

THOMAS JAMES IV

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(502) 552-4536

EDUCATION

Klingenstein Center, Teachers College, Columbia University 2021

M.Ed. 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

- Yale Teacher Preparation Program; professional public school certification in grade 7–12 mathematics in CT

LEADERSHIP AND TEACHING EXPERIENCE

The Packer Collegiate Institute 2017–present

Upper School Mathematics Department Head (Interim) 2020–present

- 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
- Serve on Upper School admissions committee and coordinate course placement for new and returning students

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
- Facilitate Narrative 4 story exchanges in advisory groups and Packer in Action daylong program

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
- Teach January symposium classes on LGBTQ+ representation in media and board game design

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
- School profile: over 75% of students received free-and-reduced price lunch; over 80% students of color

SUMMER EXPERIENCE

Phillips Academy Andover 2015–2018

- Taught two intensive math courses each summer at (MS)² – 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

SELECTED CONFERENCES AND WORKSHOPS

- Accountability and Action: Effective Practices for White Anti-Racist Affinity Groups (2020)
- Diversity to Community Conference (2019)
- Park City Math Institute Teacher Leadership Program (2019)
- Narrative 4 (2019)
- Hallways Consent Education Training (2018)
- Undoing Racism (2017)
- Decentering Whiteness (2016)
- Talking about Race in the Classroom (2016)
- International Baccalaureate Workshop (2016)
- People of Color Conference (2015)
- Diversity Leadership Institute (2015)
- White Privilege Conference (2015, 2017)
- Higher-Order Thinking Schools Summer Institute (2013, 2014)
- NCTM Regional Conference (2012)
- Exeter Math Institute (2012)

PUBLICATIONS

Gong, K., **James, T.**, Sparkman, J., Watts, R., Williams, R. (2020). "Access to the Institution: Exploring the Relationship between Race and Employment in Independent Schools." *Klingenstein Center, Teachers College, Columbia University*.