

2017 Educator Effectiveness Advisory Council

The 2017 Educator Effectiveness Advisory Council seeks to examine policies, systems, practices, and tools related to Tennessee's teacher and leader evaluation system in an effort to identify refinements that will lead to all educators believing in and utilizing it to increase their professional capacity to improve outcomes for all students. Follow their conversation on twitter at [#Eval4Learning](#).

Educator Effectiveness Advisory Council Members



Erica Adkins

Teacher

Metropolitan Nashville Public Schools

Expertise: Teacher leadership and classroom instruction

Erica Adkins has a B.A. in literacy with a minor in middle grades education and a Master of Science in education from the University of Tennessee. She teaches fifth grade math and science at Bellevue Middle School and also currently serves as a SCORE fellow advocating for students in educational policy. Last year, Erica was in the Teacher Leadership Institute (TLI), an MNPS program designed to build leadership capacity in teachers. At BMS, she leads a feedback community for her colleagues and serves on the leadership team representing the fifth grade. Currently, Erica is in the instructional leadership program at Cumberland University working on getting licensed to be an administrator.



Mandy Bell

Assistant Principal

Haywood County Schools

Expertise: Upper elementary grades, curriculum and instruction

Mandy Bell serves as assistant principal of East Side Intermediate School in Haywood County. Prior to assuming her current role, she worked as the instructional facilitator for East Side Intermediate and Sunny Hill Elementary Schools. As a classroom teacher, Mandy taught for 10 years at Sunny Hill Elementary in both fifth and sixth grades. She earned a B.S. in liberal studies/professional education from Union University in 2001 and obtained an M.A.Ed. degree in educational administration and supervision from Bethel University in 2012. As a resident of Jackson, she enjoys reading, traveling, and spending time with family.



Yvette Blue

Assistant Superintendent and Chief Academic Officer

Haywood County Schools

Expertise: Teacher and student growth

Yvette Blue began her career in education 25 years ago. She has served students and teachers as a teacher assistant (K), teacher (6-8), assistant principal (elementary and high school), principal (middle school), and currently, associate superintendent chief academic officer for Haywood County Schools. Throughout Yvette's career, she has received multiple commendations for teacher and student growth. Her most recent commendation was for her school being named a Tennessee Reward School. Yvette is passionate about the education of teachers and students. Her mission each day is to provide students and teachers with the necessary tools for growth. Yvette is currently a doctoral student at Trevecca Nazarene University.



Debra Bentley

Director of Instruction and Communications

Johnson City Schools

Expertise: Assessment of teaching, data analysis, designing quality assessments, mentoring leadership

Debra Bentley has spent her professional career in public education as a teacher, elementary principal, central office supervisor, and director. Debra's career has taken her to three states and five school districts. She enjoys professional learning opportunities and engaging in conversations with educators across this great state. She takes pleasure in teaching graduate courses for Carson-Newman University and East Tennessee State University. One of Debra's favorite "lite" reads is a book called *Twelve Commandments for People Who Work with People*. Debra attempts to live daily by a quote from the book: "Get in the bucket filling business! Increase the self-esteem of the people in your life. The world already has enough bucket dippers."



Jennifer Brown

Deputy Director of Schools, 2017 Tennessee Supervisor of the Year

Sumner County Schools

Expertise: Instruction

Dr. Jennifer Brown currently serves as the deputy director of schools in Sumner County, a district of over 29,000 students. She oversees all aspects of pre-K-12 instruction, district and school accountability, transportation, information services, pupil services, and human resources.

Dr. Brown has presented at the local, regional, state, and international level and was recently selected as Supervisor of the Year for Tennessee. Dr. Brown has served as a middle school English teacher, where she was selected by her peers as Teacher of the Year in 2000, an assistant principal, a professional development supervisor, and the district's accountability coordinator.



Anna Bryant

Analyst, Talent Management

Metro Nashville Public Schools

Expertise: Analysis of teacher effectiveness data, evaluation policy implementation and outreach

Anna Bryant is a graduate of the University of Tennessee. Anna's initial work experience as a geometry teacher at Metro Nashville Public Schools led her to study education policy analysis. After graduate school, Anna returned to Nashville as an analyst for the MNPS talent strategy team. In her current work at MNPS, Anna conducts analyses of teacher effectiveness data and policy trainings to support approximately 300 evaluators in the implementation of teacher evaluation according to state and district policy. Additionally, she develops processes that offer solutions to evaluation challenges, supporting efforts to develop and retain highly effective educators for all MNPS students.



Leigh Cooksey

Deputy Director of Educator Engagement

Tennessee Department of Education

Expertise: Educator communications and engagement

Leigh Cooksey is a former and future high school English teacher currently working as the deputy director of educator engagement at the department. In her role, Leigh works on the department's educator communication efforts, leads the work of the Teacher Advisory Council, and supports initiatives across divisions. Prior to joining the department, Leigh taught English and sociology at Cascade High School in Bedford County.



Dru Davidson

Fine Arts Advisor

Shelby County Schools

Expertise: Student growth measures

Dr. Dru Davison is an advisor in curriculum and instruction for Shelby County Schools and currently serves as project chair for the Tennessee Standards Revisions for Arts Education. Prior to administration, Dr. Davison was a pre-K-16 educator in Arkansas, Texas, and Tennessee, primarily in the field of instrumental music. Dr. Davison has served as consultant for the United States Department of Education Reform Support Network, the Tennessee Department of Education, and the Insight Education Group. He has served on the Bill and Melinda Gates College Readiness Advisory Council, is a former national fellow for the Hope Street Group, and is a member of the NAFME's Council of Program Leaders.



Jeff Elliott

Director of Curriculum and Instruction

Cleveland City Schools

Expertise: Middle school

Jeff Elliott has been working in the field of education for 23 years. In 1994, Jeff began his teaching career as a sixth grade teacher at an elementary school in Cleveland City Schools. After six years in the classroom, Jeff started his administrative career, serving as a middle school assistant principal. In 2004, Jeff transitioned from assistant principal to principal at Cleveland Middle School. Since 2012, Jeff has worked at the Cleveland City Schools district office where he currently is the director of curriculum and instruction. Jeff is happily married to his wife, Emily, and has one beautiful daughter, Carol Lynn.



Amanda Galbraith

Visual Arts Teacher

Bartlett City Schools

Expertise: Visual art education

Amanda Galbraith has been teaching visual art for 15 years. As an educator, her primary focus is the work of the elementary age artist. She has also worked with secondary art programs and has served as an adjunct instructor for the graduate program at Memphis College of Art. Amanda serves as the director of the arts leadership, administration, and assessment track at the Tennessee Arts Academy, is a member of the Tennessee Art Education Association, has juried regional art shows, is the secretary of the Bartlett Arts Council, and has presented professional development sessions at local, state, and national conferences.



Docia Generette-Walker

Principal, 2017 Tennessee Principal of the Year

Shelby County Schools

Expertise: Leadership and instructional coaching

Docia Generette-Walker currently serves as the principal of Middle College High School, a collaborative partnership between Shelby County Schools and Christian Brothers University, which serves students in the greater metro area of Memphis. During her tenure there, Middle College High School has experienced dramatic double digit gains across all subject areas and earned multiple awards of distinction. Awards include being the only school in the district to earn state reward school status for both academic growth and academic achievement for the past two award years in a row and earning National Blue Ribbon School status during the 2015 school year. Docia was also selected by the Tennessee Department of Education as the 2016-17 Tennessee Principal of the Year.



Diarese George

CTE Business Teacher

Clarksville-Montgomery County Schools

Expertise: Diversifying teacher workforce, teacher voice, EPP and LEA partnerships

Dr. Diarese George serves as a career technical education teacher instructing business courses at Clarksville High School. He serves as a lead instructor for the school's Academy of Business and Finance leading cross-curricular project-based learning. Dr. George holds a bachelor's degree in business administration and a master's degree in corporation communications from Austin Peay State University. He also obtained an M.B.A. and doctoral degree in education leadership from Trevecca Nazarene University. Additionally, he has completed educator leader fellowships with Education Pioneers, SCORE, and Hope Street Group. Dr. George is also the founder of Tennessee Educators of Color Alliance, an organization dedicated to supporting educators of color statewide.



Linda Gilbert

Director of Schools

Murfreesboro City Schools

Expertise: Pre-K-6

Linda Gilbert is director of Murfreesboro City Schools, where the focus is on the whole child. Prior to 2010, she was an associate professor in Middle Tennessee State University's educational leadership department, where she received the Tennessee Higher Education Commission Outstanding Public Service Award, the MTSU Outstanding Teacher Award, and was the university's first Scholarship of Teaching and Learning Fellow. Before going to MTSU, she was associate director for instruction in Murfreesboro City, and a music teacher/band director. Linda has written and received grants totaling more than \$16 million and is a former Tennessee Teacher of the Year.



Terrance Gibson

Assistant Executive Director

Tennessee Education Association

Expertise: Instruction, professional development, at-risk populations

Terrance Gibson, assistant executive director with Tennessee Education Association, oversees TEA's administrative operations and instructional advocacy. A native of Memphis and former Metro-Nashville teacher, he has worked with non-profit organizations as programs coordinator for at-risk males. Terrance has additional training in conflict resolution, teacher evaluation and student discipline. He is a husband and father of three sons. Terrance holds professional memberships in Phi Delta Kappa, National Staff Association for the Improvement of Instruction, ASCD, Learning Forward, and NEA. He belongs to Alpha Kappa Mu Honor Society, Golden Key Honor Society, and is a life member of Alpha Phi Alpha Fraternity, Incorporated.



Craig Hammond

Principal, West End IB World School

Metro Nashville Public Schools

Expertise: School leader behavior, practice, law, and ethics

Dr. Craig Hammond is a principal with MNPS at West End IB World School. He is a commission member of the Tennessee Quality Commission of Textbook and Instructional Materials. He also teaches at Lipscomb University as an adjunct professor of school leader behavior, practice, law, and ethics. Dr. Hammond has served as a common core leadership coach and TEAM trainer for the Tennessee Department of Education. His passion is youth and adult learning, and he has presented at the national Learning Forward conference the past two years in Washington, D.C. and Vancouver, B.C.



Karen King

Principal and State Principal Study Council Chair

Cannon County Schools

Expertise: Students of poverty, leadership

The desire to become a teacher has been Karen King's goal since second grade. She watched her grandmother love and teach her students for over 40 years in the same system Karen serves. Karen began her journey 25 years ago. Her first 16 years were spent teaching various grades in elementary education. Karen became a principal in 2008 to a high-poverty rural school, and served there for four years, ending her time with the school being named a reward school in both achievement and growth. During the last five years, Karen has served as principal at the elementary school she attended as a student. While serving as principal, she has been heavily involved in presenting state leadership courses and working with local and state principal study councils. Karen has been chosen as the Upper Cumberland Principal of the Year, the Upper Cumberland PSC chair for two years, and has spent the last two years as the state's Principal Study Council chair. However, her proudest accomplishments are having a daughter who is a second grade teacher, one in college studying to be a literature teacher, and a 10-year-old who says she also wants to teach... and a very understanding husband.



Julia Kirk

Principal, Sequoyah Elementary School

Knox County Schools

Expertise: Data and assessment, teacher evaluation

Dr. Julia Kirk is a second year principal at Sequoyah Elementary School in Knox County Schools. However, she has had a career in multiple leadership roles throughout K-12 education. She served as the director of program management for KCS. She served as the executive director of the First TN CORE office, where she supported 17 school districts focusing on balanced assessment, response to instruction and intervention, rigorous curriculum design, and teacher evaluation. Dr. Kirk also served as a Battelle for Kids regional data analyst. She served Oak Ridge Schools as a middle school administrator and a curriculum and technology integration facilitator.



Sabrina McClard

Principal

Sumner County Schools

Expertise: Coaching, shared leadership, standard alignment to instruction

Sabrina McClard is in her third year as principal of J.W. Wiseman Elementary. For the 2014-15 school year, J.W. Wiseman was recognized for having the highest grade 3-8 ELA and math growth in Sumner County. Before serving as principal, she worked as an instructional coordinator. In addition to her role as an administrator, Sabrina facilitates instructional leadership courses for the department. She also leads school- and district-level professional developments. Last year, Sabrina served as a mentor in the inaugural cohort of the Governor's Academy for School Leaders.



Rachael Milligan

Managing Director, Ayers Institute for Teacher Learning and Innovation; Assistant Professor

Lipscomb University

Expertise: Coaching, leadership

Rachael Milligan joined the Ayers Institute at Lipscomb University in August 2013 and served as a program director before becoming managing director. She taught at the middle school level for nine years, in both Arkansas and Tennessee. Prior to joining the Ayers Institute, Rachael served as an assistant principal in Williamson County. Additionally, Rachael has been director of 21st Century Community Learning Centers and a house parent at the Tennessee Children's Home. Rachael earned her Ed.D. in learning organizations and strategic change from Lipscomb University, her M.Ed. from Peabody College of Vanderbilt University, and her B.A. from Harding University. She works with teachers and leaders across the state, focusing on building capacity in individuals and teams and approaching leadership with a coaching mindset.



Penny Murray-Au

HR Operations

Hamilton County Department of Education

Expertise: Human resources

Penny Murray-Au, M.B.A., PHR, SHRM-CP, is proud to hold the position of HR Operations for the Hamilton County Department of Education (HCDE). She has over eighteen years of human resource and training experience, six of which are with HCDE and the remainder with a large local utility and various Fortune 100 and 500 companies. Penny brings a diverse background of experience to HCDE, but her passion for the work at HCDE demonstrates that she is dedicated to the field of education. In addition to monitoring overall HR and legal compliance, recruitment strategies, and leave and accommodation management for the district, Penny is also responsible for assisting with HCDE's own Project COACH Evaluation Model for teachers and administrators, administration of the strategic compensation model for high-need and hard-to-staff schools, various data management and analysis, and other innovative district-wide projects and initiatives.

Penny has a B.S. in human resource management from Tennessee Technological University, a certificate in training and development from the University of Georgia, and an M.B.A. from the University of Tennessee at Chattanooga. She also holds the professional in human resources certification and the Society for Human Resource Management Certified Professional designations.



Bill O'Donnell

Coordinator of Instructional Advocacy

Tennessee Education Association

Expertise: Professional development

Bill O'Donnell serves as coordinator of instructional advocacy for the Tennessee Education Association. Bill provides professional development support to teachers across Tennessee and oversees teacher leadership initiatives. He also serves as the liaison between association members and the State Board of Education. His classroom teaching experience includes high school English, middle school language arts, and elementary English as a second language.

Bill is a native of Massachusetts and holds a bachelor's degree from Vanderbilt University, a Master of Arts in teaching from the University of North Carolina at Chapel Hill, and a law degree from Louisiana State University.



Catherine Stephens

Associate Director of Schools for Teaching & Learning

Franklin Special School District

Expertise: District leadership and teacher/principal evaluation system and support

Dr. Catherine Stephens has enjoyed a career in public education in Virginia, Texas, and Tennessee. She holds a B.S. in education from Virginia Tech, an M.Ed. in administration from Sam Houston State University, an Ed.S. in curriculum and instruction from Middle Tennessee State University, and an Ed.D. in learning organizations and strategic change from Lipscomb University. Dr. Stephens has held an array of positions over the course of her 28 years in education from teacher to administrator. She is the associate director of schools for teaching and learning in the Franklin Special School District. Dr. Stephens serves on the Tennessee Professional Development Council and is a member of the Tennessee team engaged in a multi-state collaborative focused on continuous improvement of educator effectiveness systems.



David Stephens

Superintendent, 2017 Tennessee Superintendent of the Year

Bartlett City Schools

Expertise: District leadership, curriculum and instruction

Dr. David Stephens serves as the first superintendent of Bartlett City Schools. Prior to his service as Bartlett City Schools' superintendent, Dr. Stephens has spent the entirety of his 29-year career in public education. He has served as a classroom teacher, coach, assistant principal, high school principal, assistant superintendent of curriculum and instruction, chief of staff and deputy superintendent. Dr. Stephens is in his third year of leading Bartlett City Schools, and was named 2017 Tennessee Superintendent of the Year. He earned his doctoral degree in educational leadership and policy at the University of Memphis, holds a master's degree in educational leadership from Trevecca Nazarene University, and a Bachelor of Science in education from the University of Memphis. Dr. Stephens and his wife of 28 years, Cheri, have two children: John, a freshman at the University of Memphis and Rachel, a sophomore at Bartlett High School.



Courtney Seiler

Director of Educator Engagement

State Collaborative on Reforming Education

Expertise: Educator engagement

Courtney Seiler focuses on engaging and supporting educators in Tennessee. She previously worked as the deputy director of evaluation at the Tennessee Department of Education, where she supported high-quality implementation of teacher evaluation. After graduating from the University of Tennessee, she taught fifth grade in Charlotte, North Carolina. She then went on to receive her master's degree in public administration and policy from the University of Georgia. Courtney is a native of Kingsport, Tennessee, and a graduate of Tennessee public schools.



Jennifer Shorter

Advisor

Shelby County Schools

Expertise: Educator effectiveness

Dr. Jennifer Shorter is an advisor in human capital with Shelby County Schools. She works in partnership with academics, early childhood, and human resources to set vision, strategy, and annual priorities to recruit, retain, and support teachers and leaders. Dr. Shorter has worked in pre-K-16 education settings in Tennessee and Virginia. A former teacher, TN Teaching Scholar, legislative intern, and Doctoral Student of the Year in the department of leadership at the University of Memphis (2012), her passion for education encompasses day-to-day practice, programming, and policy. She has written more than \$2.7 million in grants and has been a member of several grant committees across the nation including NASPA and the District of Columbia Mayor's Office of Latino Affairs. Currently, Dr. Shorter is the chair of innovative teaching grants for Junior League of Memphis. In her spare time, she enjoys working on community projects and spending time with her family and friends.



John Stewart

Program Manager, Project COACH
Hamilton County Board of Education
Expertise: Teacher evaluation

John Stewart hails from Chattanooga. He has been an educator for 32 years. After spending 20 years as a science teacher, he moved into administration as an assistant principal at an urban middle school where he served four years. During the next five years, he served as principal of Brown Middle School, a very diverse member of the Hamilton County School System. Since retiring in June of 2010, he has served as program manager of Project COACH, a state-approved evaluation model developed for use in Hamilton County.



Derek Voiles

Classroom Teacher, 2017 Tennessee Teacher of the Year
Hamilton County Board of Education
Expertise: Middle grades literacy and writing instruction

Derek Voiles is a seventh grade teacher at Lincoln Heights Middle School in Morristown. In his school, he serves as department learning leader, Writing Across the Curriculum trainer, and new teacher mentor. In addition to classroom teaching, Derek travels the country training districts on middle grades literacy and writing instruction. He is an avid reader and devoted runner, and is currently a doctoral student at East Tennessee State University. Derek has been recognized as the 2017 Tennessee Teacher of the Year. He is on Twitter as [@DerekVoiles](https://twitter.com/DerekVoiles).



Kristi Wallin

K-8 Curriculum Supervisor
Greene County Schools
Expertise: Elementary

Kristi Wallin has been in education for 21 years in Greene County. She has served as a teacher, assistant principal, and principal in Greene County. Kristi is currently the K-8 curriculum supervisor where her work focuses on working with new teachers, academic coaches, and lead teachers across the district on a variety of tasks including professional learning.

Educator Effectiveness Team



René Diamond

**Executive Director, Educator Effectiveness
Tennessee Department of Education**

Expertise: Teachers and leaders

René Diamond currently serves as the executive director of educator effectiveness at the Tennessee Department of Education. Prior to this position, René worked for the National Institute for Excellence in Teaching, the organization that developed the TEAM rubric for Tennessee. While living in Louisiana, she was a lead TEAM trainer across Tennessee during the summer of 2011 when the new evaluation model was adopted. Ultimately, René found her way back to Tennessee in 2014 and has dedicated her efforts to ensuring that educator evaluation leads to meaningful and valued learning for teachers and leaders.



Kaneal Alexander

**Director, Educator Training
Tennessee Department of Education**

Expertise: Educator evaluation

Kaneal Alexander currently serves as the director of educator training for the Tennessee Department of Education. Kaneal has been involved in the educator evaluation process for over 20 years. She was a part of the adoption process of the TEAM model and has been active with its roll out across the state ever since. One of Kaneal's core beliefs is that all educators, regardless of their roles, play an important part in the academic achievement of ALL our students and continues her efforts to help make that a reality.



Amanda Armstrong

**Director, Communications & Operations, Teachers & Leaders
Tennessee Department of Education**

Expertise: Communications, project management, teachers and leaders

Amanda grew up just across the Tennessee state line in Asheville, NC. She received her B.A. in communications and philosophy from Furman University. After teaching seventh grade ELA for four years, she served as the assistant director for a small non-profit in North Carolina for children with autism. Amanda received her M.Ed. from Vanderbilt University and joined the teachers and leaders team at the department in 2014.



Joy Dugan

**Coordinator, Teacher Effectiveness
Tennessee Department of Education**

Expertise: Curriculum design, adult education, program management

Joy Dugan's great passion is education and promoting interpersonal development through new learning. She helps to promote learning through meticulous curriculum development, experiential learning, and facilitating learning experiences. She works to lead persons through discovery of their own skills and envisioning steps to strengthen them. Joy knows no single approach is right for every individual, and has trained in multiple modalities and platforms to reach audiences from pre-K through adult learners. She has directed programs in pre-K, K-12, college, and adult education in a variety of environments, including alternative educational settings and community based offerings through extension education.



Martha Moore

Director, Leader Effectiveness

Tennessee Department of Education

Expertise: Leader support

Martha Moore began her career as a secondary teacher and administrator in Tennessee. She was a member of the inaugural cohort of TEAM coach consultants before working with the Tennessee Department of Education as TASL director. Currently, Martha serves as the director of leader effectiveness for the department.



Keely Potter

Director, Teacher Effectiveness

Tennessee Department of Education

Expertise: Reading and language arts

Keely Potter is a National Board Certified Teacher who currently serves as the director of teacher effectiveness at the Tennessee Department of Education. Prior to this position, Keely was a teacher, a literacy coach, reading consultant, and a reading specialist in both urban and rural districts for 22 years. She was a major contributor to the ASCD best-seller, *Total Participation Techniques: Making Every Student an Active Learner*, and co-authored the ASCD book, *Total Literacy Techniques: Tools to Help Students Analyze Literature and Informational Texts*. Her passions lie in supporting a culture of inquiry in teachers' learning communities and in getting all children to see themselves as lifelong writers who lose themselves and find themselves in the act of writing.



Hank Staggs

Director, Governor's Academy of School Leadership

Tennessee Department of Education

Expertise: Leadership, coaching, school law

Dr. Hank Staggs is director of the Governor's Academy for School Leadership in Tennessee. He has been the director of educational leadership at Lipscomb University and was founding director of the Ayers Leadership Fellows program. He has been a Tennessee school principal and a math teacher in both middle and high schools. Dr. Staggs is currently an active leadership coach, and is credentialed as an Associate Certified Coach with the International Coach Federation.