

Dr. Tina Sayuri Johnson

LEADERSHIP DEVELOPMENT | ASSOCIATE PROFESSOR | EXECUTIVE COACH

Leadership development executive and coach with 25+ years building high-impact leadership pipelines across higher education and K-12. Design and scale cohort-based programs and leader learning experiences, including directing a 700+ participant fellowship initiative, leading multidisciplinary teams, and stewarding six- and seven-figure budgets. Deliver assessment-informed coaching and facilitation to strengthen emotional intelligence, communication, and change leadership, translating strategy into measurable gains in engagement, performance, culture, and student success. Trusted partner to senior leaders and community stakeholders to align talent strategy, accountability, and continuous improvement.

LEADERSHIP DEVELOPMENT IMPACT

- Co-led the university's Quality Enhancement Plan for Southern Association of Colleges and Schools Commission on Colleges accreditation by aligning stakeholders, clarifying ownership, and delivering an outcomes-based implementation and assessment roadmap
- Scaled the Siegfried Leadership Fellows Program to serve 700+ undergraduate fellows, directing operations and supervising a 12-member faculty team
- Designed and delivered cohort-based leadership development across two programs (Siegfried Leadership Fellows and High Point University Leadership Academy), building capability in emotional intelligence, communication, and change leadership
- Delivered 1,000+ coaching engagements to strengthen leader capability and improve retention outcomes
- Led culture and performance improvement through leader enablement, increasing engagement (37.78% to 76.75%), reducing disciplinary incidents by 32%, and improving attendance by 47%

CAREER PORTFOLIO

HIGH POINT UNIVERSITY — HIGH POINT, NC

ASSOCIATE PROFESSOR, LEADERSHIP STUDIES | EXEC. DIR., SIEGFRIED LEADERSHIP FELLOWS PROGRAM

2022 – PRESENT

Provide executive leadership for one of the university's premier leadership development initiatives while delivering graduate and doctoral instruction in educational and organizational leadership. Lead strategic program operations, curriculum innovation, faculty collaboration, and institutional initiatives designed to strengthen leadership development and student success outcomes.

KEY LEADERSHIP CONTRIBUTIONS

- Directed the vision and administration of the Siegfried Leadership Fellows Program, serving 700+ undergraduate fellows and supervising a 12-member multidisciplinary faculty team
- Co-chaired the university's Quality Enhancement Plan Steering Committee, advancing institutional effectiveness and Southern Association of Colleges and Schools Commission on Colleges accreditation
- Managed a \$200,000 operating budget while advancing program growth, operational excellence, and curriculum innovation
- Spearheaded a STEM educator leadership pathway, strengthening teacher preparation, instructional leadership capacity, and career advancement supports
- Mentor and advise doctoral candidates as dissertation chair, guiding research, scholarly writing, and executive leadership development
- Design and facilitate executive leadership learning on transformational leadership, organizational effectiveness, executive communication, emotional intelligence, and coaching
- Build strategic partnerships with university leaders, faculty, and external stakeholders to expand visibility, strengthen leadership capacity, and increase student engagement

Guilford County Schools — Greensboro, NC**PRINCIPAL, RONALD E. MCNAIR ELEMENTARY SCHOOL****2018 – 2022**

Directed all instructional, operational, financial, and strategic functions for a large and diverse elementary school community during a period of significant educational disruption and organizational change. Recognized for accelerating student achievement, elevating organizational culture, and strengthening operational performance through transformational leadership practices.

SELECTED ACHIEVEMENTS

- Accelerated student proficiency gains across mathematics, reading, and science through data-driven instructional leadership and systems alignment.
- Increased teacher satisfaction from 37.78% to 76.75% by cultivating a collaborative, high-accountability organizational culture focused on leadership development and staff engagement.
- Achieved measurable academic growth by 25% during the COVID-19 pandemic through strategic instructional planning and operational leadership.
- Directed stewardship and compliance management for \$800,000+ in Title I federal and local funding with exemplary audit outcomes.
- Orchestrated districtwide communication and crisis-management initiatives as Co-Chair of the Guilford County Schools Reopening Communications Task Force.
- Reduced disciplinary incidents by 32%, improved attendance outcomes by 47%, and strengthened organizational systems through strategic operational leadership.

ASSISTANT PRINCIPAL, UNION HILL ELEMENTARY & LINDLEY ELEMENTARY**2015 – 2018**

Advanced instructional excellence and organizational improvement through leadership coaching, faculty development, and strategic school improvement initiatives.

- Strengthened academic performance in literacy, mathematics, and science through creating and implementing targeted instructional leadership strategies.
- Built cross-school partnerships and professional learning communities to expand instructional innovation and faculty development opportunities.

LATERAL ENTRY SPECIALIST, HUMAN RESOURCES**2008 – 2015**

Led districtwide teacher development and alternative licensure support initiatives designed to strengthen instructional effectiveness and educator retention.

- Increased teacher retention from 66% to 96% by architecting comprehensive coaching, mentoring, and leadership support systems.
- Conducted more than 1,000 instructional coaching engagements supporting alternatively licensed educators.
- Designed and implemented districtwide alternative-licensure leadership pathways, strengthening educator readiness, instructional practice, and long-term retention.
- Led large-scale educator development initiatives in partnership with the United States Department of Education, elevating instructional leadership and program quality across the district.
- Designed and facilitated professional learning focused on pedagogy, instructional leadership, and DEI educational practices.

PARENT EDUCATOR, PARENT OUTREACH**1988 – 2000**

- *Established districtwide* parent engagement and family support initiatives designed to improve educational access and student success outcomes.
- Coordinated McKinney-Vento outreach and family support services, strengthening access, stability, and school engagement for students experiencing homelessness.

SERVE CENTER AT THE UNIVERSITY OF NORTH CAROLINA — GREENSBORO, NC**PROGRAM SPECIALIST, NATIONAL CENTER FOR HOMELESS EDUCATION****2000 – 2002 | 2006 – 2008**

Provided national leadership in educational access and policy implementation initiatives supporting students experiencing homelessness.

- Conducted national research, policy analysis, and training initiatives for the United States Department of Education related to McKinney-Vento implementation.
- Developed professional learning resources and policy guidance supporting equitable educational access for vulnerable student populations.

- Delivered immersive Japanese language and multicultural education programming.
 - Expanded international education programming by building community partnerships and enriching curriculum with cultural engagement experiences.
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EDUCATION

Doctor of Education (Ed.D.), Educational Leadership: High Point University (2017)
Master of Education (M.Ed.), Educational Leadership: High Point University (2013)
Master of Arts (M.A.), Conflict Resolution: University of North Carolina at Greensboro (2005)
Juris Doctor First Year of Coursework Completed: North Carolina Central University School of Law (2001)
Bachelor of Arts (B.A.), Secondary Education | Minor in English: University of North Carolina at Wilmington (1991)

PROFESSIONAL CERTIFICATIONS

- Emotional Quotient Inventory (EQ-i2.0) – Center for Leadership Studies & Multi-Health Systems (2026)
 - Lumina Emotion Coach – Lumina Learning (2025)
 - Situational Conversations — Center for Leadership Studies (2025)
 - Situational Leadership — Center for Leadership Studies (2025)
 - Emerging Leaders Program — Truist Leadership Institute (2025)
 - Lumina Leader Coach — Lumina Learning (2024)
 - 360 Assessment Coach — Center for Creative Leadership (2023)
 - Coaching Educational Leaders — Center for Creative Leadership (2023)
 - Lumina Spark Coach – Lumina Learning (2023)
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SCHOLARSHIP, PRESENTATIONS & THOUGHT LEADERSHIP

SELECTED SCHOLARLY PUBLICATIONS

- Holcombe, A., Peeples, S., & Johnson, T. (2021). *Growing Your Principals into Strategic Talent Leaders*. Educational Leadership.
- Mallory, B., Zwadyk, B., Johnson, T., & Davis, J. (2017). *Selecting Top-of-the-Class Teachers for an Alternative Principal's Preparation Program*. Journal of the National Association for Alternative Certification.
- Johnson, T. (2017). *An Exploration of Teacher Turnover and Migration in an Urban Public School District in North Carolina*. Doctoral Dissertation.

SELECTED EXECUTIVE PRESENTATIONS

- “Emotional Intelligence & Leadership”
 - “Unleashing Potential: Using Assessments for Transformative Leadership Development”
 - “Building Leadership Pipelines: Coaching, Feedback, and Talent Development for Sustainable Impact”
 - “Leadership Lessons” — Siegfried Leadership Fellows Visionary Summit
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Leadership & Community Advocacy

- Steering Committee Member, African American Graduate Association, UNC at Wilmington
- Peer Reviewer, Journal of the National Association for Alternative Certification
- Region Director & Training Chair, National Association for Alternative Certification
- Professional Development Co-Chair, American Association of School Personnel Administrators
- Member, Delta Sigma Theta Sorority, Incorporated