

Anthony M. Washington, Ph.D.

**College of William & Mary, Williamsburg, VA**

*Doctor of Philosophy (Ph.D.) - 2019*

- Core: Educational Policy, Planning, & Leadership
- Emphasis: Gifted Education
- Cognate: K-12 Administration

**Norfolk State University, Norfolk, VA**

*Master of Music (M.M.) - 2008*

- Trumpet Performance
- Music Composition

**Norfolk State University, Norfolk, VA**

*Bachelor of Music Education (B.Mus.) - 2003*

- K-12 Instrumental Music

**EDUCATIONAL LEADERSHIP**

**Johns Hopkins Center for Talented Youth, Baltimore, MD**

*Director, In-Person Experiences | December 2022 – Present*

- Increased accountability and transparency through the implementation of Microsoft Planner and Project.
- Deployed Lean Six Sigma tools to streamline the student conduct review process, reducing review time by 25%.
- Reduced program expenditures by 15% through the integration of improved systems for spending management and tracking.

*Deputy Director, Curriculum and Student Life | March 2022 – December 2022*

- Led the implementation of Microsoft Teams as a communication tool and OneNote as a learning management system.
- Improved in-person data collection systems from analog to digital, enabling real-time monitoring of nine sites across five states.
- Led program managers in negotiating preferable terms with vendors, achieving a 10% reduction in costs in science supplies.

**Jefferson-Houston PreK-8, An IB World School, Alexandria, VA**

*International Baccalaureate (IB) PYP & MYP Programme Coordinator | August 2019 – March 2022*

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- Coached 34 teachers from PreK through 8th grade in implementing IB principles and practices, emphasizing inquiry-driven instruction and differentiation.
- Conducted instructional walkthroughs of all core and elective classrooms, providing feedback geared toward continuous improvement.
- Supported positive behavior interventions by conducting restorative circles and mentoring programs for Black and Latino students.
- Led the school through IB PYP and MYP reauthorization.

### **WashED Research and Consulting**

*Principal Consultant* | February 2010 – Present

- Provides strategic consulting to K-12 education institutions around equity, cultural responsiveness, developing creative ability, STEAM programming, and gifted education identification and services.
- Led school division specialists in evaluating the cultural responsiveness of written curriculum.
- Delivered keynote speeches and research-backed lectures on creativity, leadership, equity in education, cultural responsiveness, and differentiation.

### **Creative Minds International Public Charter School, Washington, D.C.**

*Director of Middle School* | February 2018 – June 2019

- Recruited and hired 20 staff members, achieving a 50% increase in retention over the previous year.
- Conducted bi-weekly classroom observations and summative teacher evaluations using research-based processes and documents.
- Analyzed standardized testing results to identify areas of instructional focus.

### **Richmond Public Schools, Richmond, VA**

*School Improvement and Innovation Specialist* | 2016 – 2018

- Responsible for data analysis and evaluating the effectiveness of academic intervention and remediation programs in 16 focus and eight priority schools.
- Monitored the implementation and performance data of evidence-based intervention programs designed to improve culture, climate, attendance, and discipline in schools seeking to reach accreditation.
- Created and implemented a technology-based system for monitoring student performance and tailoring professional development.

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*Director of Curriculum and Instruction* | 2015 – 2016

- Developed and managed an \$8M budget across 44 schools, ranging from preschool through early college.
- Led K-12 curriculum enhancement project, including the integration of technology into core curriculum and Computer Science and Makerspaces as fixed electives.
- Led division-wide professional learning, increasing participant evaluation ratings from 3.9 to 4.8 on a 5-point scale based on exit surveys.
- Implemented innovative summer learning programs for low-income students, such as Camp Invention and Reading Riders.

*Gifted Programs Coordinator* | 2012 – 2015

- Advocated for changes to Governor's school admissions, increasing dual enrollment program participation by over 50% through the creation of an Early College Academy.
- Led authorization of the International Baccalaureate Primary Years Programme and coordinated the expansion of Middle Years and Diploma Programme in Title 1 schools.
- Increased participation in Advanced Placement courses by 15% through expansion of course offerings, efficient allocation of resources, and increased teacher training.

**Center for Gifted Education, William & Mary, Williamsburg, VA**

*Graduate Assistant to Executive Director* | August 2010 – June 2012

- Worked as Assistant Director for Saturday/Summer Enrichment Program.
- Conducted program evaluations for local school division's gifted education programs across Virginia.
- Designed and edited a comprehensive newsletter distributed to a network of over 5,000 stakeholders.

**K-12 TEACHING EXPERIENCE**

**Director of Bands and Orchestra, I.C. Norcom High School, Portsmouth, VA**

August 2008 - July 2010

**Director of Bands & IB Music Instructor, Thomas Jefferson High School, Richmond, VA**

October 2005 - July 2008

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**Band Director, Taft Middle School, Detroit, MI**

March 2004 - October 2005

**RECENT CONSULTING**

- **Culturally Responsive Curriculum Evaluation** - Chesterfield County Public Schools (Fall 2020)
- **DC Library Lecture Series** - Desegregation vs. Forced Integration: Looking at the Impact of Brown v. Board on today's educational system (February 2020)
- **Matter of Equity (MoE) Project** - Wayne State University and College of William & Mary: Equity, Access, & Gifted (August 2019, November 2019)
- **Keynote Speaker** - Roeper School, Bloomfield Hills, Michigan: Excellence in Equitable Education (November 2019)

**PUBLICATIONS**

- **Washington, A. & Anderson, L. (2016).** Efficacy of creative training for gifted science students. In M.K. Demetrikopoulos & J. Pecore (Eds.) *Interplay of Creativity and Giftedness in Science*.
- **Washington, A. (2014).** Review of Recruiting and Retaining Culturally Different Students in Gifted Education, by D.Y. Ford. *Roeper Review*, 36(1), 70-71.

**SELECTED PRESENTATIONS**

- **Johns Hopkins DELTA Teaching Symposium** - Leveraging Artificial Intelligence to Enhance Creativity: Tools, Collaboration, and Classroom Applications. May 2024
- **Guest Lecturer, University of Richmond** - Differentiation in the Gifted & General Education Classroom. Richmond, Virginia, February 2017 & September 2017.
- **Distinguished Lecture Series Speaker, Southern Methodist University** - Giant Steps: Creative Talent Development. Dallas, Texas, December 2014.
- **National Association of Gifted Children Conference** - Body & Soul: Toward a Developmental Trajectory of Creative Ability. Indianapolis, Indiana, November 2013.
- **National Curriculum Network Conference, College of William & Mary** - Identifying High Potential in Underserved Populations. Williamsburg, Virginia, March 2012.

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- **Focusing on the Future Conference, College of William & Mary** - Developing Your Child's Talent in the Arts. Williamsburg, Virginia, January 2011 & January 2012.
- **National Association of Gifted Children Conference, New Orleans, Louisiana** - Take the "A" Train: Jazz Improvisation as an Intellectual Construct and Vehicle for Creative Development. November 2011.

## **CERTIFICATIONS**

- International Baccalaureate Certified PYP, MYP & DP
- Certified Trainer, Google Apps for Education
- Virginia Post-Graduate Professional Teachers' License

## **TRAINING**

- Lean Six Sigma Green Belt – Johns Hopkins Carey Business School Executive Education
- Managing Projects with Microsoft 365 – LinkedIn Learning
- Introduction to Incident Command Systems, Employee Management Institute, Federal Emergency Management Agency (FEMA)
- Microsoft Collaboration: SharePoint, Teams, Groups, and Yammer (2020)
- Excel: Power Pivot for Beginners

## **SERVICE**

- Advocacy Committee Chair, DEI@CTY, January 2022 - present
- Alexandria City Public Schools Gifted Identification Team, 2019 - 2022
- Kappa Delta Pi Education Honor Society, President, 2012 - 2013
- William & Mary Graduate Education Association, President, 2011 - 2012
- Virginia Association of Supervision and Curriculum Development (VASCD) Region 1 Board Member, 2014
- National Association of Gifted Children, Graduate Student Committee, 2011 - 2013
- Omega Psi Phi Fraternity, Inc., 2000 - Present