

# THOMAS JAMES IV

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## EDUCATION

**Klingenstein Center, Teachers College, Columbia University** 2021

*Ed.M. in Educational Leadership*

- Research project on the experience of faculty of color through the hiring and onboarding process: "Access to the Institution: Exploring the Relationship between Race and Employment in Independent Schools."
- Action field research including 60 hours of admissions work: "Equity in Packer's Upper School Admissions Process."

**New York University** 2019

*M.S. in Mathematics*

- Courses included topology, real and complex analysis, partial differential equations, cryptography, abstract algebra
- William R. Allen award in recognition of 4.00 GPA

**Yale University** 2012

*B.S. in Computer Science & Mathematics*

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## LEADERSHIP AND TEACHING EXPERIENCE

**Brooklyn Prospect Charter School** 2021–Present

*High School Math Department Head*

- Lead 13 math teachers and math learning specialists in instructing over 660 high school students in an International Baccalaureate World School with no racial majority
- Observe all math content teachers biweekly, provide written feedback, and lead coaching conversations centered on teachers' professional learning goals and reducing performance disparities among student subgroups
- Manage the hiring process and write mid-year and end-of-year evaluations for all math content teachers
- Lead full-day instructional rounds where teachers from the elementary and middle schools visit high school math classes and analyze strengths and growth areas around anti-racism goals like equity of voice and rich student discourse
- Redesign course selection process for rising 11<sup>th</sup> graders, resulting in racial parity for the Class of 2024 in IB math
- Facilitate daylong curriculum retreats focused on vertical alignment, anti-racism, and Universal Design for Learning

**Crescendo Education Group** 2021–Present

*Equitable Grading Coach*

- Provide individual coaching four times each year to a cohort of teachers across the country who are engaging in action research cycles based on the principles outlined in *Grading for Equity* (Feldman, 2019)

**The Packer Collegiate Institute** 2017–2021

*Upper School Mathematics Department Head (Interim)* 2020–2021

- Lead eight teachers and 400 Upper School students through the transition to remote and hybrid math learning
- Facilitate a yearlong departmental anti-racism visioning process in support of Packer's anti-racism commitments, resulting in an expanded vision of inquiry-based math learning grounded in anti-bias and anti-racism
- Curate a list of math-specific anti-racism resources to guide adults' professional learning about math and identity
- Mentor, support, supervise, and evaluate two new teachers to ensure their success at Packer during a pandemic
- Design and facilitate monthly department meetings for Lower, Middle, and Upper School math teachers
- Design and lead programming for parents, prospective students, and faculty to understand Packer's math program
- Establish positive relationships with students and families and serve as primary contact for math issues

*Upper School Diversity & Equity Coordinator* 2019–2020

- Co-facilitate community-wide discussions, including a faculty meeting on asset-based language, a parent discussion of *White Fragility*, and student workshops and book clubs on consent, gender, and sexual violence
- Build community and facilitate mentorship between the MS, US, and employee LGBTQ+ affinity groups
- Tapped to facilitate first-ever affinity group for white students at the Dalton School at anti-racism teach-in

*Upper School Math Teacher & Class of 2021 Advisor* 2017–present

- Redesign Geometry and Advanced Algebra 2 to align with departmental commitment to inquiry-based approach
- Implement standards-based grading across the curriculum to ensure all students master the core concepts of each class
- Design and teach Advanced Topics in Math: Symmetry & Transformations, a capstone course covering graph theory, linear algebra, and abstract algebra with a focus on proof techniques and portfolio-writing
- Served as a mentor teacher to a new faculty member and a college essay mentor to several seniors each year

**Brooklyn Friends School** 2016–2017

- Taught ninth and tenth grade pre-IB math classes and served as a ninth grade advisor
- Co-facilitated the white anti-racist affinity group for students along with colleagues and student leaders

**The Potomac School** 2014–2016

- Served on Cultural Competence Leadership Team and developed schoolwide professional development on equity issues, including designing and lead an Upper School faculty meeting on the impact of whiteness on school culture
- Mentored student-athletes as an assistant cross country and wrestling coach for two seasons each
- Redesigned Accelerated Precalculus to better prepare students to take AP Calculus BC the following year

**New Haven Public Schools** 2012–2014

- Taught five sections of high school math in a public magnet school with a law and social justice theme
- Created and taught Math for Social Justice, a brand new yearlong interdisciplinary class

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#### SUMMER EXPERIENCE

**Phillips Academy Andover** 2015–2018

- Taught two intensive math courses each summer at (MS)<sup>2</sup>, Mathematics & Science for Minority Students
- Built ongoing relationships over consecutive summers with African-American, Latinx, and Native American public school students from around the country during each five-week residential enrichment program
- Mentored and coached three pre-service teachers by providing daily feedback and lesson observations, all of whom went on to be hired in full-time roles in independent schools
- Led two house counseling teams consisting of four adults each and supervised boys ages 13–18 in dorms

**Aspirations for Higher Learning Pre-Collegiate Institute** 2013–2014

- Designed and taught two original problem-solving math courses each summer to students in New Haven Public Schools during a six-week enrichment program

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#### SELECTED CONFERENCES AND WORKSHOPS

- Accountability and Action: Effective Practices for White Anti-Racist Affinity Groups (2020)
- Diversity to Community Conference (2019)
- Narrative 4 Facilitator Training (2019)
- Hallways Consent Education Training (2018)
- Undoing Racism (2017)
- Decentering Whiteness (2016)
- Talking about Race in the Classroom (2016)
- People of Color Conference (2015)
- Diversity Leadership Institute (2015)
- White Privilege Conference (2015, 2017)