

DR. GREGORY E. ROSS

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EDUCATION

Doctorate of Education, Educational Leadership P-12 Administration, Western Kentucky University, Bowling Green, KY, May 2012

Masters of Arts, Education Administration, Murray State University, Murray, KY, Specialization: K-12 school leadership/administration, May 2008

Law Enforcement Certification, Completion of DOCJT, Eastern Kentucky University, 2003

Masters of Arts, Recreation and Leisure Services, Murray State University, Murray, KY, Specialization: Adolescent Recreation. Master's Thesis: *The Role of Recreation for Juveniles in Urban Communities*, May 2001

Bachelors of Science, Elementary Education, Oral Roberts University, Tulsa, OK, May 1996

PRESENTATIONS

McCullough, L., Ross, G. (February, 2021). *Being Intentional About Supporting and Motivating Teachers*. National ESEA Conference. Virtual.

McCullough, L., Ross, G. (February, 2020). *Retaining Teachers While Building a Culture of Excellence*. National ESEA Conference. Atlanta, GA.

Mofield-Boswell, S., Ross, G. (October, 2019). *Creating Greatness: Giving Students Opportunities for Lifelong Success*. 21CCLC Multi-State Conference. Evansville, IN.

Ross, G. (March, 2019). *A 'Real Talk' Look at Teacher Ethic*. Professional workshop presented at Impacting Student Learning Conference at Augusta University. Augusta, GA.

Hutchinson, E., McCullough, L., Ross, G. (March, 2019). *Changing School Culture by Celebrating Diverse Students and Staff*. Professional workshop presented at The Embracing Change: Equity, Innovation and Social Justice Conference at Eastern Kentucky University. Richmond, KY.

Hutchinson, E., McCullough, L., Ross, G. (February, 2019). *Changing School Culture by Celebrating Diverse Students and Staff*. Professional workshop presented at The National Title I/ESEA Conference at the Kansas City Convention Center. Kansas City, MO.

McCullough, L., Ross, G., Witt, K. (November, 2018). *A Nature Classroom in an Urban Area*. Professional workshop presented at AEE+GYA Conference. Orlando, FL.

McCullough, L., Ross, G. (December, 2017). *Intentional Look at Equitable Learning in Today's Classroom*. Keynote- presented at Culminating Conference for EDC 550 & EDC 639 at the University of Kentucky, 2017. Lexington, KY.

Ross, G. (October, 2017). *The Impact of Teacher Talent and Diverse Recruitment on Overall School Culture*. Keynote- presented at Massachusetts Association of Colleges for Teacher Education (MACTE) Fall Conference at Holy Cross University, 2017. Worcester, MA.

Ross, G. (September, 2017). *Retaining Teachers While Building a Culture of Excellence in a High Minority/Low-Socioeconomic School*. White Papers and Professional workshop presented at Teacher Diversity Matters National Symposium on Preparing, Recruiting, and Retaining Teachers of Color. Cincinnati, OH.

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- Ross, G. (March, 2017). *The Impact of Teacher Dispositions on High Minority/Low-Socioeconomic School*. Professional workshop presented at CAEP Con 2017; St. Louis, MO; Council for Accreditation of Educator Preparation. Washington, DC.
- Hutchinson, E., Ross, G. (December, 2016). *A Culture of Excellence: Changing school culture and expectations in low-achieving, high poverty schools*. Professional workshop presented for the Center for Educational Leadership; Kentucky Association of School Administrators. Frankfort, KY.
- Hutchinson, E., Ross, G. (August, 2015). *Building a Culture of Learning through Professional Learning Communities*. Professional workshop presented to Fayette County Public School Administrators; Fayette County District Leadership. Lexington, KY.
- Ross, G. (August, 2014). *Purposeful Instruction through Classroom Management*. Professional workshop presented at the 2014 Clinton County Schools Professional Learning Academy; Clinton County (KY) Board of Education. New Albany, KY.
- Ross, G. (February, 2014). *The Impact of Cultural Competency in Public Education*. Professional workshop presented at the 2014 Emerging Scholars Institute; Murray State University. Murray, KY.
- Ross, G. (September, 2013). *Building capacity for change within a school district*. Professional workshop presented at the 2013 Continuous Improvement Summit; Advanc-Ed. Louisville, KY.
- Ross, G. (July, 2012). *The effects of positive school culture on social experiences and bullying within schools*. Professional workshop presented to Kentucky Association of Black School Educators, Louisville, KY.
- Ross, G. (July, 2012). *The effects of positive behavior interventions and support on discipline referrals and attendance*. (Dissertation). Presented to WESTERN KENTUCKY UNIVERSITY Educational Leadership Dissertation Committee, Bowling Green, KY.
- Ross, G. (March, 2012). *The effects of school culture on accountability scores, discipline referrals, and teacher satisfaction*. (Working paper). Professional workshop presented at 2012 Kentucky Educational Leadership Doctoral Symposium, Bowling Green, KY.
- Ross, G. (April, 2010). *Building leadership in inner-city males*. Professional workshop presented at Association of Childhood Educators International National Conference, Phoenix, AZ.
- Ross, G. (March, 2010). *Creating a framework for leadership*. Leadership workshop presented at Murray State University, Murray, KY.
- Ross, G. (April, 2008). *Historical Black Kentuckians Project*. Introducing a project that allows teachers to teach Black History specifically to Kentucky across subject areas, presented to Kentucky Education Association members, Louisville, KY.

HONORS

- 2021 KASA Executive Leadership Academy Participant
- 2020 Host Speaker for University of Kentucky Urban Leadership Program
- 2018-19 Host School for the University of Kentucky's on-site Partnership Classroom for College of Education Teacher Preparation Program
- 2017 UK Confucius Institute China Ambassador/Research and Study Program for Educators
- 2017 HANBAN Research and Study Program for Educators

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- 2017 RAND School Leadership Panel Membership
- 2015 Administrative Recognition for KDE High Progressing School
- 2013 Murray State University African American Heritage Award
- 2013 Partnered with the Gates Foundation to Improve Teacher Professional Growth
- 2012 Dr. Samuel Robinson Award Winner, Kentucky Department of Education
- 2012 First African American Doctoral Graduate from Western Kentucky University College of Education
- 2012 Leadership Institute for School Principals, Kentucky Chamber Foundation
- 2012 NAACP Curlee Brown Freedom Award
- 2010 Education Professional Standards Board “Commitment and Dedication” Award
- 2009 Western Kentucky University Center for Leadership Studies- Assessor for Leadership Assessment
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- 2007 African American Heritage Distinguished Service Award, Murray State University
- Creator of the K.I.N.G.’s Club (Keeping Inner-city Neighborhood’s Great) for Boys (Paducah, KY)
- 2008 Created the *Historical Black Kentuckians Project*
- 1998 Created the K.I.N.G.’s Club (Keeping Inner-city Neighborhood’s Great) for Boys (Paducah, KY)
- 1997 Easter Seals West Kentucky Service Award

SERVICES

- KASA Next Generation Leaders and Learners Committee (2021-)
- FCPS District Safety Advisory Council 2018
- American School Leaders Panel, RAND Education Program, 2017- Present
- Council for the Accreditation of Educator Preparation (CAEP/NCATE) Site Visitor 2010-Present
- Volunteer Partnership Academic Committee: Paducah Public Schools 2006-2009
- NAACP Education Committee (Paducah, KY)
- Diversity Recruitment and Retention Work Team (Paducah, KY) 2007-2009
- Association of Childhood Educators International, Diversity Committee Member 2008-2011
- Kentucky Education Professional Standards Board 2007- 2010
- Ethnic-Minority Director, Kentucky Education Association 2006-2010
- Paducah/McCracken County United Way Board Member 2010-2013
- Child Watch of Paducah, KY Board Member 2011- 2013

PROFESSIONAL DEVELOPMENT

- National Association of State Directors of Teacher Education and Certification (NASDETEC) Philadelphia, PA
- National Institute of School Leadership (NISL) Richmond, KY

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- Teach to Lead Symposium (National University/CCSSO) San Diego, CA
- Council for Accreditation of Educator Preparation Site Visitor Training, DC
- State Consortium of Educator Effectiveness (SCEE) Summit, Raleigh, NC
- Implementing the Common Core Standards (ICCS), New Orleans, LA
- Principal Evaluations Meeting, US Department of Education, Washington, DC
- Southern Regional Education Board (SREB) National Conference, Atlanta, GA
- *The Center for Creative Leadership*, Greensboro, NC
- Western Kentucky University Educational Leadership Doctoral Institute
- “A Framework for Understanding Poverty” through Dr. Ruby Payne
- National Council for the Accreditation of Teacher Education (NCATE) Board of Examiners Training

AFFILIATIONS (PREVIOUS AND CURRENT)

- National Association of State Directors of Teacher Education and Certification
- Council of Chief State School Officers
- Southern Regional Education Board
- National Association of School Administrators
- National Association of Black School Educators
- NAACP Member
- National Association for the Education of Young Children
- Association for Childhood Education International

COLLEGE TEACHING EXPERIENCE

- **Adjunct Professor- Georgetown College (Georgetown, KY) 2017-2019**
 - Teaching Teacher Leadership Courses for graduate students
- **Athletic Director/ Men’s Basketball Head Coach- Mid-Continent University (June/2001-July/2002)**
 - Scheduled all athletic events and managed the athletic facilities, along with budgetary issues
 - Taught Recreation and Leisure courses
 - Coached Men’s Basketball

RELEVANT WORK EXPERIENCE

- School Principal- Fayette County Public Schools (March 2014-Present)
 - The Academy for Leadership at Millcreek Elementary (TALME)

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- Director of the Division of Next Generation Professionals- Kentucky Department of Education (April 2013-March 2014)
 - Oversaw Title II federal funds for the state of Kentucky
 - Oversaw Teacher and Leader Effectiveness state-wide
 - Oversaw Induction, Top Talent, and Diversification state-wide
 - Oversaw Minority Superintendents Program
 - Oversaw Professional Growth and Effectiveness Implementation
 - Oversaw Implementation of Student Voice
- School Principal- Paducah Independent Schools, 2009- 2013
 - Morgan Elementary (Assistant Principal) 2009-2010
 - McNabb Elementary (Principal) 2010-2013
- Classroom Teacher (Grade Level Lead)- Jefferson County Public Schools 2008- 2009
- Classroom Teacher- Paducah Independent Schools 2000-2001, 2004-2008
 - Peace Officer – Paducah (KY) Police Department 2002-2004
- Athletic Director/ Basketball Coach/ Classroom Teacher- Christian Fellowship School , Benton, KY 1999-2000

ADMINISTRATIVE/LEADERSHIP ACCOMPLISHMENTS

- 2006-2010- served on the Education Professional Standards Board as a Board Member
- 2010- Served on the committee that [signed Common Core Standards into Kentucky](#) as the primary instructional focus, removing KY Core Content.
- 2010- Instituted “Take 10” Project; increasing both physical health and academic growth
- 2011- Created a physical health lab for students to increase their physical activity students to five (5) days a week
- 2011- [Nationally recognized Response To Intervention program](#) that integrated arts, physical activity, and employability skills into the normal school day
- 2012- Recognized for state assessment scores; growing a school with over 90% minority and 90% poverty to proficiency
- 2012- Recognized by [Kentucky Department of Education with the Dr. Samuel Robinson Award](#) for leadership, commitment to service, and equity in education
- 2012- Selected for [Executive Leadership Training](#) through the Center for Creative Leadership

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- 2013-2014 Lead the state development of the Professional Growth and Effectiveness System; establishing understanding and professional growth across the state
- 2013-2014 Lead superintendents across the state in administrative calibration for evaluating teachers effectively
- 2013-2014 Worked with the Bill & Melinda Gates Foundation alongside CCSSO to help assure student voice and teacher effectiveness
- 2014-2019 reduced discipline referrals at specific school from over 2000 to less than 60 per year
- 2014-Present- District/state leader in diversity hiring practices with a staff that was culturally diverse, linguistically diverse, employing those living with disabilities, special needs and with transgender labels or with diverse sexual orientation
- 2015- Labeled “High Progressing School” labeled by Kentucky Department of Education
- 2015-2019- Collaborated with University of Kentucky to have undergraduate courses and labs within the primary school setting
- 2016-Present- Created the Lion’s Den; considered one of the best afterschool programs in the multi-state region (KY, TN, IN, OH, WV); program includes, arts, athletics, robotics, engineering, and other employability skills
- National speaker on school culture, turn-around leadership, diversity, and implicit bias
- Oversaw the Minority Superintendent Program for Kentucky Department of Education which two of the three active minority superintendents were promoted from

[Link to several relevant articles](#)

COMMUNITY SERVICE AND SPECIAL PROJECTS

Both Past and Present

- Started the FCPS Elementary School Basketball League in 2017
- Works to provide athletics and special programming in alliance with KY Special Olympics
- Provides “Leader in Me” parenting courses for families in the community
- Works in partnership with TALME and the community to provide Christmas meals and gifts to over 100 families in need
- Hosts TALME Basketball Night to connect fathers of students to their school life

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- Leads mentor program for young men; assisting over 10 males in finding employment within FCPS
- Founded and hosts the K.I.N.G.'s Club (Keeping Inner-city Neighborhood's Great); a program that teaches young men problem solving, problem resolution, grit, growth mindset, and common areas of etiquette and grooming
- Coaches youth sports for his schools
- Provides an in-house intramural basketball league for all grades that is inclusive of students with disabilities
- Sponsors sports programs free of charge to the students in his school featuring several options (soccer, cross-country, basketball, flag football, etc.)
- Volunteers his time speaking to future educators through multiple universities
- Wrote a grant for 21st Century Community Learning Center (CCLC) to assure TALME was able to establish the "Lion's Den", an after-school program that has been recognized as one of the highest ranking afterschool programs in a multi-state area
- Provided Spanish language lessons for his staff and families to assure accessible communication (free of charge)
- Created and continues to offer each Friday the TALME Lunch Bunch, by drawing the names of two students selected by teachers and takes them to lunch at the restaurant of their choice to applaud them for being amazing students
- Worked with Rae Adams, National Board for Certified Teachers Program Director, to provide teachers the opportunity to become National Board Certified
- Created Black History Programming for the City of Paducah featuring professional athletes and renowned artists
- Created a "Giving Garden" both in Paducah and Lexington to provide vegetable produce to families in the community
- Provided "Thanksgiving Feast" for entire school community through community business sponsors
- Coached Special Olympics
- Created specific family events for our non-English speaking families such as Spanish Club (with family fiestas), prayer space for our Muslim families, and World Culture Events to celebrate the locations and cultures of the families we serve.

SPECIAL EDUCATION AND GIFTED/TALENTED FOCUS

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- Upon arrival in 2014 TALME only had five formally identified gifted and talented students; in January of 2020 TALME had 146 gifted and talented/ primary talent pool (PTP) students
 - 2820% increase
- TALME has the highest number of students with special needs in their afterschool program and more than any other 21st CCLC in the Commonwealth
- Encourages participation of students with special needs to participate in athletic and artistic activities in the building and beyond
- Worked with outside agencies to host an “Inclusion Week” for TLAME students so they can understand the difficulties and daily struggles of those who are differently abled.

REFERENCES

Available upon request.