

Dayna Mitchell, Ed.D., Curriculum Vitae

Fall 2023 - Present, Assistant Professor, Department of Educational Leadership of the College of Education and Integrative Studies, California Polytechnic University, Pomona

- EDL 5460 *Theory & Practice I, Visionary & Instructional Leadership*: A problem-based seminar integrating salient concepts and theories in administrative leadership with “problems of practice” experienced in K-12 schools. Candidates study leadership behaviors and strategies that promote effective instruction, facilitative school climates, appropriate human and system behaviors, and school management.
- EDL 5470 *Theory & Practice II; School Improvement Leadership*: A problem-based seminar integrating salient concepts and theories in administrative leadership with problems of practice experienced in K-12 schools. Candidates study best practice strategies focusing on the effective use of data, personnel and fiscal resources that promote student growth.
- EDL 5480 *Theory and Practice III; Community Leadership*: An intensive seminar studying selected issues, problems, or areas within public education focusing on various elements of the greater school community including politics, media, parents, etc. Problem-based assignments include promoting school/student achievements and enlisting the community to achieve school goals.
- EDD 7040 *Organizational Culture and Institutional Change*: Course offers an emphasis on organizational culture, complexity, context, and change through transformational leadership in building and sustaining positive relationships with internal and external communities for school improvement. Theories of organizational reform, adult learning, and distributed leadership are included.
- EDD 7000 *Leadership for Learning*: Leaders for learning champion quality, equity, and justice for all children and adults in educational organizations. The course emphasizes critical analyses of trends in education, competing theoretical conceptions of leadership (e.g., cultural competence, centralized vs. distributed leadership, transformative change, leadership for learning), and research about leaders’ roles and responsibilities in a diverse, democratic society. Multiple leadership roles and responsibilities are explored including programs for special populations, underserved, and disenfranchised students.
- EDD 7020 *Leading and Learning with Technology*: Examines comprehensive integration of Information; Communication Technologies (ICT) to meet the needs of 21st Century students; emphasizes the use of ICT to support instructional practices, curriculum, leadership; explores the leaders' role as visionary in relation to technology; examines theories, models, and empirical evidence underlying major schools of thought about learning and technology.
- EDD 7120 *Creating the Conditions for Student Success*: Addresses the past two decades of school reform requiring new leadership roles and expertise to improve teaching and learning by developing teacher leadership and capacity, providing differentiated instructional approaches, using assessments and multiple sources of data for decisions, evaluating curriculum and programs, and identifying research-based strategies. Field-based research assignments apply theories and reforms to practice. The focus is on standards, aligned curricular frameworks, instructional methods for diverse students, assessments to guide practice, and accountability for outcomes.
- EDD 7180 *Research Learning Seminar Dissertation*: Students prepare dissertations with faculty guidance in areas including advanced research design, data analysis, educational theory and practice. Limited to students having completed all required core, specialization, and research courses.

2022- Present, Research and Evaluation, Center for Equity for English Learners (CEEL), Loyola Marymount University, School of Education

- Research and Evaluation work supporting government and private foundation sponsored research and evaluation projects and reports: includes consulting, creating resources and materials; professional development and conference session delivery; technical assistance; data collection, analysis, and writing of results

2020–2022, Assistant Superintendent, Educational Services, Azusa Unified School District

- Provided strategic leadership and direct supervision of the Educational Services Departments: Curriculum, Instruction, Assessment; LCAP and Metrics; Multilingual Services and Categorical Programs; Early Childhood Education; Special Education; Student Services; Management Information Systems and Technology; College and Career Pathways; and, Adult Education
- Allocated and monitored a \$40 million dollar budget which included LCAP, categorical, state, and federal funding
- Used an equity lens to develop a district-wide professional learning system for teachers and administrators designed to increase student achievement, equity, and engagement in order to close opportunity gaps and accelerate learning for all students
- Collaboratively developed the AUSD Student Success Drivers Strategic Plan: Collaborative Practices, Cognitive Rigor, Academic Discourse
- Collaborated with labor partners to develop and implement district strategic goals
- Led three multi-year, district-wide action research projects using PDSA cycles of inquiry: Preschool – 3rd Grade Coherence Collaboration; College On Track; California Language and Learning Innovation Collaborative
- Built the capacity of site administrator and teacher leaders through designing and facilitating monthly professional learning seminars, individual coaching sessions, weekly instructional school site learning walks, and Professional Learning Community implementation coaching
- With the lens of continuous improvement, provided strategic leadership and professional learning regarding curriculum and instruction, student data analysis; restorative practices; bias awareness; diversity equity and inclusion; culturally relevant pedagogy; project-based learning; and, trauma-informed practices
- Provided strategic leadership and supervision for Dual Immersion; Dual Enrollment and Early College Program; Regional Occupation Program and Career Technical Education; Parent and Community Partnerships; Mental Health and Wellness; Community Schools Initiative; Peer Mediation; International Baccalaureate and Advanced Placement; After School Programming; Elementary and Secondary Summer Programming; and, Visual and Performing Arts
- Wrote and managed multi-million dollar grant-funded projects, including a \$14.7 million dollar California State Community Schools Initiative Grant
- Facilitated the district's Diversity, Equity, and Inclusion Committee, which included parents, students, staff, and community partners
- Developed a process for high school students and teachers to co-construct school curricular offerings
- Provided strategic leadership and curricular development for the successful implementation of Ethnic Studies high school courses
- Prepared and submitted county and state reporting requirements
- Prepared written and oral reports and presentations for the Superintendent and Board of Education

- Labor Negotiating Team Member
- Superintendent Designee

2016–2020, Curriculum, Instruction, Assessment, Azusa Unified School District

- In collaboration with principals and teacher leaders, planned, facilitated, and implemented a strategic and sustainable district-wide professional learning plan in support of student achievement
- Analyzed student data to determine the district’s professional learning needs in support of rigorous, standards-aligned instruction to meet the needs of all learners
- Supported preschool, elementary, and secondary school sites’ professional learning plans
- Mentored site principals through site visits, classroom learning walks, and instructional leaders’ professional learning facilitation
- Designed and facilitated monthly Instructional Leaders’ professional learning
- Supported school sites’ professional learning communities through ongoing professional learning, Lesson Study, and data protocols
- In collaboration with site administrators and teacher leaders, developed common district assessments and district assessment calendar
- Provided instructional leadership to site principals, teachers on special assignment, resource teachers, and teacher leaders
- California Language and Learning Innovation Leadership grant writer and district co-lead
- Supervised the expenditures of the district’s \$7 million Curriculum, Instruction, and Assessment Department budget
- Led expansion of student technology across the district
- AUSD Strategic Planning Lead: Rigorous, Relevant, and Innovative Learning; and, Professional Learning Communities
- LCAP Lead
- Elementary and Secondary District Curriculum Council facilitator
- LCAP “Test Kitchen” Participant
- Purchased all textbooks, technology, and curricular materials for the district
- Facilitated and organized all district textbook adoptions
- Collaborated with community and university partners and stakeholders
- Built capacity of teacher leaders by providing ongoing opportunities for teacher leadership in the district
- AUSD BSTA program coordinator
- Certificated and classified supervision and evaluation
- Coordinated district-wide GATE programming and assessment
- Facilitated district-wide library services
- Planned and coordinated summer programming

2013-2016, Principal, Slauson Middle School (grades 6-8), Azusa Unified School District

- Collaborated with staff to develop and implement a school-wide plan for rigorous, engaging, and innovative standards-aligned curriculum and instruction, with a focus on authentic literacy and expository reading and writing in all disciplines; and, an emphasis on the Standards for Mathematical Practice in all math classes
- Established professional learning communities and implemented data protocols as a formative tool to analyze student assessment/work for the purpose of informing instructional decisions
- Collaborated with staff and School Site Council to identify and monitor specific site goals for continuous improvement

- Established a PBIS team to develop student academic and behavioral expectations, interventions, and incentives
- Implemented shared leadership for decision-making by establishing a school instructional leadership team
- Monitored instruction through cognitive coaching strategies
- Certificated and classified evaluations
- Ensured the master schedule met students' academic needs and interests; and that adult professional learning was planned and implemented to meet school-wide learning goals as well as the individual needs of adult learners
- Provided equity and access for all learners by responding to students' diverse needs through concepts of Universal Design for Learning and project-based learning
- Collaborated with teachers to eliminate a decades-long tradition of academic tracking
- In collaboration with staff, established College and Career Pathways in Engineering, Arts, Media, and Entertainment, and AVID
- Added seven STEM elective sections in the master schedule; a STEM project-based learning AVID and City of Azusa collaborative project; implemented after school rocket team in partnership with the Citrus College Rocket Owls Team
- Collaborated with STEM teachers to implement an engaging, project-based learning model, which included courses in robotics, electrical engineering, computer programming, rocketry, and the science of psychology and sociology
- Wrote and received two Project Lead The Way grants to fund STEM courses
- Designed and implemented a 7-year middle school and high school academic plan for all students with an emphasis on A-G requirements; implemented Naviance College and Career planning in grades 7-8, in conjunction with the "Road Trip Nation" program and a partnership Azusa Pacific University
- Collaborated with our counselor and community liaison to create a Parent and Community Center on campus with weekly parent resource workshops
- Developed a strong college partnership with Cal Poly Pomona, Citrus College, and Azusa Pacific University
- Dedicated a late start schedule to implement PLC's and teacher professional learning
- Collaborated with staff to implement an after-school peer tutoring literacy program
- Implemented W.E.B, a 6th grade orientation and mentoring program; and, a Junior National Honor Society Chapter
- Collaborated with teachers to design a rigorous, engaging instructional program whereby all students have equitable access to not only our Common Core instructional program, but also to participate in an Honors Option program, enabling all students the choice to participate in linked-learning extension projects and activities to earn an Honors designation in Language Arts, Science, and Social Science

2009-2013 Assistant Principal, Guidance, Azusa High School, Azusa Unified School District

- Supervised Language Arts, AVID, Special Education departments: through collaboration, provided curricular support and professional development
- Continuous School Improvement: developed a classroom walkthrough system for the purpose of highlighting teacher instructional strengths and initiating reflective practitioner questions and conversations for continuous improvement of teaching and learning
- Certificated and classified evaluations
- AUSD Peer Assistance and Review Joint Panel Member
- Supervised the Counseling Department: facilitated weekly counselor meetings to plan and implement student services such as four-year plans, college and financial aid workshops,

student registration, Migrant and English Language Learner program compliance, graduation, and A-G rate

- University of California Eligibility in Local Context designee
- Coordinated 8th Grade Orientation and Parent Night: designed and implemented a successful school-wide showcase of curricular and extracurricular offerings with booths for prospective students and parents to peruse. This event was well attended by the community; all departments and school organizations were represented, along with hands-on demonstrations and information presented by faculty and students. Various student groups performed, and "Honors" and "High Honors" Future Aztec Scholar Awards were given to incoming 8th graders earning a 3.0 and above G.P.A.
- 8th grade registration: worked with the counselors to coordinate student registration with the middle schools
- Link Crew: recruited and trained Link Crew Leaders, planned and organized the Freshmen Link Crew Orientation. Coordinated Link Crew activities such as Football Pre-Game, Cocoa Cram, and Link Crew tutoring
- Collaborated with the Safe and Civil Team to implement a start-on-time program
- Partnered with Think Together Programming to provide after school tutoring
- AHS Curriculum Council member
- Supervised Attendance Office, College and Career Center, School Records and Registrar Office; worked with attendance clerks to develop and implement an attendance correction system for better accuracy. As a result, A.H.S. achieved a perfect attendance audit for four years
- Organized and facilitated Report Card Night
- 9-12 student discipline and guidance: established a collaborative partnership with teachers to support positive classroom behavior; regularly conferenced with students, parents, and teachers to promote safe and civil procedures and assist teachers with challenging classroom management issues. Consistent and fair with consequences and involved teachers in decision-making
- Coordinated the A.P.U. Psychology Intern and Crisis Intervention Programs
- May CAHSEE testing
- Transfers and Alternative School placement
- Supervised Special Education Instructional Aides
- Mandated Costs
- SST, SART, SARB, 504 processes
- School Resource Officer liaison

2007-2009 Assistant Principal, Sierra High School and 9th Grade Academy, Azusa Unified School District

- Student guidance and discipline
- Curricular planning and program development of 9th Grade Academy
- Benchmark Assessments
- Assisted in planning professional development
- School-wide writing program
- Certificated and classified evaluations
- Trimester student recognition and award assemblies
- Mandated Costs
- SART/SARB
- SST's; IEP's
- Teen Alternative Curriculum
- School Resource Officer liaison

- Library and textbooks
- CST/CAHSEE testing

2005-2007 Language Arts Department Chair, Glendora High School, Glendora Unified School District

- Facilitated instructional implementation of 9-12th grade Language Arts curriculum
- Developed and coordinated grade-level standards curriculum notebooks, methodology, assessment tools, curriculum maps
- 9-12th grade writing portfolio management
- Developed and provided professional development workshops in the following areas: Writing Across the Curriculum, Grammar Integration in the Writing Process, Technology and Web-Based Lesson Design, Data Collection, and Assessment
- CAHSEE Intervention
- Assisted in the selection and assignment of Language Arts teaching staff
- Language Arts Department master scheduling
- Coordinated curricular alignment with Special Education Department
- Designed and implemented a Cross-Curricular Writing Program with the Social Science Department
- Participated in district-wide Language Arts Articulation
- Analyzed STAR data to develop strategies to improve student achievement
- Developed and supervised Language Arts benchmark assessments
- Served as a liaison between Language Arts teachers and administration
- Planned and facilitated regularly scheduled Language Arts Department and grade-level meetings
- Coordinated instructional and curricular strategies with the Language Arts Department at the district's alternative high school

1998-2007 Language Arts Teacher, Glendora High School, Glendora Unified School District

- 10th grade Pre-AP and College Prep Language Arts Teacher
- Yearbook Journalism Teacher
- WASC Writing Team
- Professional Development Workshop Presenter
- Faculty Peer Coach
- Beginning Teacher Support and Assessment Support Provider
- Gifted and Talented Workshop
- Film Club Advisor
- Frosh-Soph Girls Soccer Coach

1994-1997 Language Arts Teacher Tri-Community Adult Education, Covina Unified School District

- Advanced Grammar for Court Reporters; Independent Study, all grades and subjects; and, English as a Second Language for adults

1991-1994 Language Arts Teacher, Valley View High School, Chaffey Joint Union High School District

- 9-12th Grade Language Arts courses

1990-1991 Language Arts Teacher, Ontario High School, Chaffey Joint Union High School District

- 11th Grade Language Arts, 9th and 10th English Language Development, Future

1987-1990 Language Arts Teacher, Western Christian High School, Covina, CA

- 11th grade Language Arts
- 11th grade Academic Counselor 1991-1992

Professional Conference Presentations

- 2024 Presenter, *Peer Mediation Invitational Conference*, Western Justice Center: “Using Data to Engage Communities, Tell Powerful Stories, and Secure Funding”
- 2022 Presenter, California Educational Research Association "*Equity-Focused Literacy Leadership: A Systematic Approach to Closing Achievement Gaps and Accelerating Learning*"
- 2022 Presenter, Grantmakers for Education Conference, Austin Texas: “*Student Narratives: From Voice to Advocacy to Action*”
- 2022 Speaker, *Empower Gala*, Western Justice Center,
- 2022 Presenter, California Association for Bilingual Education Conference: *Equity Leadership for English Learners: Supporting Students, Families, and Teachers*
- 2021 Presenter, California School Boards Association Annual Education Conference: “*The Case for Coherence: Building Capacity in PreK to Third Grade*”
- 2020 Presenter, Poster Session, Curriculum and Instruction Steering Committee Leadership Symposium: “*Prototype to Scale-up: District-Wide Continuous Improvement Through Student Success Drivers, Teacher Leadership, and Systematic Professional Learning*”
- 2020 Presenter, California Language and Learning Innovation Summit: “*Prototype to Scale-up: District-Wide Continuous Improvement Through Student Success Drivers, Teacher Leadership, and Systematic Professional Learning*”
- 2018 Presenter, California Association of Teachers of English: “*Talk First: Bridging Language Gaps through Standards-Based Student Conversations*”
- 2016 Presenter, California Educational Research Association: “*Learners, Sensemaking, and Professional Development*”

Scholarly Activity

- 2024 (In progress) *Conflict Resolution Education (CRE): High Impact Practices for Peacebuilding and Peacekeeping in Schools*, Research and Evaluation, Western Justice Center
- 2023 Technical Assistance & Evaluation, California Newcomer Collaborative Program (*CalNEW*), California Department of Social Services
- 2023 (In progress) *Diverse Adolescents Study*, Stuart Foundation Grant
- 2023 (In progress) *More Equitable & Community-Responsive Accountability Through Incorporating Early Warning & Well-Being Measures: An Evaluation of Azusa USD's On-Track Program* Edudream Grant
- 2023 *The Promise and Opportunities of California's Diverse Adolescent Students*, Supplement to the Final Narrative Report, Stuart Foundation Grant Number: 2021-3997

Dissertation

- 2017 *The Influence of Lesson Study on Teacher Practice: A Case Study* (Dayna Mitchell, Ed.D., <https://scholarworks.calstate.edu/concern/theses/3197xp260>, 2017)

Dissertation Chair

- 2024 *Successes and Challenges of Women of Color in PK-12 Leadership: African American*

- /Black, Asian American, and Latina Women* (Ji Wang, Ed.D. Candidate)
2024 Career Technical Education in the Secondary Setting (Samuel Sanford, Ed.D. Candidate)

Dissertation Committee Member

- 2024 *Equity Development During Social Transformation: A Grounded Theory Study of Charter School Leaders* (Leilani Lafaurie, Ed.D. Candidate)
2024 *Dual Enrollment Equity: Policy, Perspectives, and Partnerships* (Robert Hidalgo, Ed.D. Candidate)
2024 *Examining Restorative Justice in Education as a Framework for Increasing Equity and Inclusion on Secondary School Campuses Post-Pandemic* (Amy McGinnis, Ed.D. Candidate)
2024 *Principal Coaching: An Urgent Call to School Districts to Establish Embedded Coaching Models to Support School Leaders* (Kirk McGinnis, Ed.D. Candidate)
2024 *The Role of Early Childhood Professionals in the Transitional Kindergarten Process* (Miachele Andrade, Ed.D. Candidate)
2024 *Exploring Elementary School Teachers' Understandings and Perspectives on Least Restrictive Environment (LRE) Policy* (Ada Fung, Ed.D. Candidate)
2023 *Con Todo Respeto: Testimonios of Madres and their lived experiences as advocates for their children within moderate/severe special education* (Guadalupe Munoz, Ed.D.)
2018 *The Induction of Early Career Teachers of African-American/Latino Students in an Urban High-Needs School: A Narrative Study in Resilience* (Donna Martyn, Ed.D.)

Recognitions

- 2022 *Alumni Award for Impact*, Azusa Pacific University School of Education
- 2018 *Manager of the Year*, Education Services, Azusa Unified School District
- 2018 *Curriculum and Instruction Administrator of the Year*, ACSA Region 15
- 2014 *Manager of the Year*, Azusa Unified School District

Administrative Professional Development 2007-2022

- Cal APA Faculty Workshop, CTC
- High Tech High Graduate School of Education, Equity-Focused Project Based Learning Design
- California Language and Learning Innovation, California Ed Partners/Stanford Univ.
- Professional Learning Communities at Work Institute
- Building Educators' Assessment Literacy Conference, LACOE
- Next Generation Science Standards Conference, LACOE
- Linked Learning Conference, LACOE
- Document Based Questioning Curriculum Training, AUSD
- Personnel Administrators Academy Certificate: ACSA
- Essential Elements of Effective Instruction: AUSD
- Link Crew Coordinator Certification: The Boomerang Project
- SIOP for Administrators: AUSD
- Common Core Workshops: ACSA
- Language Arts Common Core: WestEd Webinar Series
- Continuum of Practice/California Standards for the Teaching Profession Workshop: AUSD
- Interest-Based Bargaining: AUSD
- Bullying, Cyberbullying and Other Aggressive Behaviors: LACOE
- FRISK Workshop: AUSD
- AVID Training: LACOE

Education

- 2017 Ed.D., Educational Leadership, Cal Poly Pomona
2012 Tier 2 Administrative Clear Credential, University of California, Irvine
2007 M.S., Educational Leadership and Tier I Administrative Credential, California State University, Fullerton
1990 Single Subject English Credential, Azusa Pacific University
1986 B.A., English, Azusa Pacific University

Professional Organizations

Western Justice Center, Program Advisory Council
Association of California School Administrators
Association for Supervision and Curriculum Development
National Center for Faculty Development and Diversity