



DR. **TINA SAYURI JOHNSON**

05/2017

Doctor of Education in Educational Leadership 📍 High Point, North Carolina
School of Education, High Point University

05/2013

Master of Education in Educational Leadership 📍 High Point, North Carolina
School of Education, High Point University

12/2005

Master of Arts in Conflict Resolution 📍 Greensboro, NC
University of North Carolina | Peace and Conflict Studies

2000 - 2001

School of Law 📍 Durham, NC
North Carolina Central University
Completed courses: Civil Procedure I and II, Property I & II, Torts, Contracts, Criminal Law

05/1991

Bachelor of Arts in Secondary Education 📍 Wilmington, NC
School of Education, University of North Carolina
Minor: English

NORTH CAROLINA DEPARTMENT OF INSTRUCTION LICENSES

2023-2028

School Administrator
Superintendent

2023-2028

School Administrator
Principal

2023-2028

English
9 – 12 grades

CERTIFICATIONS

2025

Lumina Learning | Lumina Emotion Coach

2025

Center for Leadership Studies | Situational Leadership

2025

Center for Leadership Studies | Situational Conversations

2025

Truist Leadership Institute | Emerging Leaders

2024

ATD | E-Learning Instructional Design Certificate

2024

Lumina Learning | Lumina Leader Coach

2023

High Point University | Online Teaching Certificate

2023

Lumina Learning | Lumina Spark Coach

2023

Center for Creative Leadership | 360 Assessment Coach

2023

Center for Creative Leadership | Coaching Educational Leaders

2023

Eckerd College | Better Conversations Every day

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PUBLIC SCHOOL LEADERSHIP

07/2018 – 08/2022

Guilford County Schools

Principal, Ronald E. McNair Elementary

- o Based on the 2021 – 2022 End of Grade (EOG) test scores in math, proficiency scores increased in all grade levels from 2021. Third grade proficiency increased by 10.3 percentage points; fourth grade math proficiency increased by 15.8 percentage points; and fifth grade math proficiency increased by 2.1 percentage points
- o Based on the 2021–2022 EOG test scores in reading, fourth grade reading proficiency scores increased by 20.4 percentage points from 2021; fifth grade reading proficiency increased by 0.9 percentage points from 2021.
- o Based on the 2021 – 2022 EOG test scores in science, fifth grade science proficiency increased 7.2 percentage points from 2021.
- o Met school growth via SAS EVAAS in 2020–2021 during the pandemic with a school composite index of 0.90.
- o Based on 2020 – 2021 EOG test scores in math, fifth grade math EOG scores exceeded expected growth with a growth index of 2.93.
- o Based on 2020 – 2021 EOG test scores in reading, the overall growth index for reading was 1.44 which met expected growth.
- o Based on 2020 – 2021 EOG test scores in science, the 2021 growth index for science was 0.94 which met expected growth.
- o Based on the 2018 – 2019 EOG test scores in reading, increased reading proficiency by 4.7 percentage points with English Language Learners scoring 11.5% points more than peers in 2017 and 3.8% points more than peers in 2018.
- o Based on the 2018 – 2019 EOG test scores in math, increased math proficiency by 1.4 percentage points with students with disabilities scoring 7.5% points more than peers in 2017 and 4.8 percentage points than peers in 2018.
- o Based on the 2018 – 2019 EOG test scores in science, increased science proficiency by 20.3 percentage points in 2019 with Economically Disadvantaged students scoring 29.7 percentage points more than peers in 2017 and 25.8 percentage points more than peers in 2018.
- o Increased overall teacher satisfaction as measured on the Teacher Working Condition Survey from 37.78% in 2020 to 76.75% in 2022
- o Served as Co-Chair on the Communications Committee for Guilford County Schools Task Force for School Reopening in 2021.
- o Perfected COVID19 mitigation strategies with zero COVID-19 clusters in a school community of six hundred scholars (ages 4 – 13) and staff from March 13, 2020 – August 2023.
- o Managerial leadership successes with decreased loss of instructional time due to out-of-school suspensions by 18% in 2018 – 2019; increased student attendance by 12.3% during 2018 – 2020; decreased staff absence by 37% in 2019– 2020; received multiple perfect audit reviews for fiscal management of local and federal funding with Title One compliance management of federal and local funding in the combined amount of \$800,00; and maintained a building cleanliness score of 98% given by the health inspection department.

08/2015 – 06/2018

Guilford County Schools

Assistant Principal, Union Hill Elementary & Lindley Elementary

- o Provided instructional leadership in two years at Union Hill Elementary that led to gains in student achievement in the following areas: K – 3rd grade TRC (12% growth), 3rd – 5th grade math EOG (8.2% points), 5th grade science (19% points)
- o Assisted in securing \$170,000 from community partnerships for teacher support & student achievement
- o Increased teacher satisfaction as measured by the NC Teacher Working Conditions Survey

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PUBLIC SCHOOL LEADERSHIP (CONTINUED)

08/2008 – 08/2015

Guilford County Schools

Lateral Entry Specialist, Human Resources

- o Performed 1000 instructional coaching visits to lateral entry teachers in the GCS-Alternative Certification Track (ACT) licensure program resulting in GCS-ACT teachers having higher value-added data in Algebra I, English II, Math, Biology than non-affiliated lateral entry teachers and their traditionally licensed counterparts during the 2012 – 2013 year
- o Taught pedagogy and diversity courses to novice teachers and increased lateral entry teacher retention from 66% in 2007 to 96% in 2013
- o Authored two federal Transition to Teaching grants totaling \$4.4 million dollars
- o Served as the Project Director for the Transition to Teaching federal grant with the United States Department of Education

01/1998 – 08/2000

Guilford County Schools

Parent Educator

- o Served as the district's McKinney-Vento representative and developed a system of care for students experiencing homelessness with the acquisition of a \$43,000 grant
- o Created a district-wide Parent Resource Center
- o Delivered parent education workshops across the district and began the Parents as Teachers initiative

10/1991 – 06/1995

Guilford County Schools

Japanese Language Teacher – Brooks Global Studies Elementary

- o Provided language and culture instruction to grades K – 5
- o Secured federal funding in the amount of \$189,000 and planned a Japanese culture & language professional development event at EPCOT in Orlando, Florida for the staff (teachers, specialist, and assistants)

POST SECONDARY EDUCATION EXPERIENCE

09/2022 - Present

High Point University

Associate Professor ~ Leadership Studies, School of Education

- o Developing and facilitating school leadership courses to principal and superintendent candidates
- o Leading as a dissertation chair to doctoral candidates
- o Co-Chairing the Quality Enhancement Plan Steering Committee for the Southern Association of Colleges and Schools Commission on Colleges, 2024 – Present
- o Performing as the Executive Director of the Siegfried Leadership Fellows Program with over 700 undergraduate fellows and a team of 12 faculty members, 2023 – 2025 with an annual budget of \$200,000
- o Completed service as a Grant Principal Investigator managing for a program called PREPARE which provided a Master of Arts in Teaching for STEM teacher candidates, 2022-2024

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POST SECONDARY EDUCATION EXPERIENCE (CONTINUED)

2000 – 2002 | 2006 – 2008

SERVE Center at University of North Carolina

Program Specialist – National Center for Homeless Education

- o Collected national data on McKinney-Vento implementation and presented recommendations to the United States Department of Education (USDE) and the United States Congress and delivered training on best practices with students experiencing homelessness
- o Conducted training for North Carolina Department of Public Instruction for district leaders on homework and embedding academic content in 21st Century Community Learning Centers
- o Commissioned by the USDE, served as a content developer on homework practices for [“A Practitioner’s Guide: Building and Managing Quality Afterschool Programs”](#)

08/1992 – 05/1995

North Carolina Agricultural and Technical State University

Intern Scholar Lecturer – Japanese Language & Culture course

- o Taught two undergraduate courses
- o Increased student enrollment in courses by 75%

PRESENTATIONS

03/22/2025

“Emerging Leader Certification”

Partnership with Truist Leadership Institute

Co-Presented with Professor Ginger Moore and Dr. Brianna Clark

📍 High Point University

01/27/2025

“Feedback Forward: Elevating Teaching and Learning Through Purposeful Communication”

📍 Frazier Elementary, Guilford County Schools

12/10/2024

“Unleashing Potential: Using Assessments for Transformative Leadership Development”

Co-Presented with Dr. Amy Holcombe, Dr. Melissa Glover, Dr. Darcy Kemp, Dr. Wanda LaGrande

📍 North Carolina Principals and Assistant Principals’ Association

11/24/2024

“A – Game Workshop: Mastering Self Leadership in College”

📍 High Point University

04/08/2024

“Leadership Lessons”

Co-panelist with Dr. David Bergen, Dr. Rhonda Butler, Dr. Bob Hirth, Mr. Michael Lee

📍 Siegfried Leadership Fellows Visionary Summit, High Point University

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PRESENTATIONS (CONTINUED)

02/01/2024

“Unlocking Opportunities – Finding, Winning, and Leading Education Grants”

Co-presented with Dr. Holli Bayonas, Ms. Sharon Flaherty, Dr. Melissa Glover, Dr. Amy Holcombe, and Dr. Darcy Kemp

📍 North Carolina Association for Supervision and Curriculum Development

09/29/2023

“The Tale of Two Universities Developing Diverse Teachers in a Cohort Residency Model”

Co-presented with Dr. Cailisha Petty and Dr. Gerrelyn Chunn Patterson

📍 North Carolina Association of Colleges for Teacher Education Conference

08/09/2023

“Tiering Your Way to Growth and Proficiency”

PREPARE+ New Teacher Summer Institute

📍 High Point University

PUBLICATIONS

Holcombe, A, Peeples, S. & Johnson, T. (2021). *Growing your principals into strategic talent leaders. Educational Leadership* (78) 7, pp. 44 – 49.

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* (12) 2, pp. 3-20.

Johnson, T. (2017). *An exploration of teacher turnover and migration in an urban public school district in North Carolina*. [Unpublished doctoral dissertation]. High Point University.

Haj-Broussard, M., Hall, T., Allen, S., Stephens, C., Person, V., & Johnson, T. (2016). Alternative certification teacher and candidate retention: Measures of educator preparation, certification, and school staffing effectiveness. *Journal of the National Association for Alternative Certification* (11) 2, pp. 4 – 13.

VOLUNTEER SERVICE

2025

Board Member | African American Graduate Association Steering Committee of University of North Carolina at Wilmington

2023 - 2024

Monthly Leadership Lessons to Freshmen Class | Cornerstone Charter Academy

2019

Peer Reviewer | Journal of the National Association for Alternative Certification

2010 - 2016

Region Director & Training Chair | National Association for Alternative Certification

2010 - 2015

Professional Development Co-Chair | American Association of School Personnel Administrators

1988 - Present

Member | Delta Sigma Theta Sorority, Incorporated