

Curriculum Vitae
Christopher Lee Small

General Information

University address: Educational Leadership and Administration
Educational Leadership and Policy Studies
College of Education
1114 W. Call Street
Florida State University
Tallahassee 32306-FL
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Professional Preparation

- 2012 Ph.D., Florida State University. Major: Educational Leadership and Administration. Supervisor: Dr. Judy Irvin.
- Christopher Lee Small. (2012). *Student engagement and achievement of middle school black males in single-gender and co-educational reading classes*. Doctoral dissertation, Florida State University. Retrieved from <https://fsu.digital.flvc.org/islandora/object/fsu:183118/datastream/PDF/view>
- 2006 Master's Degree, Florida State University. Major: Public Policy & Administration. Strategic Management & Financial Administration.
- Christopher Lee Small. (2006). *Analysis Of African-American Male Academic Achievement*. Master's project, Florida State University.
- 2004 Bachelor of Science, Baylor University. Major: Political Science.

Nondegree Education and Training

- 2017–2018 Florida Department of Education Superintendents Leadership Academy.
- The Dr. Brian Dassler Leadership Academy (Superintendents Leadership Academy) is a project of the Florida Department of Education in partnership with the University of

Washington's Center for Educational Leadership. The Academy is a year-long, job-embedded and research-based program for principal professional development with three anticipated outcomes centered around teacher coaching, evaluative feedback processes, and increased student achievement.

Professional Credential(s)

2014–present Reading Endorsement Certification (All Levels).
2013–present Level II - School Principal Certification (K-12).
2009–present Level I - Educational Leadership Certification (K-12).
2007–present Mathematics (Grades 5-9) Certification.

Areas of Specialization

My vision is one that embraces the vision of *Educational Administration*, which includes: integrity, stewardship, civility, empowerment, openness and accountability, skills in research and administration, and leadership.

1. All children and adults should have lives that encompass the promotion of social, psychological, and intellectual development.
2. Understanding what motivates adults and children can help them to make prudent career choices that promote employment opportunities in settings that keep them excited and interested to excel.
3. Quality education is a responsibility shared by school systems, families, communities, businesses, and governments.
4. Strategic management and organizational partnerships are essential to achieve measurable and sustainable results for all children and youth.
5. Culturally competent leaders are vital to empowering organizations to address the needs of a diverse society. Leadership is not just about doing things right; it's about doing the right things.

Professional Experience

2020–present Assistant Teaching Professor
Educational Leadership and Administration, Florida State University

- Responsible for coordinating online Educational Leadership/Administration Masters/Specialist Program
- Managing and completion of annual State Department of Education Program Credentialing
- Manage Graduate Students and Adjunct instructional staff
- Maintain core student course assessment database and state certification database towards graduation and degree completion.

2015–present Florida Department of Education FELE Item Writer and Reviewer
Bureau of Postsecondary Assessment, Florida Department of Education

- Responsible for ongoing item writing and development aligned to state standards Educational Leadership
- Engage in reviewing of sensitivity and bias item review for Florida Educational Leadership Exam
- Serve as ongoing member of State Educational Leadership Exam subject matter expert
- Participate in ongoing work around designing competencies and skills matrix for Level 1 and Level 1 Educational Leadership Exam

2012–2020

School Principal, Elementary and Middle School Administrator
Leon County Schools – Tallahassee, FL

- Create and ensure the vision and mission of school and district drives school decisions
- Work with and engages staff in shared vision for effective teaching and learning by implementing standards-based curriculum, relevant to student needs and interests, research-based effective practice, academic rigor, and high expectations for student learning in every classroom
- Utilize meaningful feedback of students, staff, families, and community in the evaluation of school programs and policies
- Demonstrate personal and professional standards of conduct that enhance the image of the school and the education profession
- Build a culture of high aspirations and achievement for every student
- Serve as a member for district advisory council for Title I schools

2009–2012

Assistant Principal for Curriculum and Instruction,
R. Frank Nims Middle School, Leon County Schools – Tallahassee, FL

- Supervise all academic curriculums for all 6th through 8th grade instructors
- Provided professional development on classroom management and differentiated instruction
- Facilitate after-school power hour and weekend Saturday Academy tutorials
- Coordinate implementation of Continuous Improvement Model (CIM) school-wide
- Guide the application of researched based curriculum and programming that will contribute to students meeting rigorous standards.

2007–2009

Academic Coach & Math Teacher
R. Frank Nims Middle School, Leon County Schools – Tallahassee, FL

- Coordinate academic curriculum for all 6th through 8th grade instructors

- Provided professional development on classroom management and differentiated instruction
- Facilitate after-school power hour and weekend Saturday Academy tutorials
- Coordinate implementation of Continuous Improvement Model (CIM) school-wide
- Guide the application of researched based curriculum and programming that will contribute to students meeting rigorous standards.

2006–2007

Dean of Students and Science Teacher

Jefferson County Elementary School, Jefferson County Schools

- Create and implement school-wide behavioral management plan
- Supervise and troubleshoot all school disciplinary problems
- Leading Coach for School Positive Behavior Support Program Implementation
- Oversee and implement individual student behavioral contract agreements
- Coordinate parent-teacher community involvement program

Honors, Awards, and Prizes

Dr. Imogene M. Mixson Faculty Leadership Award, FSU College of Education (2023). (\$1,000).

The award is named after FSU alumna, Dr. Imogene Mixson, a distinguished alumna of our College of Education who received her PhD here in 1972 and went on to serve as Academic Dean of Wallace Community College. The award is intended to support early career faculty whose teaching, research or service not only improves the lives of our students, but also the culture of Florida State University.

Graduate Teaching Award, FSU College of Education (2023). (\$3,000).

Opening Nights Arts Advocate Award, Florida State University Opening Nights (2020).

The Opening Nights Arts Advocate Award recognizes education professionals that establish exemplary support for arts education in their school to impact as many students as possible through partnerships with Opening Nights in Class programming or other local arts organizations.

2015 Envisioneer Educational Ambassador, Envision Credit Union (2015) (\$5,000).

Glenn-Howell Distinguished Minority Educator of the Year, Leon County Schools (2013) (\$2,000)

Top 20 Authentic Community Engagement Award in Education, Tallahassee Network of Young Professionals (2012).

Current Membership in Professional Organizations

Florida Association of Professors of Educational Leadership
Florida Association of School Administrators
University Council for Educational Administration

Leadership and Innovation

Level 2 School Principal Performance Assessment Committee – Sponsored by the Florida Department of Education and Florida Atlantic University, the Level 2 Principal Performance Assessment Committee is a pilot organization tasked with creating state adopted Competencies and Skills for Level 2 school leaders seeking School Principal Certification.

College Prep AVID Showcase School – Successfully converted Springwood Elementary into an AVID Showcase school that spotlighted college readiness skills and frameworks for students ages 5 – 11 years old. Implemented program structures and designed that targeted organization and goal setting.

Dads Take Your Child to School Day Pilot School – Site location for Department of Education and Leon County School partnership for Parent Involvement Pilot Program targeting fathers and father figures in public education. Successfully recruited over 200 male figures to participate and engage in student development at Springwood College Prep.

Kappa Leadership Development League – Act as Guide Right Director and Advisor to the Tallahassee Chapter of Kappa Leadership Development League targeting high school students in Leon County Schools. Career Development, Self-Awareness, Academic Preparation, and Men’s Health Modules act as foundational principles for facilitating mentorship and scholarship initiatives.

Turn Around School Principal – Successfully developed curriculum and instructional frameworks within three Title I low-performing schools in order to increase student achievement. School grade for Jefferson Elementary School went from an F to a C in one year. School grade for Nims Middle School went from an F to a C in one year. School Grade for Springwood Elementary School improved from a C to a B in two years.

Brothers of Leadership and Distinction – Developed and implemented foundational frameworks for single-gender Black male personal development course at the middle school level. Students were trained through culturally relevant pedagogy targeting literacy achievement in elements of self-esteem, masculinity, sexual education, career development, and college readiness. Resulted in over 90% improvement in reading and math scores as well as matriculation into high school.

Follow Me to College Pilot Program – Coordinated the transition of a struggling Title I school into a college preparatory campus. Spearheaded the adoption of college preparatory curriculum and critical thinking course codes aimed at developing social skills needed for college success. Resulted in increases in literacy and quantitative skills of all students. Increase of 50% in students taking PSAT and high school credit courses at the middle school level.

Response to Intervention – Involved in the leadership team dedicated to a complete reorganization of school-wide response to intervention (RTI) action plan and procedures. Implemented school-wide lesson plan and intervention matrix in order to address students in the schools lowest 35%.

Course Acceleration Program – Developed and implemented state pilot program through Florida Virtual School dedicated to addressing overage students interested in acquiring credits for advanced acceleration. Recognized by edWeekly as innovative technology program during 2009-10 school year.

Annual Gentlemen’s Day Summit – Founded and facilitated an annual conference and motivational platform dedicated to increasing self-esteem and positive outlooks on Black males in North Florida. Event accommodated over 300 male youth each year in order to bring about community awareness and mentoring opportunities of struggling youth.

Digital Harmony – Partnership program with City of Tallahassee, Florida State University, Florida A&M University, and Comcast cable that provides 60 – 100 computer units and high-speed internet to students in low-income schools. Recognized by ITFlorida as the Excellence in IT Leadership Awardee for 2008.

My Father’s Closet – Pilot program dedicated to providing new and fairly new clothing to males attending Nims Middle School. Annual clothing drives were used as community service projects to provide school cloths, suits for graduation ceremonies, and winter jackets for students in need.

Teaching - University Courses Taught

- Directed Individual Study (EDA5906)
- Data Driven School Improvement (EDA 5423)
- Practical Experiences in Ed Leadership (EDA 5942)
- Data Driven School Improvement (EDA5423)
- Practical Experiences in Educational Leadership (EDA5942)
- Planning Effective Instruction (EDA5507)
- The Principalship (EDA5503)
- Educational Leadership (EDA5192)
- Leadership for Diversity (EDA5191)
- The Principalship (EDA5503)
- The Assistant Principalship (EDA5501)

Clinical Practice

- Online Graduate Field Experience Supervision (2012 – Present)
- Online Graduate Student Internship and Practicum Supervision (2012 – Present)

Mentorship and Supervision

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| Dr. Presley Charles | - Current Principal of HL Watkins Middle School |
| Dr. Marcus Scott | - Current Principal of Augusta Raa Middle School |
| Dr. Jefferey Washington | - Current Principal of Eagle Springs Elementary School |
| Dr. Tyneal Haywood | - Current Principal at PACE Center for Girls |
| Mr. Terrell Davis | - Current Assistant Principal at West Port Middle School |

Dr. Kiffani Browning	- Current Assistant Principal at Augusta Raa Middle School
Ms. Tina Austin	- Current Assistant Principal at Swift Creek Middle School
Mrs. Dionne Caines	- Current Assistant Principal at Hawks Rise Elementary School
Mrs. Lindsey Bell	- Current Assistant Principal at Fairview Middle School
Ms. Brooks Sperling	- Current Assistant Principal at Chairs Elementary School
Mr. Brian Dobie	- Current Assistant Principal at Griffin Middle School
Mrs. Kaitlyn Mixon	- Current Leon County Schools Curriculum Developer
Mrs. Lacacia Swan	- Current Instructional Coach at Springwood Elementary
Mr. Shane Kiser	- Current Instructional Coach at Springwood Elementary
Mrs. Natalie Harrison	- Current Instructional Coach at Woodville K-8 School

Book Chapters

Small, C.L. (2023), "Creating Mirrors of Reflection and Doorways of Opportunity: Engaging and Supporting Elementary Black Males in Language Arts", Hines, E.M. and Fletcher, E.C. (Ed.) *Black Males in Secondary and Postsecondary Education (Advances in Race and Ethnicity in Education, Vol. 9)*, Emerald Publishing Limited, Leeds, pp. 87-105. <https://doi.org/10.1108/S2051-23172023000009005>

Conferences, Seminars and Workshops

Small, C. L., & Forehand, K. (2023). *Building Leadership Capacity: Representation Matters*. Presentation to be given at FASA Discover '23 Conference, Florida Association of School Administrators, Orlando, FL. (

Small, C. L., Forehand, K., & Patton-Terry, N. (2023). *Leading Literacy Series for School Principals*. Presentation at Florida State Leadership Conference, Florida Department of Education, Orlando, FL. Retrieved from <https://www.fldoe.org/academics/standards/just-read-fl/literacy-institutes.shtml>

Small, C. L. (2022). *Lead, Inspire, and Serve: Post Pandemic Commitment to K-12*. Keynote presentation to be given at Edmentum Annual Conference, Edmentum, Inc, Virtual.

Small, C. L. (2021). Florida Principal Leadership Standards Revisions Presenter. Florida Association of School Administrators Annual Conference – Orlando, FL

Small, C.L. (2017). Advancement Via Individual Determination Summer Leadership Institute - Principal's Collaborative Trainer. Orlando, FL

Small, C.L. (2016). Advancement Via Individual Determination Summer Leadership Institute – Principal's Collaborative Trainer. Orlando, FL.

- Small, C.L. (2015). Florida Educational Leadership Exam Chief Reviewer – Trained as State Exam Chief FELE Reviewer. Hadley, MA
- Small, C.L. (2014). Department of Education Florida Educational Leadership Exam Item Review Team – Tallahassee, FL
- Small, C.L. (2014). Advancement Via Individual Determination Summer Leadership Institute – School Administration and Foundations Training Facilitator. Orlando, FL
- Small, C.L. (2011). Leadership Pipeline for School Turnaround Principals – Tallahassee, FL
- Small, C.L. (2011). Florida School Leadership Conference – Best Practice Session on Progress Monitoring. Tampa, FL
- Small, C.L. (2010). Bridging the Digital Divide through Technology Feature – EDWeekly Online
- Small, C.L. (2009). 20th Annual National Youth-at-Risk Conference - Students of Today, Leaders of Tomorrow: Educating At-Risk males. Savannah, GA

Service

Florida State University

FSU University Service

Member, Opening Nights in Class K-12 Resource Committee (2020–present).

Creation, distribution and marketing of arts curriculum sponsored by Florida State University Opening Nights for local K-12 Schools.

FSU College Service

Member, Recruitment and Retention of Underrepresented Students Committee (2020–present).

Member, Professional Educators Advisory Council (2020–present).

Committee Member, Elevate Ed Principal Leadership Award Committee (2023).

Committee Member, School of Teacher Education Search Committee - Exceptional Student Education (2023).

Search Committee Member, College Search Committee - COE Communications Director (2022).

The Profession

Service to Professional Associations

Policy Committee Member, Worked in conjunction with committee on legislative policy initiative proposal for Florida Association of School Principals, Florida Association of Professors of Educational Leadership (2020–present).

Plenum Representative, Participate in quarterly planning meetings and decision-making council. Serve as University Representative for Ed. Leadership Preparation Program, University Council for Educational Administration (2020–present).

Member, Participate in annual Legislative Day and Advocacy Conferences. Coordinate Principalship Spotlight for leadership preparation programs, Florida Association of School Administrators (2012–present).

Nomination Committee, Committee was responsible for reviewing candidates for Board of Directors position and making final nominations for voting by membership at large, University Council for Educational Administration (2022).

Member, Member of Florida Leadership Standards Taskforce, Florida Department of Education (2022).

The Community

Community Outreach Coordinator, Coordinate Yearly Community Outreach activities: Spring 2022 - Backpack Drive August 2022 - Back to School Supply Drive October 2022 - School Library Book Drive December 2022 - Winter Outreach Family Adoptions, Educational Leadership and Policy Studies (2022–present).

Community Representative, Serve as a community representative for Student Speech Contests, Spelling Bee, and Parent Involvements, Leon County Schools (2022–present).

Supervisory Committee Chairman, Serve as a community volunteer for Envision Credit Union and advocate for educational investments and partnerships, Envision Credit Union (2021–present).

\$75,000 contribution over 5 years to ElevateEd Initiative.

Community Outreach Coordinator, Winter Family Adoption and Christmas Connection, Educational Leadership and Policy Studies (2021).

Coordinated collecting over \$500 in donations, purchasing of items, gift wrapping and delivery of gifts and supplies to local middle school students at Nims Middle School.

Community Outreach Coordinator, 2021 Back to School Supply Drive, Educational Leadership and Policy Studies (2021).

Collected over \$700 in donations to purchase school supplies for local Title I School.

Community Outreach Coordinator, ELPS Diversity, Equity and Inclusion Art Contest, Educational Leadership and Policy Studies (2021).

Coordinated partnership with Raa Middle School to complete Diversity, Equity and Inclusion student Art Content. Awarded \$500 in prizes to the final two student winners.

Committee Member, Distinguished Minority Educator of the Year Committee for Leon County Schools. Review applications for all schools, conduct interviews and make final selection, Leon County Schools (2020–2021).

Community Outreach Coordinator, Thanksgiving Turkey Drive, Educational Leadership and Policy Studies (2020).

Collected \$500 in donations and contributed 50 turkeys to Turkey Drive for local Title I School.

Community Outreach Coordinator, Back to School Supply drive for Title I School, Educational Leadership and Policy Studies (2020).

Collected over \$300 in donations to purchase school supplies for local Title I School.