

# MELISSA GLOVER

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## Professional Summary

Innovative academic leader focused on engaging with students and educators to meet learning objectives and drive student progress. Committed to providing empowering leadership through collaboration and communication. Sixteen-year history of leading faculty to cultivate student and community rapport and promote successful education delivery in both the traditional and non-traditional high school settings. Adjunct professor working with students enrolled in the Teacher Residency Licensure Program at High Point University to prepare them to provide instruction to K-12 students in a variety of settings with a focus on opportunity, innovation, management, and instructional theories.

## Work History

### **Department Chair, Leadership Studies, 01/2025 to Current**

#### **High Point University—High Point, NC**

- Develop long and short-term objectives for the department
- Develop specific plans, procedures and programs that align with the mission, goals, and objectives of the university,
- Act as the official channel of communication between the department, dean, and provost.
- Generate data to evaluate the effectiveness of the department's programs.
- Undertakes all responsibilities and duties as assigned by the dean.

### **Professor of the Practice, Leadership Studies, 08/2024 to Current**

#### **High Point University—High Point, NC**

- Teach at the graduate level with a specific focus on working with students who aspire to be K-12 school leaders and district superintendents.
- Academic advising of students.
- Participation in departmental committee work.
- Continuous development of the curriculum and program of study.
- Scholarly activity, recruitment of students, and service to the university and community.

### **Director, High Point University Leadership Academy, 01/2023 to 08/2024**

#### **High Point University—High Point, NC**

- Provide leadership of a Master of Education in Educational Leadership program that partners with five local school district partners. Create a process for recruiting, screening, and admitting principal candidates into the program. Identify faculty to deliver the program of study through traditional coursework at the master's level. Identify consulting partners to deliver seminars and institutes through experiential learning opportunities to compliment traditional coursework.
- Collaborate with school district partners to identify and supervise year-long principal internships. Hire, train and supervise Executive Coaches to work with principal interns throughout the entirety of the program.

Monitor student success and progress throughout the program of study. Work with an external evaluator to collect, analyze, and report out on program effectiveness data.

- Oversee grant budget, present at educational conferences, develop and deliver graduate-level coursework, engage in research relevant to the field of education.
- Dissertation chair and committee member for students attaining their doctoral degree.

#### **Principal, 07/2018 to 12/2022**

##### **Ledford Senior High School – Thomasville, NC**

- Reset the culture of the school to meet the professional needs of the staff and the educational needs of the students. This includes, but is not limited to, a resurgence of community involvement both within and outside of the school, the recruitment and hiring of effective teachers, retention of highly qualified teachers, partnership with Dragon Fly House to implement a Compassionate and Resilient Schools model, implementation of Professional Learning Communities across all curricular areas, instillation of a school-wide common vocabulary, the implementation of a Multi-Tiered System of Support with fidelity, increase in communication with all stakeholders, creation of professional development opportunities centered on teacher needs from both internal (teacher leaders) and external (experts) leaders, partner with the PPEERS program through UNCG to provide leadership coaching to an aspiring leader, increase the school's growth measure from not meeting growth to meeting growth, lead change to remove the school's TSI distinction, successfully lead through a pandemic, and establish diversity and inclusion across the student body.

#### **Adjunct Professor, 07/2021 to Current**

##### **High Point University—High Point, NC**

- Instructing students enrolled in the Teacher Residency Licensure Program specifically the areas of classroom management, instructional planning, technology integration, and assessment with the Standard Course of Study for ELA as the guiding instructional framework. Additional focus is placed on the current educational climate and fostering leadership in both the classroom and school settings.

#### **Principal, 08/2015 to 06/2018**

##### **Davidson Early College High School – Thomasville, NC**

- Created a focus for the school program by working with stakeholders to change the mission and vision of the school to include a global competency piece with the end goal of the school attaining the designation of a Global-Ready School.
- Expanded the pathway options provided to students in the dual-enrollment program to afford them the opportunity to learn a trade and enter the workforce upon graduation. This pathway expansion allowed students to have the choice of attaining an AA, AS, or an AAS.
- Worked closely with the Vice President of DDCC and other stakeholders to make sure early college students were demonstrating success in college-level coursework through altering program structures to meet their needs and providing them with enrichment and remediation opportunities within both the high school and the college setting.

- Worked closely with Research Triangle International in providing specialized professional development for staff members and instructional leaders. Additionally, this partnership helped grow and enhance the Cooperative and Innovative high school program both locally and across the state through collaboration and professional planning.
- Through a high-functioning, cross-curricular Professional Learning Community, teachers and leaders were able to ensure that students either met or exceeded growth consistently over the three years and maintained a 95% cohort graduation rate.
- Led recruitment efforts for the early college at 6 traditional middle schools across the district and two middle schools in surrounding districts.

#### **Assistant Principal, 07/2007 to 08/2015**

##### **Ledford High School – Thomasville, NC**

- Led the registration team and developed the registration process for the high school when the state moved to using PowerSchool. Developed the master schedule to include common planning for core content areas and classroom space for 19 roving teachers. Trained other high school assistant principals across the district on how to develop a master schedule in PowerSchool.
- Led and/or planned all professional development for teachers and oversaw the license renewal process.
- Restructured the school day and bell schedule to implement an intervention period during the school day focused on enhancing students' academic success.
- Implemented co-teaching in same content areas with a focus on increasing student growth. This resulted in the school exceeding growth in the 2014-2015 school year.
- Created a program to support new hires in January and August who were not entering as beginning teachers.

#### **Classroom Teacher, 01/2001 to 06/2007**

##### **Ledford Senior High School – Thomasville, NC**

- Taught the standard course of study for all levels of English grades 9-12 including AP English IV. Helped develop the AP English IV curriculum materials for the district. Students had a high rate of success in attaining college credit through success on the AP Exam.
- Implemented Project Based Learning in content area and led professional development on the topic for the staff.
- Led the Beginning Teachers Program at the school and served as a teacher mentor for 5 years.
- Was named the Coca-Cola Teacher of the year in 2007
- Presented and provided professional development for teachers across the district on differentiation in the traditional classroom.

#### **Education**

**Ed.D.: Educational Leadership, 2019**

**High Point University - High Point, NC**

**M.Ed.: Educational Leadership, 2007**

**High Point University - High Point, NC**

**B.A. Degree: Philosophy, 2000**

**High Point University** - High Point, NC

**B.A. Degree:** English, 2000

**High Point University** - High Point, NC

### **Accomplishments and Presentations**

- The Institute for Excellence in Coaching Educational Leaders, Center for Creative Leadership
- Presenter at AASA, Future Driven Leadership
- Presenter at NCPAPA 2024 “Unleashing Potential: Using Assessment for Transformative Leadership Development”
- The Center for Creative Leadership Assessment Certification
- Qualified Lumina Learning Practitioner
- Certified e-Learning Instructional Design, ATD
- Presenter at NCASCD 2024 “Unlocking Opportunities: Finding, Winning, and Leading Education Grants”
- Presenter at RTI International Principal Network and teacher conferences
- Presenter at DCS Summer Splash (Differentiation)
- Coca-Cola Educator of the Year Ledford High School 2006-2007
- Graduate of the Aspiring Leadership Academy, DCS
- President NC PAPA, North Carolina Principals and Assistant Principals Association
- Academically and Intellectually Gifted Certification

### **Certifications/Qualifications**

- Center for Leadership Studies-Situational Leadership
- Center for Leadership Studies-Situational Conversations
- DiSC Certification
- E-Learning Instructional Design Certification
- Lumina Emotion Qualification
- Lumina Leader Qualification
- Lumina Spark Qualification
- Center for Creative Leadership 360 Qualification

### **Memberships**

- Member of Delta Kappa Gamma
- Member of the Teacher Education Council, HPU
- Editorial Member of the Lighted Lamp, HPU
- Member of the Graduate Council, HPU
- Member and Advisor of the Graduate Student Government Association, HPU
- Member of the Gifted Program Advisory Council
- Member of the Portrait of a Graduate Committee for NCDPI
- Member of NC PAPA
- Member of the Credit by Demonstrated Mastery team

- Member of the Davidson County Strategic Planning Committee
- Member of the Calendar Committee
- Member of the Digital Learning Competencies Team
- Member of the Waiver Committee
- Member of the Teacher Education Council, HPU
- Member of the Cooperative and Innovative High School Principal Network
- Member of the Superintendent Advisory Council