

Christie Williams Johnson, Ed.D

Assistant Professor, Educational Leadership
Department of Leadership, Research, and School Improvement
College of Education, Education Annex #219
University of West Georgia
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EDUCATION

Doctorate in School Improvement, Educational Leadership (2006)

University of West Georgia, Carrollton, GA

Dissertation: Identification, exploration, and analysis of conditions existing within the gap between Georgia women public school administrators and the superintendency. *ProQuest Dissertations & Theses Global*. (UMI No. 304956361).

Education Specialist in Middle Grades English Language Arts (1992)

West Georgia College, Carrollton, GA

Educational Leadership, Professional Certification (1994)

West Georgia College, Carrollton, GA

Master of Education in Middle Grades Education (1985)

West Georgia College, Carrollton, GA

Bachelor of Arts in Journalism (Field of Broadcast News and Political Science)

University of Georgia, Athens, GA

Professional Licensure and Certifications

Georgia Professional Educator Certification
Educational Leadership, Tier II (1995 – Current)
Middle Grades 4 – 8 (1984 – Current)

Collaborative Institutional Training Initiative (CITI) IRB Training (2013 & 2018)

Open Researcher and Contributor Database
ID <https://orcid.org/0000-0003-3899-5763>

UWG|Online Course Instructor (2015)
Peer Reviewer Course Development
Applying the Quality Matters Rubric
Designing Your Online Course

UWG|Online Student Engagement (2016)
Improving Recorded Lectures
Using Social Media to Increase Student Engagement
Increasing Student Engagement with Discussion Boards

PROFESSIONAL EXPERIENCE

Assistant Professor of Educational Leadership <i>Leadership, Research and School Improvement College of Education, University of West Georgia</i>	2013- Present
Assistant Superintendent, Carroll County School District, Georgia <i>(15,306 Students, 2,000 Certified/Classified Personnel, \$120M District Annual Budget)</i>	1999 – 2012
Principal, Roopville Elementary School (Grades PK-6) <i>Carroll County School District, GA</i>	1998 – 1999
Assistant Principal, Central Middle School <i>Carroll County School District, GA</i>	1994 – 1998
Teacher, Carroll County School District, GA <i>Central Middle School (1990 – 1994) Villa Rica Middle School (1984 -1990)</i>	1984 – 1994
Quality Control Supervisor, CBS Records <i>Carrollton, GA</i>	1982 – 1984
Employment Training Specialist, Georgia Department of Labor <i>Carrollton, GA</i>	1980 – 1982
News Anchor, WPPI Radio <i>Carrollton, GA</i>	1977 - 1979

TEACHING

UWG College of Education, Tenure-Track Faculty

	Course Assignments	Sections/Hours
EDLE 8301	Leadership Residency I (*6-hour course) Summer *2013, *2014, 2015, 2016, 2017 Fall 2015, 2016; Spring 2017	8 (30)
EDLE 8302	Leadership Residency II (*6-hour course) Spring 2016, 2017; Summer 2017; Fall 2013, 2014, 2015, 2016 2017	8 (30)
EDLE 8303	Leadership Residency III (*6-hour course) Spring 2014, 2015, 2016, 2017 2018; Summer 2016, 2017; Fall 2017	8 (30)
EDLE 8304	Leadership for Organizational Change & Improvement Fall 2015, 2016, 2017	3 (9)
EDLE 8305	Effective Management to Promote Learning Fall 2017; Spring 2016, 2017; Summer 2015, 2016	5 (15)
EDLE 8312	School Finance Fall 2013; Spring 2013, 2014	3 (9)
EDLE 8314	Local School Leadership Spring 2015; Summer 2015	2 (6)

EDLE 8326	Politics & Policy in Education Spring 2013 (2)	2 (6)
EDLE 6316	School Law & Ethics Fall 2014, 2015; Spring 2014, 2015; Summer 2014	5 (15)
EDLE 6327	Professional Learning Communities Fall 2018 (3); Spring 2019 (3); Summer 2019 (3)	9 (27)
EDLE 6329	School Operations for Student Learning Fall 2016; Spring 2018 (2); Summer 2018 (3)	7 (21)
EDLE 7385	Aspiring Leaders Cohort - Leadership for Improving Schools Summer 2013	1 (3)
EDLE 7385	Aspiring Leaders Cohort – Human Resources Fall 2013	1 (3)
EDLE 7396	Aspiring Leaders Cohort - School Culture & Climate. Spring 2014	1 (3)
SEED 4286	Teaching Internship Spring 2014	3 (9)

UWG College of Education, Adjunct Faculty (2006 – 2012)

EDLE 8312.	School Finance Summer 2012; Fall 2012	2 (6)
EDUC 9933	Leadership and Change Fall 2008; Spring 2009	2 (6)
READ 3251	Children’s Literature Spring 2012	1 (3)
READ 3262	Content and Process: Reading Education Spring 2012	1 (3)
READ 4252	Literature in the Middle School Summer 2011; Fall 2011	1 (3)

STUDENT ADVISEMENT

Dissertation Committees

2019	Committee Chair: Diana Mindrila University of West Georgia, Ed.D School Improvement Stephen Brooks (in progress). <i>Teacher retention and attrition rates</i>
2015	Committee Chair: Gail Marshall University of West Georgia, Ed.D School Improvement Kristen Raymond (2015). <i>The state of Bring Your Own Technology</i>
2015	Committee Chair: Gail Marshall University of West Georgia, Ed.D in School Improvement Donna Simpson (2015). <i>Effects of UWise program on entering college freshmen retention</i>

2014 Committee Chair: Gail Marshall
University of West Georgia, Ed.D in School Improvement
Allie Parker (n/a). *Principals' attitudes toward inquiry-based science instruction*

Educational Specialist (Ed.S.) Educational Leadership

Educational Leadership Residency Candidates
Advisor, Non-cohort Enrollment

2017 30 Candidates
2016 36 Candidates

Advisor, Summer Cohort Enrollment

2015 15 Candidates
2014 16 Candidates
2013 16 Candidates, *Aspiring Leaders

**Non-administrators admitted with district partner approval*

PROFESSIONAL SERVICE

Service to the University of West Georgia

University Service

2014 - 2019 Elected Member, Faculty Senate
Executive Board, Standing Committee Chairs, 2014 & 2019
Facilities & Information Technology Committee, 2016 - 2019
 ○ *Committee Chair, 2019*
Senate Liaison, Information Technology Steering Board, 2019
Member, Budget Committee, 2015
Intercollegiate Athletic Committee, 2014 - 2015
 ○ *Committee Chair, 2014*

2014 – 2018 Title IX Investigations Team
 ○ Annual Compliance Training

College of Education Service

2013 - Present College of Education Committees
Invited Service, Dean Dianne Hoff
 ○ *2018 College of Education Rebranding Study Committee*
 ○ *2017 Search Committee, UWGLive Simulation Clinical Director*
 ○ *2016 College of Education Organizational Study Committee*

2013 - Present Annual Scholarship Committee

2014 - 2016 Volunteer, *Dag Folger "Critical Topics in Education" Speaker Series*

2016 Discussant, *Cherokee Rose Writing Project Teacher Leader Workshop*
Roles of teachers and leaders in supporting writing across the curriculum

2015 Presenter, UWG Anti-Bullying Symposium (Invited)
Best practices for bullying prevention in BYOT/BYOD classrooms

- 2014 COE Program Assessment Coordinator (PAL)
- 2014 Participant, Teacher Leader Program Initiative (Invited)
COE Dean, Associate Dean, and Department Chair
Focus: Teacher access to entry level leadership courses

Department Service

- 2016 – 2018 Facilitator, *Engage West* faculty discussion and improvement planning (Invited)
- 2017 – 2018 Department Captain, UWG Foundation Annual *A-Day* Campaign
- 2013 - 2015 Program Coordinator, Educational Leadership
- 2016 UWG Recruitment Representative, *Georgia Association of Educational Leaders (GAEL)*
Setup and operation of booth for EDLE and EDSI programs
 - *GAEL Annual Summer Leadership Conference, Jekyll Island GA (2016)*
 - *GAEL Annual Winter Leadership Conference, Athens, GA (2017)*
- 2015 Technical Support, Department of Leadership and Instruction Administrators
Assisted new department leaders during transitions
- 2015 Innovative Research Grants Funding Committee (Invited)
Established protocols and reviewed applications
- 2014 SACS Review Committee
- 2013 Search Committee Member, Sport Management
- 2013 UWG Recruitment Representative, Atlanta Public Schools
Preparation, setup, prospective applicant advisement
- 2018 – 2019 Curriculum & Instruction
EDSI Program, Doctor of School Improvement
Educational Leadership, alignment to state & national standards (GELS/PSEL)
Revision of syllabus and key assessment
 - *EDSI 9933: Leadership for Organizational Change and Best Practices*

Program Service

- 2013– 2019 Contributor, Educational Leadership Program Development
Revision of syllabi & key assessments
 - Tier 1 EDLE 6327 – *Professional Learning Communities*
 - Tier 1 EDLE 6329 – *School Operations*
 - Tier 2 EDLE 8302 – *Leadership for Organizational Change*
 - Tier 2 EDLE 8305 – *Effective Management to Promote Learning*
 New program review of course and syllabi objectives, standards, & key assessments
 New program alignment to state and national Standards (GELS/PSEL)
 Tier 1 and Tier 2 Degree with Certification Program Design
- 2014 – 2019 Search Committee Member, Educational Leadership Faculty (6 new faculty members)
- 2017 Performance Assessment for Educational Leaders (PASL), UWG
Policy review and implementation planning for state higher education programs
 - UWG faculty and GDOE field representative

2013 – 2015 *ULead* Applied Research Team (ART)
Contributor, leadership competencies and dispositions research (2013)
Co-facilitator, meetings and events hosted at UWG and other locations

2013 Georgia Educational Leadership Faculty Association (GELFA)
Faculty co-host, annual state meeting (2013)

Service to the Field of Educational Leadership

2019 Invited, *Education Think Tank 2030*, Association of North America Higher Education International
Contributor, development of 10-year international education research agenda

2017 – Present Editorial Advisory Board & Reviewer, *Journal of Global Education and Research*
Assistant Professors Council (Invited inaugural member)

2014 – 2018 Member, Georgia Professional Standards Commission (GAPSC) Task Force
Educational Leadership Preparation and Certification

- Revised/aligned state standards to new national standards, 2017 - 2018
- Guidance for higher education programs, 2014 - 2015
- Tier 1 and Tier 2 educational leadership rule, 2013-2014

Governor’s School Leadership Academy (GSLA)

- Explored HB 338, pending legislation to establish GSLA, 2018

Missouri School Leaders Performance Assessment Pilot (MOSLPA)

- Explored pilot assessment model proposed for use in Georgia, 2014

2016 – Present Reviewer, Annual *National Youth at Risk* Conference Proposals
Proposals reviewed within three of five conference strands

- *Academic achievement and leadership*
- *Safety and Violence Prevention*
- *Family and Community Engagement*

2018 - Present Reviewer, *International Journal of Leadership in Education* (Invited)

2013 – Present Georgia Middle School Principals Association
Member, GAMSP Executive Board and GaPSC Liaison (2014 – 2015)
Recipient, *Mike Campbell Exemplary Leadership Award* (2016)

2014 Invited Participant, Georgia Leadership Symposium, DeKalb County School District
Participated in roundtable discussion on development of instructional leaders
Georgia Department of Education and Georgia Educational Leadership Faculty Association

Service to PK-12 Schools, Colleagues, and Agencies

2019 Invited Research Consultant, ADDO Leadership Consultancy, Atlanta, GA
Chick Fil-a Student Leader Academy
Focus: Voyager PK-5 Leadership Program in southeastern schools

2019 Liberty Eagle Montessori School, Carrollton, GA
Assistance to Dr. Anna Harris, school administrator, for principal candidate search

- 2017 - Present Douglas County School District, Douglasville, GA (Volunteer)
 School improvement planning, superintendent and district leaders
 School improvement planning, principals and school leadership teams
- *Lithia Springs High School*
 - *Turner Middle School*
 - *Eastside Elementary School*
- 2014 – 2015 Faculty Committee, *Annual Hiring Fair Simulation* Interdisciplinary Planning
 Faculty Member, collaborative event planning, organizing, and implementation
 Dr. Brian Mosier, Program Coordinator, Sport Management
- 2013 - Present Gwinnett County School District, Suwanee, GA
 Presenter, UWG alumni K-12 principals and administrators (Invited, 2016)
- *Building leader capacity to improve student achievement*
- Focus group member, *Quality Leaders Plus Academy* external review (Invited, 2016)
 UWG Partner Program Representative, Annual Summer Leadership Conferences
- Athens, GA (2016)
 - Lawrenceville, GA (2013, 2014, 2015)
- 2017 Hiring Simulation, PHED Secondary Education Seniors
 Invited collaborator, Dr. Anne Merrem, PHED 4685, Spring 2017
- 2015 Georgia Association of Health, Physical Education, Recreation and Dance (GAHPERD)
 Presenter, GAHPERD Executive Board leadership training workshop (Invited)
- 2015 UWG Student Final Projects
 Invited Evaluator, Dr. Judy Butler, EDUC 2110, Spring 2015
- 2015 UWG Alumni Campus Employees (ACE)
 Volunteer, Community Philanthropies
- *UWG Freshmen fall card writing campaign*
 - *Collection of donated items for local sheltered families*

PROFESSIONAL GROWTH AND DEVELOPMENT

National and Regional Refereed Publications

- ⁹ **Johnson, C.** & Voelkel, R. (2019). Developing increased leader capacity to support effective professional learning community teams. *International Journal of Leadership in Education*. Advance online publication. DOI: 10.1080/13603124.2019.1600039
- ⁸ Gilbert, C., Voelkel, R., & **Johnson, C.** (2018). Increasing self-efficacy through immersive simulations: Leading professional learning communities. *Journal of School Leadership, 17*(3) 154-174 DOI:10.12806/V17/I3/R9
- ⁷ Voelkel, R., **Johnson, C.**, & Gilbert, K. (2016) Use of immersive simulations to enhance graduate student learning: Implications for educational leadership programs. *Online Journal of Distance Learning Administration, v19 n2* Summer 2016. [ERIC Number EJ1106651]
- ⁶ Huss, R., **Johnson, C.**, & Butler, J. (2016). Getting a foot in the door: Helping education students “Kick It” during interviews. *Journal of the Southeastern Regional Association of Teacher Educators* (25)2. [Electronic version available at www.srate.org]

- 5 Mosier, B.; Heidorn, B., & **Johnson, C.** (2015). Theory into practice: Conducting a hiring fair simulation for teacher educator candidates. *Strategies: A Journal for Sport and Physical Educators* 28(6), 39-41.
- 4 Hooper, M. A., Bryant, K. C., & **Johnson C.** (2013, December). *Building capacity for leading and learning: A resource guide for performance mentors*. Carrollton, GA: University of West Georgia
- 3 Morris, R. & **Johnson, C.** (2013). Are we adequately handling equity and diversity within the standards movement? *The Sophist's Bane*, 7(1), 28-29.

Published Refereed Conference Proceedings

- 2 Huss, R., **Johnson, C.**, & Butler, J. (2016). Collaborating to help education students get a foot in the door and “kick it” during interviews. 2015 ATEE Conference Proceedings, 187-206. [Electronic version available at www.ateel.org]

Manuscript in Progress

- 1 **Johnson, C.** PEER support: Leading professional learning to improve schools. Manuscript in progress.

International Refereed Presentations

- 16 **Johnson, C.** & Evans, G. (2018). *School improvement for education (Not business)*. Presented at The 2018 Annual Conference of the International Council of Professors of Educational Leadership, Charlotte, North Carolina.
- 15 **Johnson, C.**, Kimbrel, L., Evans, G., & Nixon, A. (2018). *Individual Learning for All: Providing Relevant Clinical Experiences for Educational Leaders*. Presented at the 2018 Annual Conference of the International Council of Professors of Educational Leadership, Charlotte, North Carolina.
- 14 **Johnson, C.** (2017). *SMART Coaching: Goal Setting Strategies for Educational Leadership Practitioners*. Presented at the 2017 Annual Conference of the International Council of Professors of Educational Leadership, San Juan, Puerto Rico.
- 13 **Johnson, C.** & Evans, G. (2017). *PEER Support: Using the School Improvement Cycle to Prepare Educational Leaders*. Presented at the 2017 Annual Conference of the International Council of Professors of Educational Leadership, San Juan, Puerto Rico.
- 12 **Johnson, C.** (2017). *Strategic Planning for Educational Leaders: A Descriptive Case for Using Protocols to Improve Schools*. Accepted for Presentation at the 2018 Hawaii International Conference on Education, Honolulu, Hawaii.
- 11 Huss, R., **Johnson, C.**, & Butler, J. (2015). *Collaborating to Help Education Students “Kick It” During Interviews*. Presented at the Association of Teacher Education in Europe 40th Annual Conference, Glasgow, Scotland, United Kingdom.

National and Regional Refereed Presentations

- ¹⁰ Evans, G., **Johnson, C.**, & North, T. (2018). *PEER Support: A Practical School Transformation Model*. Presented at the 2018 *Learning Forward* Annual Conference, Dallas, Texas.
- ⁹ **Johnson, C.**, Gilbert, K., & Voelkel, R. (2016). *Using Teachlive Simulation Technology in Leadership Preparation Programs*. Presented at the Conference on Meaningful Living and Learning in a Digital World 2016, Savannah, Georgia.
- ⁸ Huss, R., **Johnson, C.**, & Butler, J. (2015, February). *Getting a Foot in the Door: Helping Education Students “Kick It” During Interviews*. Presented at the Association of Teacher Educators Annual National Conference, Phoenix, Arizona.

State and Local Refereed Presentations

- ⁷ **Johnson, C.**, Butler, J., Mosier, B., & Huss, R. (2015, April). *Getting a Foot in the Door: Helping Students “Kick It” During Interviews*. Presented at the Innovations in Pedagogy 2015 Conference, Carrollton, Georgia.
- ⁶ Huss, R., **Johnson, C.**, & Butler, J. (2014). *Getting a Foot in the Door: Helping Education Students “Kick It” During Interviews*. Presented at the Georgia Association of Teacher Educators Annual State Conference, Young Harris, Georgia.

K-16 School and Community Presentations

- ⁵ Evans, G. & **Johnson, C.** (2018). *School improvement planning for principals and district leaders*. Presented to Principals and District Executive Area Directors, Douglas County Schools, Douglasville, Georgia.
 - ⁴ **Johnson, C.** (2016). *Building Leadership Capacity to Improve Student Achievement*. Presented at the Gwinnett County School District UWG Alumni Learning Community Meeting, Lawrenceville, Georgia.
 - ³ **Johnson, C.** (2015). *You’re hired! Ten tips for job applicants*. Presented at the Georgia Association of Health, Education, Physical Education, Recreation, and Dance Annual Convention, Marietta, Georgia.
 - ² **Johnson, C.** (2015). *Instagram is Not Your Friend: Best Practices for Bullying Prevention in BYOT/BYOD Classrooms*. Presented at the Anti-Bullying Symposium, College of Education, University of West Georgia.
 - ¹ **Johnson, C.** (2014, January). *Toy Box Leadership: Leadership Lessons From the Toys You Loved As a Child*. Presented at the Program Coordinators Meeting, University of West Georgia, Carrollton, Georgia.
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GRANTS & AWARDS

- 4 **Johnson, C. & Evans, G.**(2018). SEED Grant, *Plan, Engage, Evaluate, Refine/Redirect (PEER) School Improvement Model*. Requested: \$3,856. **Awarded** (\$300).
 - 3 **Johnson, C. & Evans, G.**(2017). SEED Grant, *Plan, Engage, Evaluate, Refine/Redirect (PEER) School Improvement Model*. Requested: \$4,500. Denied.
 - 2 **Johnson, C., Voelkel, R., Gilbert, K.** Faculty Research Grant - *Immersive Simulations*. Requested \$5,000. Denied.
 - 1 **Johnson, C.** (2016). *Shindig* Interactive Platform Research Grant. Honorarium **Awarded** (\$500).
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CONFERENCES ATTENDED

International Council of Professors of Educational Leadership Annual Conference

Meeting the Challenges of Inclusivity in the K-20 Education System, 2018, Charlotte, NC
Leading beyond boundaries: Celebrating 70 Years, 2017, San Juan, Puerto Rico

Learning Forward Annual Conference, Dallas TX

All Learner, Many Perspectives, One Community, 2018, Dallas, TX

Southern Regional Education Board Annual Leadership Forum, Atlanta, GA

School Leadership Preparation and Development, 2018
Instructional Shifts That Matter, 2017

University of West Georgia Governance, Policy, and Practice

Faculty Senate Retreat, Executive Board Committee Chairs, 2014 & 2018
Member Orientation and Training, Information Technology Steering Board, 2019
Active Shooter Awareness Training, UWG Campus Police, 2017

Association of Teacher Education in Europe 40th Anniversary Conference

Teacher Education Partnerships and Collaborative Learning Communities, 2015, Glasgow, Scotland

College of Education Leadership Retreat, Program Coordinators 2015

Developing a Culture of Trust and Shared Governance

ACTIVE MEMBERSHIPS

International and National Organizations

American Association of University Professors
American Educational Research Association
American Association of School Administrators
Association of Leadership Educators
Association of Supervision and Curriculum Development
Eastern Educational Research Association
International Council of Professors of Educational Leadership (Institutional Member)
Learning Forward Professional Learning Association

Regional and State Organizations

Georgia Association of Educational Leaders (GAEL)

GAEL Affiliate Memberships

Georgia Educational Leadership Faculty Association
Georgia Association of Elementary School Principals
Georgia Association of Middle School Principals
Georgia Association of Secondary School Principals

NON-ACTIVE MEMBERSHIPS

International and National Organizations

Association of Teacher Educators
International Society for Technology in Education
National Association of Secondary School Principals
Rotary International, *Dawnbreakers*, Carrollton, GA
Society for Human Resource Management

State Organizations

Georgia School Superintendents Association
Georgia School Boards Association
Georgia Association of School Personnel Administrators
Georgia Association of Teacher Educators
Georgia Consortium for School Networking

COMMUNITY AFFILIATIONS

Lit Mu Club, Carrollton, GA

President, 2015 – 2016

President-elect, 2014 – 2015

First Vice-President, 2013 – 2014

Lit Mu Philanthropies

FERST Foundation for Childhood Literacy

University of West Georgia Annual Music Scholarship

Neva Lomason Public Library

Southern Hills Christian Church, 1995 – Present

Volunteer, Facilities & Grounds Crew, 2012 - 2018

Volunteer, Backpack Partnership Program, 2012 - 2018

Bethany Christian Church, 1984 – 1995

Sunday School Teacher, Grades 2 & 3

Volunteer, Summer Bible School Program

Volunteer, Samaritan's Purse, *Operation Christmas Child*

Volunteer, *Bill and Juanita Belk Kitchen Ministry*

RECOGNITION AND AWARDS

University of West Georgia

- UWG Foundation President's Circle, 2018 – Present
- UWG Foundation Support Award, 2017
 - *Cherokee Rose Writing Project*
- Georgia Association of Middle School Principals, 2016
 - Mike Campbell Exemplary Leadership Award*
- Rotary International *Dawnbreakers*, Carrollton, GA, 2000 - 2012
 - *Above & Beyond Award*
 - *Paul Harris Fellows Award*, Rotary International Foundation
 - *Excellence for Outstanding Service Award*

K-12 Schools and Community

- Phi Delta Kappa, *Administrator of the Year*, 2006
- Phi Delta Kappa, *Outstanding Researcher in Education*, 2006
- Carrollton Jaycees, *Outstanding Young Educator of the Year*, 1994
- Central Middle School, *Teacher of the Year*, 1986
- Villa Rica Middle School, *Teacher of the Year*, 1984

PERSONAL INTERESTS

Reading, hiking, traveling, quilting, beekeeping, and time with family and friends
