance to all public school systems serving Alabama's gifted children.

2015-2016 **Assistant Principal**
Tuskegee Public School (*Apple ConnectED Partner School)
Macon County Schools, Tuskegee, AL

Planned and implemented strategies to develop leadership skills and knowledge of current trends and research. Evaluated assigned personnel for the purpose of ensuring that standards were achieved and performance maximized in a rural, high poverty school. Facilitated communication among personnel, students, and parents to evaluate situations, solve problems, and resolve conflict. Intervened in occurrences of inappropriate behavior of students to assist with modifying behavior to develop their successful interpersonal skills. Supervised school personnel to monitor performance, provide for professional growth, and achieve the objectives of the school's curriculum. Presented information to stakeholders to communicate information, gain feedback, and ensure adherence to established internal controls. Facilitated the development, communication, implementation, and evaluation of quality learning for the purpose of enhancing excellence and equity for staff and students. Served as a mentor to teachers who needed guidance and provided reinforcement and praise to those who met or exceeded expectations. Assisted in the planning and implementation of a systematic method of supervising the instructional program through the use of learning walks, observations, documentations, and follow-up conferences. Assumed duties of the Principal in her absence.**Tuskegee Public School was awarded the Apple ConnectED Grant to support educational goals via technology.*
https://abcnews.go.com/US/apples-tim-cook-student-great-public-education/story?id=33269467

2014-2016 **District Gifted Education Coordinator**
Macon County Schools, Tuskegee, AL

Planned the overall structure, design, and implementation of the district's program. Coordinated identification processes and procedures that were equitable, comprehensive, ongoing, and consistent with the current district plan, and in compliance with accountability requirements. Developed methods to seek out and identify students from diverse linguistic, socioeconomic, and cultural groups. Coordinated implementation of differentiated curricula, instructional models, and strategies aligned with extended state academic content standards and curricular frameworks within the regular classroom. Developed and disseminated information to administrators, teachers, and parents regarding the district's method for identifying gifted and talented pupils. Implemented professional development opportunities for administrators, teachers, and staff to support and improve educational opportunities for gifted students, particularly those from underserved populations. Attended professional

workshops and meetings to remain current on research and best practices in gifted education. Ensured that budget expenditures support gifted program components.

2009-2011 **District ARI-PAL Literacy Coach**
Macon County Schools, Tuskegee, AL

Supported the school's and the district's literacy efforts to reach the goal of students performing at or above proficiency in all areas. Collaborated with Alabama State Department of Education personnel to plan for and support coaching that impacted teaching and student learning. Implemented, strengthened, and supported district-wide K-12 instruction and intervention efforts. Demonstrated a high level of skill in coaching and instruction. Used age-appropriate instructional strategies to improve students' skills. Worked collaboratively to monitor, analyze, and use data daily to make decisions for improved teaching and learning. Planned and facilitated professional learning to improve K-12 instruction and student learning. Utilized a variety of coaching strategies to differentiate support (grade level, departmental, and vertical team meetings, individual and peer coaching). Used a collaborative approach to determine, design, and deliver professional development.

2005-2007 **District School Improvement Specialist**
Macon County Schools. Tuskegee, AL

Supported individual comprehensive school and district improvement efforts in identified schools by providing training and individualized follow-up support(s) required. Coordinated the planning and implementation of teacher-to-teacher Walk Through data collections. Provided feedback related to strategic instruction. Met with grade-level teachers and/or departments regarding student achievement and teaching strategies. Assisted principals and school staffs with analyzing pertinent data, root cause, and next steps for increasing student achievement. Worked closely with individual and small groups of teachers on the specific action items to plan, implement, and evaluate student achievement as it related to the school improvement plan. Collaborated with other district level supports to provide schools in improvement with the resources and specific needs related to student achievement. Assisted local school personnel in utilizing formal and informal data to identify target students, plan intervention focus, and assist with the implementation. Communicated and shared best practices with principals and school leadership teams.

2004-2006 **Assistant Site Supervisor**
21st Century Summer Community Learning School Macon County Schools, Tuskegee, AL

Provided academic enrichment opportunities for students who attended high-poverty and low -performing schools to meet state and local student standards in core academic subjects. Offered students a broad array of enrichment activities to complement their regular academic programs. Provided literacy and other educational services to the families of participating children. Created master class and activity schedules, monitored instruction and activities.

Served as the major point of contact for all outside vendors and partners and managed the overall program.

2000 **Cooperating Teacher**
Washington Public School
Macon County Schools, Tuskegee, AL

Supervised and supported the student intern in planning scheduled activities and gradually assuming full- time teaching responsibilities. Established the student intern's role as teacher. Explained school policies and procedures to the intern. Trained the intern on the appropriate use of instructional materials and resources. Encouraged the intern to observe and be observed by fellow interns and teachers. Provided feedback to the intern and university for continuous improvement.

TEACHING EXPERIENCE

University Level:

2025-Present **Course Lecturer**
Department of Curriculum and Instruction
Texas State University-San Marcos
Courses: *Mentoring Across the Life Span (CI 5383)*
STEM in Early Childhood and Elementary Education (CI 2355)

2024 **Assistant Professor**
Department of Curriculum and Instruction
Alabama State University
Courses: *Communication Skills for Educators (EDU 485)*
Advanced Educational Psychology (EDU 541)
Professional Internship In Elementary Education (EDU 563)
Classroom Management/Secondary Teaching (EDU 586)
Psychology of Learning (EDU 400)

2023 **Course Lecturer**
Department of Curriculum and Instruction
Texas State University-San Marcos
Course: *Mentoring Across the Life Span (CI 5383)*

2022 **Course Lecturer**
Department of Curriculum and Instruction
Texas State University-San Marcos
Course*: Social, Emotional, and Cultural Contexts of Advanced Development (CI 5319)*

2022 **Course Lecturer**
Department of Curriculum and Instruction

Texas State University-San Marcos
Course*: Curriculum for Depth and Challenge (CI 5359)*

2022 **PT Assistant Professor**
Department of Educational Psychology
Mary Frances Early College of Education
The University of Georgia, Athens, GA
Course: *Action Research (ERSH 7500E)*

2022 **Course Lecturer**
Department of Curriculum and Instruction
Texas State University-San Marcos
Course: *Mentoring Across the Life Span (CI 5383)*

2021 **Course Lecturer**
Department of Curriculum and Instruction
Texas State University-San Marcos
Course*: Curriculum for Depth and Challenge (CI 5359)*

2021 **PT Assistant Professor**
Department of Educational Psychology
Mary Frances Early College of Education
The University of Georgia, Athens, GA
Course: *Action Research (ERSH 7500E)*

2007-2009 **Graduate Teaching Assistant**
Department of Educational Psychology
The College of Education
The University of Georgia, Athens, GA
Courses: *Characteristics of Gifted Children and Youth (EPSY 7110)*
Retention of Ethnic Minorities in Gifted/Advanced Programs (EPSY 7270E)

<u>K-12 Level:</u>

2011-2014 **Gifted Education Specialist**
Macon County Schools, Tuskegee, AL

Coordinated the gifted program, facilitated the nomination, referral, and assessment of potential gifted students, including those from diverse linguistic, socioeconomic, and cultural backgrounds. Provided advanced training to educators and administrators to share best practices and curricula and programs for gifted learners. Served as model, coach, and instructional leader to teachers and administrators at each school site. Provided resources for teachers with individual gifted and talented students and clusters of gifted learners. Provided

professional resources for administrators and teachers. Shared current, relevant research on teaching the gifted, and gifted and talented education standards.

2010-2011 **ACCESS Distance Learning Facilitator**
Macon County Schools, Tuskegee, AL

Assisted rural high school students with successful matriculation through the virtual learning program for access to Advanced Placement (AP), elective, and other courses. Promoted e-learning experiences for students. Logged on daily to the learning management system to view announcements and track assignments. Resolved technical issues, demonstrated use of the learning management system, managed various distance learning courses, and maintained the physical distance learning classroom.

2001-2005 **District Teacher of the Gifted and Talented**
Macon County Schools, Tuskegee, AL

Conducted Second Grade Child Find procedures and Standard gifted referrals. Provided gifted pull- out services for 3-6. Planned for Gifted Service Delivery Options. Provided Consultative services for grades K-2, 7-8, and 9-12. Collaborated with general classroom teachers to facilitate independent study opportunities for students. Provided professional development for and assisted second grade teachers with State Department of Education required screening procedures designed to identify gifted students. Provided consultative services to Kindergarten and first grade teachers to meet the needs of advanced students. Provided instructional support to enable other classroom teachers to accelerate students through use of appropriate curriculum components and differentiation strategies. Created concept-based units of study for gifted instruction. Conducted Gifted Education Plan meetings with parents of gifted students and LEA personnel. Provided professional development training to all school faculties on special populations of gifted learners and their nature and needs.

1999-2001 **Elementary Teacher**
Washington Public Elementary School
Macon County Schools, Tuskegee, AL

Provided reading, language arts, and social studies instruction to 4th grade students. Utilized courses of study adopted by the Alabama Board of Education, and other appropriate learning activities. Developed lesson plans and instructional materials and provided individualized and small group instruction to to adapt the curriculum to the needs of each student. Established and maintained standards of student behavior needed to achieve a functional learning atmosphere in the classroom. Followed professional practices consistent with school and district policies in working with students, students' records, parents, and colleagues. Worked cooperatively with school administrators, special support personnel, colleagues, and parents. Served as School Accreditation Sub-Committee Chairperson.

1994-1999 **Elementary Teacher**
Ladonia Elementary School
Russell County Schools, Phenix City, AL

Provided reading, language arts, and social studies instruction to 4th and 5th grade students. Utilized courses of study adopted by the Alabama Board of Education, and other appropriate learning activities. Developed lesson plans and instructional materials and provided individualized and small group instruction to adapt the curriculum to the needs of each student. Established and maintained standards of student behavior needed to achieve a functional learning atmosphere in the classroom. Followed professional practices consistent with school and district policies in working with students, students' records, parents, and colleagues. Worked cooperatively with school administrators, special support personnel, colleagues, and parents. Served as 504 Chairperson, School Sub-Committee Chairperson, and Grade Level Teacher Leader.

1992-1994 **Middle School Science Teacher**
Tuskegee Institute Middle School Macon County Schools,
Tuskegee, AL

Provided *Integrated Science!* instruction to 6th grade students in collaboration with The University of Alabama via online delivery. Utilized courses of study adopted by the Alabama Board of Education, and other appropriate learning activities. Developed lesson plans and instructional materials and provided individualized and small group instruction to adapt the curriculum to the needs of each student. Established and maintained standards of student behavior needed to achieve a functional learning atmosphere in the classroom. Followed professional practices consistent with school and district policies in working with students, students' records, parents, and colleagues. Worked cooperatively with school administrators, special support personnel, colleagues, and parents.

EDUCATIONAL LEADERSHIP EXPERIENCE

2015 **National Science Foundation Experimental Program to Stimulate Competitive Research (EPSCoR) Open House/Math-Science Partnership (MSP)/Southeastern Consortium for Minorities in Engineering (SECME) Regional Workshop Participant and Student Sponsor**
Tuskegee University and Macon County Schools Partnership Montgomery, AL

2014 **Instructional Leadership Practicum**
Auburn City Schools Central Office
Auburn, AL

2013 **Instructional Leadership Practicum**

Jeter Primary School-Opelika City Schools
Opelika, AL

2012 **Tuskegee University MSP/SECME Student Design Workshop District Representative and Student Sponsor**
Macon County Schools
Tuskegee, AL

2011-2015 **District Spelling Bee Coordinator**
Macon County Schools
Tuskegee, AL

2011 **College Day with Tuskegee University Student Sponsor**
Macon County Schools
Tuskegee, AL

2011 **Bridge Builders Alabama Junior Conference Program Facilitator**
Appalachian Regional Commission, Auburn University, Macon County Schools Partnership Macon County Schools
Tuskegee, AL

2011 **District RDY2LEAD Team Member**
Macon County Schools Tuskegee, AL

2011 **Spring Nano-Bio Science Academy for Teachers (NBSAT) Participant**
Tuskegee University Tuskegee, AL

2011 **Summer High School Journalism Workshop Student Sponsor**
Miles College Birmingham, AL

2011 **iTn2 "Advancing the Learning Environment through Technology" Conference Student Sponsor**
Tuskegee University Tuskegee, AL

2011 **United Negro College Fund EmpowerMe Tour Student Sponsor**
Macon County Schools Tuskegee, AL

2011 **Tuskegee University District Robotics Team Co-Sponsor**
Dothan Hub Competition Dothan, AL

2011 **Tuskegee University STEM Day Student Sponsor**
Tuskegee, AL

2011 **District Representative and Student Guide**
Technology Student Conference hosted by Microsoft, Incorporated Tuskegee University and Alabama State University

2009-2011 **S.T.A.R.S. (Students Taking Academic Responsibility Seriously) Student Facilitator**
Notasulga High School Tuskegee, AL

2009 **Graduate Intern**
Outreach and Diversity Office-The Graduate School
The University of Georgia
Athens, GA

Promoted university diversity initiatives to enhance and maintain a diverse and inclusive environment for learning, teaching, research, and service. Encouraged the enrollment of students in university graduate programs from historically underrepresented groups. Promoted awareness of UGA's diversity efforts by supporting diversity related events across the UGA campus. Identified and obtained additional resources to enhance and support institutional diversity endeavors.

2005 **District Student of the Month Program Founder & Coordinator**
Macon County Schools
Tuskegee, AL

Highlighted a student monthly within Macon County Schools to celebrate success in and out of the classroom in the areas of academics, citizenship, and personal development. Provided a certificate of recognition and created a public display honoring each monthly recipient at the Central Office to share the outstanding characteristics of the students.

2005-2016 **East Alabama Regional In-service Center Governing Board Member**
Auburn University
Auburn, AL

Approved professional development and secured resources and services to enhance the training opportunities for public school personnel in critical need areas in 15 Southeast Alabama School districts. Collaborated to set policy to ensure adopted programs adhered to state and federal guidelines and aligned with local school district needs.

2004-2006 **District Implementation Team Member-Apple Core Mentoring Program**
Macon County Schools
Tuskegee, AL

Developed an induction/mentoring program to recruit caring, qualified teachers, improve retention rates, and reduce the teacher turnover rate in the district. Developed strategies to

improve the quality of teaching, classroom management, and retention. Co-designed and implemented a state funded teacher quality enhancement grant teacher training and mentoring program.

OTHER PROFESSIONAL EXPERIENCE

2025 **Co-Managing Editor**
Gifted Child Today
SAGE Publications
Thousand Oaks, CA

Assist the Editor-in-Chief with managing all editorial facets of the journal such as select articles, oversee the peer-review process, and make final publication decisions to ensure the highest standards of quality and integrity. Lead and recruit editorial boards, solicit quality manuscripts, and promote the journal to maintain its relevance and signature reputation in the field.

2023 **Professional Leadership Coach**
The UNCF Leaders Building Leaders (LBL) Mentoring Program
The United Negro College Fund
Washington, DC

Served as Mentor for college students to inspire, encourage, and support their educational and career goals while contributing to their professional and personal development.

2022 **First-Year Scholars Application Reader**
The Panda Cares First Year Scholars Program
The United Negro College Fund
Washington, DC

Reviewed student applications for a one-time post-secondary scholarship and college success program for graduating high school seniors entering their first year of college.

2022 **Professional Leadership Coach**
2022 Acts of Care: Community Service Project Competition
The Panda Cares Scholars Program
The United Negro College Fund
Washington, DC

Provided guidance, advice, feedback, and support to a team of scholars through real-world experience and wisdom. Led a team of scholars in honing leadership and career development skills for a community service project competition.

2021 **COVID-19 Education Advisor and Community Spokesperson**
Choose Healthy Life Program
Washington Chapel AME Church Community Health Outreach in Partnership with River Region United Way
Tuskegee, AL

Served as Liaison between Washington Chapel Church C-HOP Program and the Macon County Board of Education. Approved all COVID -19 literature and educational materials prior to submission to the United Way for final approval. Co-planned host center community programs and activities. Attended all COVID-19 training meetings to obtain information to accurately inform the public. Maintained close communication with the Program Supervisor and Head Program Navigator.

2020- Present External Evaluator
21st Century Summer Community Learning Program-Tuskegee Public School
Macon County Schools
Tuskegee, AL

Conducted independent third-party evaluation for a state funded 21st Century Community Learning Centers grant program to determine the fidelity between the program in theory and action and outcomes to assess the program's progress towards expected outcomes.

2011-2014 **Consultant**
Lessons 4 Life (L4L) Teen Pregnancy Prevention Program
Macon County Schools
Tuskegee, AL
Assisted with data collection, statistical analyses, tracking program progress, and grantee performance reports. Assessed progress toward planned program goals and objectives, wrote annual and semi-annual evaluation reports, and facilitated and conducted staff development presentations.

1990-2000 **Consultant/Educator/Psychosocial Counselor**
Southeast Alabama Sickle Cell Association, Incorporated
Tuskegee, AL

Conducted genetic counseling for sickle cell patients and their families regarding the disease and its associated risks. Provided academic and vocational guidance and counseling for recreational activities, education, exercise, pain and disease management, and travel. Conducted Newborn Screening as a preferred first step to reduce morbidity and mortality in

individuals with the disease. Provided tutoring services to students to assist with academic and emotional challenges associated with the disease.

1988 **Administrative Assistant**

City of Tuskegee Police Department
Tuskegee, AL

Assisted with the management of the clerical, secretarial, and communications functions of the Police Department. Provided administrative assistance in assembling, compiling, summarizing, and storing information for departmental reports and projects. Provided information about police programs, activities, or events to the public, media and other agencies. Screened multi-linear telephone calls and determined proper referral. Transcribed confidential, electronically recorded interviews for major crimes, internal investigations, and sensitive letters and reports. Maintained criminal records and files, and established and maintained all administrative files for the department. Utilized a variety of computer software programs and equipment to perform administrative duties.

GRANT REVIEW

2022 Peer Reviewer for the Upward Bound - Math and Science Grant Competition
2022 Peer Reviewer for the 2022 Ronald E. McNair Postbaccalaureate Achievement Grant Competition
2022 Peer Reviewer for the 2022 Jacob J. Javits Gifted and Talented Students Education Grant Competition
2022 Peer Reviewer for the 2022 Upward Bound Grant Competition (Session 1 and Session 3)
2021 Peer Reviewer for the 2021 Educational Opportunity Centers (EOC) Program Grant Review
2021 Peer Reviewer for the 2021 Full-Service Community Schools Program (FSCS) Grant Competition
2017 Peer Reviewer (Invited) for the 2017 Gaining Early Awareness and Readiness for Undergraduate Programs for (GEAR UP) Technical Review
2017 Panel Monitor for the 2017 Jacob K. Javits Gifted and Talented Students Education Grant Competition
2016 Peer Reviewer (Invited) for the 2016 Investing in Innovation (i3) Development Pre-Application (Dev-PA) Grant Competition
2015 Peer Reviewer for the 2015 Investing in Innovation (i3) Development Pre-Application Grant Competition (CDFA 84.411P)

2015 Peer Reviewer for the 2015 Investing in Innovation (i3) Development Grant Competition (CFDA 84.411C)

PROFESSIONAL AFFILIATION (*CURRENT AND FORMER*)

Alabama Association for Gifted Children (AAGC) Board of Directors

Alabama Association of School Boards (AASB) Equity Committee

Alabama Education Association (AEA) District 22 Legislative Contact Team
Alabama School of Fine Arts Board of Trustees
Alabama School of Fine Arts PTSO Board
Alabama State Education Association (ASEA)
Alabama State Department of Education Gifted Education Special Populations Task Force Co-Chair
American Educational Research Association (AERA)
Auburn University at Montgomery Special Education Advisory Board
Council for Exceptional Children-The Association for the Gifted (CEC-TAG)
Council of State Directors of Programs for the Gifted (CSDPG) Board of Directors
Delta Sigma Theta Sorority, Incorporated
Delta Sigma Theta Sorority, Incorporated-Gamma Tau Chapter Advisory Council
Education Association of Macon County (EAMC)
Georgia Association for Gifted Children (GAGC)
Gifted Homeschoolers Forum Board of Directors (GHF)
National Association for Gifted Children (NAGC)
National Association for Gifted Children (NAGC) Special Populations Network (SPN) Executive Board
National Education Association (NEA)
RESTART Educational Foundation National Strategic Advisory Committee
Southeast Alabama Sickle Cell Association (SEASCA), Incorporated, Board of Directors
The Links, Incorporated
Tuskegee Wesley Foundation Board of Directors

PROFESSIONAL DEVELOPMENT & SERVICE

National:

2023-2025 National Association for Gifted Children (NAGC) Diversity Committee Co-Chair

2023-Present National Symposium on Equity for Black & Brown Gifted Students Planning Committee (NAGC)

2020-Present Special Populations Co-Columnist, *Teaching for High Potential* (NAGC)

2020 Special Populations Network Early Career Award Review Committee (NAGC)

2017-2020 Program Co-Chair, Special Populations Network (NAGC)

2017 Peer Reviewer, *Mentoring at Minority Serving Institutions (MSIs): Theory, Design, Practice, and Impact*

2017 Central Director At-Large, Council of State Directors of Programs for the Gifted (CSDPG)

2017 Mentor, Javits-Frasier Scholars, National Association for Gifted Children (NAGC)

2007-2009 Manuscript Reviewer, *The National Journal of Urban Education & Practice*

2007-Present Review & Selection Advisory Board Member, *Javits-Frasier Scholarship Fund for Diverse Talent Development,* National Association for Gifted Children (NAGC)

2007-2009 Manuscript Reviewer, *Exceptional Children*

2007-2009 Graduate Reviewer, *Roeper Review*

2007-2009 Manuscript Reviewer, *Gifted Child Quarterly*

University/ College:

2024-2025 Committee Member. College of Education Assistant/Associate Professor of Reading Search Committee. Alabama State University, Montgomery, AL

2024-2025 Committee Member. College of Education Undergraduate Assembly. Alabama State University, Montgomery, AL

2023-2024 Chapter Advisor. Delta Sigma Theta Sorority, Incorporated-Gamma Tau Chapter. Tuskegee University, Tuskegee, AL

2011 Guest Panelist. Multicultural Educational Retention Initiative for Transformation (MERIT) Program. K-12 Teacher/Administrator Panel. *Teacher Preparation and Mentoring.* Auburn University, Auburn, AL

2010 Guest Panelist. Multicultural Educational Retention Initiative for Transformation (MERIT) Program. K-12 Teacher/Administrator Panel. *Waiting for Superman.* Auburn University, Auburn, AL

2008 Co-Presenter. *Campus Architecture as a Change Agent.* (Course: QUAL 8350). The University of Georgia, Athens, GA

2008 Co-Presenter. *The Color of Water* Book Club. (Course: AFAM 8720). The University of Georgia, Athens, GA

2008 Presenter. *Multiple Intelligences.* (Course: EPSY 8190). The University of Georgia, Athens, GA

2008 Presenter. *Multicultural Creativity.* (Course: EPSY 8220). The University of Georgia, Athens, GA

2008 Presenter. *Cultural Perceptions of African American Gifted Students* (Course: EFND 8410). The University of Georgia, Athens, GA

2008 Presenter. *Multicultural Training for Teachers.* (Course: EPSY 7210). The University of Georgia, Athens, GA

2007 Presenter. *Multicultural Education.* (Course: EPSY 8180). The University of Georgia, Athens, GA

2007 Co-Creator. Webinar Presentation: *Preparing Future Faculty in Educational Psychology and Instructional Technology.* The University of Georgia, Athens, GA

K-12 Education:

2011 AdvancEd Accreditation Committee Facilitator. Booker T. Washington High School, Macon County Schools, Tuskegee, AL

1999 SACS Accreditation Committee Member. Washington Public Elementary School, Macon County Schools, Tuskegee, AL

1997 SACS Accreditation Review Team Member. Birmingham City Schools, Birmingham, AL

Community-Based Service:

2023-Present Lead Advisor**,** Ambassadors Program. The Dream Day Foundation, Opelika, AL

2021-2024 Director, SMART Camp, Washington Chapel AME Church, Tuskegee, AL

2018-Present Co-Coordinator. Martin Luther King, Jr. Day Observance Program. The Dream Day Foundation, Opelika, AL

2016 Judge. Debutante Cotillion Talent Showcase. Jack and Jill of America, Incorporated, Tuskegee Chapter, Tuskegee, AL

2013 Judge. President's Essay Contest. Tuskegee University, Tuskegee, AL

2011 Facilitator. Inspiring and Mobilizing Public Service Advocates for Community Transformations (IMPACT) Day of Service for young, Black Males, Tuskegee, AL

2004-Present Participant. Christmas Families Annual Project, Delta Sigma Theta Sorority, Incorporated, Tuskegee Alumnae Chapter, Tuskegee, AL

2004-2006 Volunteer Coordinator. Booker T. Washington High School Majorette Squad, Tuskegee, AL

2004 Facilitator. Citywide Father-Daughter Seminar. Tuskegee United Women's League, Tuskegee, AL

2003 Relay For Life Team Captain. American Cancer Society-Tuskegee Chapter, Tuskegee, AL

2001 School Director. Vacation Bible School, Washington Chapel AME Church, Tuskegee, AL

2000 Facilitator. Welfare Reform Seminar. Tuskegee Housing Authority Tuskegee, AL

1990 Volunteer Dance Instructor. Tuskegee Housing Authority, Tuskegee, AL