

## Objective

# Tracie J. Johnson

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## Experience

### **Business Advising Coordinator; Adjunct Professor; Grant Reviewer/Writer**

September 2014 – Present

#### **Grant Reviewer – United States Department of Education**

Grants: GearUp, Talent Search, School Climate Transformation, Principal Fellows, School Leadership, Board of Regents, LSU Faculty Grants, School Resource Grants

October 2016 - Present

Louisiana State University

Shreveport, Louisiana

#### **Coordinator for the Colleges of Education/Business and Adjunct Professor - Louisiana State University Shreveport**

- Responsible for coordinating graduate programs, creating course carousels, course planning, and supporting students/faculty.
- Adjunct freshman seminar instructor; Adjunct Professor, Educational Leadership.
- Student Advisement (1,000+ students), record keeping, degree checkouts, managing holds and substitutions.
- Faculty/staff training, grant writing, assessment, data analysis, committee member, faculty mentoring.
- Created and managed course schedules for multiple graduate programs.
- Mentored and supported new faculty; event planning and management; coordination of special projects; led multiple strategic initiatives.

January 2013 - December 2016 Dallas Independent School District

Dallas, Texas

#### **Area Superintendent, School Leadership (15,000+ students)**

- Led Strategic Planning for 13 schools and the Old East Dallas area cohort (1-year, 3-year, and 5-year plans). Met or exceeded all goals and objectives on 1-year and 3-year plans.
- Coached and supported elementary, secondary, and magnet principals in effective leadership principles and data-driven instruction.
- Developed and began implementation of a strategic planning process for the East Dallas area and schools which included media relations, fundraising efforts, and communication planning which resulted in the creation of the first school of choice in the district: Mata Montessori School. Created and conducted a media blitz campaign which created STEAM plans at the elementary schools, middle and high schools as well as dual-language programs, Renaissance Learning, International Baccalaureate, and full inclusion models.
- Created a Campus Action Plan process focused on student achievement, quality instruction, media relations, community outreach, and positive culture and climate.
- Used community partnerships to successfully assist with and support the creation of areas of focus at each of the elementary feeder schools and middle schools aligned to the Career Academies at the high schools.
- Served as Board of Trustees liaison. Provided policy updates and recommendations to align policies, administrative code, and state law to ensure the district was complying with state and federal laws. Revised policy guides, handbooks, and other materials to ensure policy alignment and adherence.
- Coached, developed, and supervised campus principals as well as monitored and supervised teaching and learning classroom instruction, district initiatives, professional development, data analysis, campus operations, and parent/community relations.
- Conducted ongoing systemic data analysis in schools including impact studies on marketing, media presence, and communication fields.
- Conducted professional development and led professional learning communities,

created monitoring systems to track teacher proficiency as well as operational and instructional systems.

- Instituted community partnerships with parent and community organizations for development, education, and support. Served as the liaison with the Chamber of Commerce, the Rotary Club, and other civic organizations.
- Managed budgets for the feeder pattern as well as oversaw all campus budgets including general operating, activity, state compensatory funds, Title funds, and federal funds.
- Created student programs designed to meet the needs of the school as well as the community including reading partners, mentors, anti-bullying, and college and career preparation.
- Supervised and coordinated counseling and advisement programs for high school students.

August 2008 - January 2013     Dallas Independent School District, Dallas, Texas

**Principal, Booker T. Washington High School for the Performing and Visual Arts**

- Led campus-based Strategic Planning (1-year, 3-year, 5-year and 10-year plans). Exceeded all goals and objectives yearly, every 3 years, and every 5 years.
- National Board Member -Arts Schools Network
- Achieved honor as a Blue-Ribbon School of Excellence as designated by the USDE.
- Recognized by the University of Texas at Dallas and the University of North Texas as a distinguished educational leader and outstanding alum.
- Dallas ISD Superintendent's Focus Group – an elite group of eighteen principals who serve in an advisory capacity to the superintendent on budget, evaluations, metrics, teaching, and learning as well as programmatic issues.
- Recognized by the Raise Your Hand Texas Foundation as an outstanding campus leader resulting in a full scholarship to attend the Harvard Graduate School of Education Summer Enrichment Program, "Redesigning American High Schools."
- Named Principal of the Year by the Dallas Independent School District (out of 225 principals) for outstanding school and community leadership and student achievement.
- Serving as the "lead" principal for all magnet schools leading instruction PK-12 with a focus on accountability and success for all students as well as college and career readiness strands from PK-16.
- Responsible for the supervision of all school operations, teaching and learning, student management, parent involvement, and arts integration as well as a budget in excess of \$6.5 million dollars.
- Led, advised, mentored, and supported 1,100 high school students.
- Created innovative partnerships and collaborations with the Dallas Arts Community including the Nasher Sculpture Center, the Dallas Museum of Art, the Meyerson Symphony Center, The Dallas Center for the Performing Arts, the O'Donnell Foundation, and the arts community. Served as the district media relations facilitator with arts and community organizations as well as with the press.
- Instituted master classes and field studies with over 25 professional artists in the schools including Robert Duvall, Glenn Close, Kristen Chenoweth, and Kevin Bacon.
- Achieved an academic rating from the Texas Education Agency of "Exemplary," ranked in the top 1% of all high schools in the United States by Newsweek and US News World Report for outstanding academic achievement (2010, 2011, and 2012), *Just for the Kids* recognition as a "gold" star school, National Fine Arts Association top five schools and named by the USDE as one of the top eight most successful magnet programs in the United States.
- Created a college mentoring program for college freshmen in collaboration with the University of Texas, the University of North Texas, SMU, and the Dallas County Community Colleges. Served over 500 students.

June 2006 - July 2008

Irving Independent School District

**Assistant Superintendent Secondary Teaching and Learning** Irving, Texas

- Led Strategic Planning for 13 schools and the Old East Dallas area cohort (1-year, 3-year, and 5-year plans). Met or exceeded all goals and objectives on 1-year and 3-year plans.
- Responsible for the supervision of secondary schools and alternative campuses. Responsible for the supervision, hiring and evaluation of campus principals. Supported and assisted principals with all aspects of school leadership.
- Oversaw all aspects of secondary teaching and learning including curriculum, professional development, classroom instruction, campus administration supervision, advanced placement, career and technology, gifted and talented, and program development.
- Created and executed Strategic Plans to ensure student success including TAKS Academy, the instructional coaching model, and Early College options.
- Developed new and innovative summer programs for middle and high school students. Expanded summer school to include online courses, dual credit courses, credit acceleration, and credit recovery.
- Created and implemented the five-year "Transforming High Schools" project in IISD to create career and intensive study pathways.
- Oversaw the growth of dual credit college programs with Northlake College and Early College. In a single year increased the number of college offerings by 50%.
- Coordinated all district events for 37 schools including academic competitions, community events, family events and worked with the media outlets in the market.
- Coordinated the Regional Academic decathlon competition for all schools in the region.
- Created and implemented the course and curriculum review process to increase the rigor and relevance in secondary courses. This process included the implementation of learning walks, course scope and sequencing, and the use of the continuous improvement model to guide instruction.
- Assisted in the coordination of the AP course audit and the implementation of the AVID program.
- Instituted comprehensive professional development programs for campus leaders focusing on literacy, numeracy, and college and career readiness.
- Oversaw college and career initiatives, including advisement and counseling services for 17,000 students.
- Worked with the Texas Higher Education Coordinating Board to create 36 career pathways and diploma certificates to ensure students graduated "college and career ready."
- Served as Board of Trustees liaison by creating, implementing, and revising Board policy to ensure alignment with state and federal laws and policies. Presented policy updates and revisions to the Board of Trustees monthly.

July 2000 - June 2006 Irving Independent School District Irving, Texas

**5A High School Principal - MacArthur High School**

- National Blue Ribbon School of Excellence – May 2002
- Named one of the two best high schools in the United States by the Blue Ribbon Schools Foundation and the Intel Corporation
- 21<sup>st</sup> Century Schools of Distinction Award Winner, "Best of the Best," June 2004.
- Named a "Showcase School" by the National Blue Ribbon Schools Foundation in 2004, 2005, and 2006. Spotlights as a model school program at the National Blue Ribbon Schools conference.
- Chosen by the Intel Education Foundation as an "Educational Fellow and Visionary" and invited to serve as the high school representative on the Intel/USDE national educational panel in May 2005.
- Lighthouse School Award in December 2004.
- Named one of the top schools in the country by Newsweek Magazine for Advanced Placement results in 2005 and 2006.
- TEA accountability rating of "recognized" every year.
- Highest TAAS, TAKS, SAT, and ACT scores of any high school campus in the district 2000 thru 2006.
- State President for the Texas Association of Student Councils.
- Recognized by the American Red Cross for outstanding service to the community in 2000, 2001, 2003, and 2004.
- Successfully wrote and received the Improving Teaching and Learning Grant from TEA in the amount of \$450,000 in May 2004.
- Implemented a one-to-one laptop initiative with a laptop computer for every staff member and student in 2001 (over 3,000 computers deployed).
- Served as the district media spokesperson for all secondary schools.
- Named a "Gold Star School" by Texas Monthly Magazine; gold star recognition from TEA in math and reading performance in 2001, 2002, 2003, and 2006; 96% graduation rate 2000-2006.
- Created a highly successful corporate partnership with the Verizon Corporation to mentor and assist at-risk Hispanic youth.
- Increased the number of participants in the fine arts program by 500% in five years while more than doubling course offerings.
- Spotlights by the Dallas Morning News as a school that embraces and celebrates diversity through unique programming. The article spotlights the "Student Leadership Forum"—a program designed to unite the student body and to celebrate their diversity. (March 2004)
- Oversaw comprehensive construction project totaling \$18.5 million.
- Received numerous Irving Celebrates Excellence (ICE) Awards for outstanding school achievement, outstanding community service, and innovative student programs (16 ICE awards received—more than any other school in IISD).
- Led, supported, mentored, and advised 2600+ students in grades 9-12.
- Named "Rookie of the Year" by the MHS faculty and staff.

June 1997— June 2000 Dallas Independent School District Dallas, Texas

**Middle School Principal-A. W. Spence Middle School/TAG Academy**

- Received recognition as one of the top twenty principals in DISD (out of 228) from Superintendent James Hughey.
- Featured in the Dallas Morning News for innovative programs to meet the needs of overage students.
- Raised achievement scores by an average of fifteen points per year.

- Received the Excellence in Education Award from the DISD Board of Education 1998, 1999, and 2000.
- Named a "Gold Star" School by the DISD Board of Education.
- Developed and implemented a Corporate/Community Advisory Board with eighteen corporate adopters and mentors.
- Recognized for outstanding student attendance each year.

August 1995— June 1997 Dallas Independent School District Dallas, Texas

**Elementary Principal - Rosemont Elementary School**

- Raised achievement scores an average of twenty points per year in two years.
- Named a "Silver Star Award" winner by the DISD Board of Education.
- Successfully implemented the Core Knowledge Program and Excel Math Program.
- Recognized by the DISD Board of Education for outstanding volunteer, parent involvement and PTA programs.
- Recognized by the Texas Education Agency for outstanding education of migrant students.
- Recognized by the Dallas Partnership of Arts in Education (PACE) as an exemplary school for the integration of the arts and academics.

August 1992— July 1995 Dallas Independent School District Dallas, Texas

**Dean of Instruction—Booker T. Washington HSPVA**

- Assisted in writing the winning National Blue Ribbon Schools application.
- Implemented student achievement program resulting in a Texas Successful Schools Award.
- Directed college partnership programs resulting in academic and arts scholarships for graduating seniors.
- Successfully wrote and developed six new honors level and AP level courses in cooperation with the Meadows and O'Donnell Foundations.

January 1990 - July 1995 Dallas Independent School District Dallas, Texas

**Desegregation Monitoring Specialist III - Central Office**

- Responsible for overseeing the implementation of the Desegregation Court Order.
- State coordinator for the National Committee of School Desegregation.
- Worked with the Board of Trustees to provide policy and court updates as well as to ensure compliance with the court order and state and federal laws and regulations.
- Reported to the United States District Court for the Northern District of Texas and Judge Barefoot Sanders.

August 1986 - Jan. 1990 Dallas Independent School District Dallas, Texas

**Special Education Resource Teacher- Rosemont Elementary**

- Responsible for the instruction of all resource students in grades K-6.
- Special education department chairperson.
- Admission, Review, and Dismissal (ARD) Case Manager for five special education units.
- Received the Excellence in Education Award from the DISD Board of Education in 1998, 1999, and 2000.
- Special education curriculum writer for the Dallas ISD.



## Education

1994 - 1998                      University of North Texas                      Denton, Texas

- Master of Education in School Administration
- Graduated with a 3.95 GPA
- Lifetime certification in mid-management/administration

1983 - 1986                      University of Texas                      Dallas, Texas

- Bachelor of Science in Special Education
- Graduated summa cum laude
- Minor in secondary English
- Lifetime certification in generic special education and secondary English

## Related Experiences

- Peer Reviewer, United States Department of Education, November 2019, July 2020, July 2021, May 2022, Grant Cycles 20-1, 25-1, 31-2, and 32-4.
- Leadership Roles: Lead Principal for 24 magnet principals in DISD; mentor principal in IISD and DISD; DISD Hearing Officer; Master Principal
- Task Force Leadership: IISD High School Transformation; IISD Textbook Adoption; IISD Early College/Dual Credit, DISD Budget, DISD Innovative Courses, DISD Master Schedule
- UIL Experience: District 6-5A UIL Executive Committee
- Committee Memberships: IISD Staff Development Task Force; IISD Administrative Training Steering Committee; DISD Central Textbook Oversight Committee; DISD Accountability Task Force; DISD Middle School Focus Group; DISD Summer School Task Force; DISD Travis Magnet
- Budget Experience: Successfully managed campus and central budgets at all levels in excess of \$30 million.
- Campus Improvement Planning and Strategic Planning for 2000+ stakeholders, Experience writing, implementing, and monitoring campus and district strategic plans.
- Performed in radio commercials for Klyde Warren Park, featured public speaker for news events for Irving and Dallas school districts, Guest writer for the Dallas Morning News, professional blogger, and social media expert.
- Human Resources: Served as the Principal Representative for Personnel Hearing Officer overseeing grievances and other personnel matters (1997 - 2000), trained and supported principals on grievance processes, termination, contract non-renewal, and other employment law for Dallas ISD and Irving ISD.
- Community Involvement: Arts District Directors Consortium, Klyde Warren Park Grand Opening Chair, Community Advisory Council Board Member, Dallas Theater Center Education Advisory Board Member, Dallas School Administrators Association Board.

**Publications,  
Presentations, and  
Awards**

***Publications:***

**Strategic Planning and the Campus Improvement Plan**, July 2024, Tracie Johnson, USDE: Washington, D.C.

**GearUp: A Practical Guide to Federal Grant Writing**, May 2021, Tracie Johnson, USDE: Washington, D.C.

**Urban Education: Getting It Right**, October 2020, USDE: Washington, D.C.

**Secondary Curriculum Essentials**, June 2020, virtual web-based documents. (TEA)

**The Changing Role of Parents in the Education: A Pandemic Perspective**, April 2020. Katherine Lunde Consulting Publishing: Dallas, TX

**Effective Instruction: Meeting the Needs of At-Risk Youth**, March 2020, FUSION Academies, Los Angeles, California

**Guide to Success - Are You College and Career Ready?** June 2016, virtual web-based documents, Dallas ISD Curriculum Central, pages 1-62.

**Looking Beyond Grades - Using Data to Make the Right Instructional Decisions**, August 2016, virtual web-based guide, Dallas ISD Curriculum Central, pages 1-168.

**D2SC Secondary Curriculum Essentials**, June 2020, virtual web-based documents.

***Presentations:***

Local: IISD Administrators' Leadership Conference; IISD Technology Symposium; Dallas ISD Leader's Professional Development

State: Texas State School Board Association, The Mentor Teacher Model: Helping New Teachers Succeed; TASSP: Data Drives EVERYTHING!

National: United States Department of Education National Symposium, "Advice from a Practicing Principal;" National Blue Ribbon Schools Conference, "Best Practices for School Achievement" National School Improvement Association, "Using Data to Drive Achievement;" Arts Schools Network, "Exemplary Practices"

***Awards:***

Outstanding Educator, FUSION Academies International and International Leadership Academies.

Raise Your Hand Texas, Harvard Scholarship Recipient, Graduate studies at Harvard School of Education, Summer 2011

National Principal of the Year, Congressional Nominee (nominated by the honorable Eddie Bernice Johnson)

Outstanding Alum, the University of Texas Dallas

Outstanding Alum, University of North Texas

DISD Principal of the Year,

**Scholastic Administrator Magazine**: Outstanding Campus Leader - National Award

**National Dean's List**; **Outstanding Young Women in America**; **George O. Bierkoe Award for Leadership**; **Dallas Chamber of Commerce Outstanding Principal**, **Who's Who in Education**

**Converge Magazine**: Outstanding Campus Principal - National Award

Section 1 -

1. The purpose of this document is to provide a summary of the project's progress and to identify the key issues that need to be addressed.

2. The project has been completed and the results are as follows:

3. The project has been completed and the results are as follows:

4. The project has been completed and the results are as follows:

5. The project has been completed and the results are as follows:



## PROFESSIONAL REFERENCES

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