

THOMAS JAMES IV

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EDUCATION

Klingenstein Center, Columbia University, Ed.M. in Educational Leadership 2021

- 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, M.S. in Mathematics 2019

- 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, B.S. in Computer Science & Mathematics 2012

LEADERSHIP AND TEACHING EXPERIENCE

Grace Church School 2023–Present

Interim Assistant Division Head of High School

Teaching, Learning & Curriculum Development

- Lead the interdisciplinary, project-based Lab Studies program, integrating DEIBA principles to enrich curriculum
- Lead the Understanding by Design curriculum mapping project for Lab Studies, monitor the teaching of the program, support teachers with curriculum development, and oversee the Lab Studies Coordinator
- Lead biweekly Department Chairs meetings on teacher observation and effective feedback, academic policies, generative AI, academic integrity, running purposeful meetings, mission alignment, and departmental leadership
- Design and facilitate division meetings on school culture, designing for belonging, and academic expectations
- Chair the academic integrity working group whose mission is to develop a revised policy for the 2024–25 school year
- Serve as an instructional coach to $\frac{1}{3}$ of the faculty, facilitating reflective conversations and offering written feedback
- Proofread teacher reports for a full grade level four times a year and provide feedback to teachers on their comments
- Serve on the Generative AI working group, leading professional learning for teachers and Department Chairs

Academic Systems

- Oversee the academic calendar, division meeting schedule, special daily schedules, faculty duty schedule, semester assessment calendar, grading and report writing timeline, add/drop period, and conference preparation round robins
- Oversee the course enrollment process, including updating the Course of Studies, collaborating with Department Chairs on staffing and sectioning, setting up course request infrastructure, and managing graduation requirements
- Redesign our report cards and transcripts in collaboration with the Academic Systems Manager and College Office
- Develop the master schedule in collaboration with the Head of High School and Registrar
- Revise student and faculty handbooks annually in collaboration with the Head of High School

Student Life & Community Building

- Design, and lead Community Meetings emphasizing student voice and opportunities for community engagement
- Launch a House System for the high school and plan for House meetings, competitions, and cross-grade connections
- Co-lead weekly Deans Meetings and serve on the Guidance Committee to coordinate student support
- Serve on the Diversity Council and partner closely with the Office of Community Engagement to support DEIBA
- Speak at admissions events and attend special parent programs to build relationships and school-family partnerships
- Be a visible and positive presence in the life of the school, including teaching one class, attending athletic events, school plays, and other curricular and extracurricular events

Brooklyn Prospect Charter School

2021–2023

High School Math Department Head

- Led 13 math teachers and math learning specialists in designing student-centered, inquiry-based curriculum and instructing over 660 high school students in an International Baccalaureate World School with no racial majority
- Managed and oversaw the development and evaluation of all inquiry-based high school math curriculum and pedagogical practices, ensuring that scope, sequence, and instructional techniques were aligned with students' needs
- Observed all math content teachers biweekly, provided written feedback, and led coaching conversations centered on teachers' professional learning goals and reducing performance disparities among student subgroups
- Drove the hiring process and wrote mid-year and end-of-year evaluations for all math content teachers
- Led full-day instructional rounds where teachers from the elementary and middle schools visited high school math classes and analyzed strengths and growth areas around anti-racism goals like equity of voice and student discourse
- Redesigned course selection process for rising 11th graders, resulting in racial parity for Classes of '24, '25 in IB math
- Launched afterschool Math Lab to empower 11th and 12th graders to support a targeted group of Algebra 1 students
- Facilitated daylong curriculum retreats focused on vertical alignment, anti-racism, and Universal Design for Learning

Crescendo Education Group

2021–2023

Equitable Grading Coach

- Delivered individual coaching four times each year to a national cohort of teachers, advancing equitable grading practices based on the principles outlined in *Grading for Equity* (Feldman, 2018) through action research cycles

The Packer Collegiate Institute

2017–2021

Interim Upper School Mathematics Department Head

2020–2021

- Led eight teachers and 400 Upper School students through the transition to remote and hybrid math learning
- Facilitated 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
- Curated a list of math-specific anti-racism resources to guide adults' professional learning about math and identity
- Mentored, supervised, and evaluated two new teachers to ensure their success at Packer during a pandemic
- Mapped and facilitated monthly remote department meetings for Lower, Middle, and Upper School math teachers
- Designed and led programming for parents, prospective students, and faculty to understand Packer's math program
- Established positive relationships with students and families and served 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

2017–2021

- Redesigned Geometry and Advanced Algebra 2 to align with departmental commitment to inquiry-based approach
- Implemented standards-based grading across the curriculum to ensure students mastered core concepts in each class
- Designed and taught 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

- Updated ninth and tenth grade pre-IB math curriculum to enhance engagement 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 leading 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, project-based class

SUMMER EXPERIENCE

Camp Pemigewasset 2023

- Directed the Pemi West trip, a three-week-long wilderness expedition for a group of 16-year-old boys with co-guides from Deer Hill Expeditions, with canoeing, service learning on the Hopi Nation, and mountain backpacking
- Co-led nightly circle practice on topics including friendship, masculinity, vulnerability, and creating belonging

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

- Stanley King Counseling Institute (*Registered for August 2024*)
- Wilderness First Aid (2023)
- 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)