
EDUCATION

Doctorate of Education, Educational Leadership, University of South Florida – 2011
Masters of Education, Educational Leadership, University of South Florida – 2005
Bachelors of Science, Social Science Education, University of South Florida – 2002

PROFESSIONAL HIGHLIGHTS

- Currently the academic chair for education department at the University of Tampa
- Program director experience. Launched and sustained master’s in educational leadership graduate program. Ability to start and grow programs. Currently the program director and faculty member
- Human resources experience by leading search committees, hiring and retaining instructors and staff, and cultivating positive departmental culture
- Budget management experience as academic chair and program director
- Eight years of extensive leadership development experience by teaching courses, facilitating workshops, and conducting research
- Successfully developed a disposition assessment tool for teacher prep and educational leadership programs. Currently adopted by 75+ universities across the U.S. <https://www.watermarkinsights.com/educator-disposition-assessment/>
- Experience designing online and hybrid courses
- Researcher and trainer on self-care for educators, <https://scholarworks.sfasu.edu/slr/vol15/iss2/1/>
- Established long-term partnerships with school districts to support turnaround school leadership preparation, <https://www.bizjournals.com/tampabay/news/2023/07/07/master-of-education-in-educational-leadership.html>
- Diversity, Equity and Inclusion workplace certificate from the University of South Florida College of Business
- Trained moderator for Sustained Dialogue
- Diversity consultant for local Tampa Bay area schools
- Chair and co-chair of Faculty Diversity Committee at the University of Tampa
- Subcommittee chair and member of the University of Tampa Values to Action Diversity, Equity and Inclusion Task Force
- Member of Hillsborough County Public Schools Diversity Task Force
- Member of Manatee County Schools African American History Task Force
- Florida Association of Professors of Educational Leadership (FAPEL) board member and webmaster

HIGHER EDUCATION PROFESSIONAL EXPERIENCE

UNIVERSITY OF TAMPA

2022 – Current

ACADEMIC DEPARTMENT CHAIR, EDUCATION DEPARTMENT (see full duties in addendum)

- Chief academic lead for department
- Oversight of all curricular updates to remain in compliance with university requirements, FLDOE standards, and CAEP national accreditation requirements
- Serve on Dean’s academic leadership team for the college
- Lead supervisor for all faculty and staff within department

- Develop and manage departmental annual budget
- Maintain master schedule of courses for each semester, to ensure proper FTE management of faculty teaching loads and course enrollments
- Recruit, hire, and retain all part-time instructors for department
- Serve as academic advisor for undergraduate students
- Prepare departmental annual reports for Dean and Provost
- Serve as the lead representative for the department for all community initiatives
- Oversee the management of all departmental duties and responsibilities

2022 – Current

ASSOCIATE PROFESSOR, EDUCATIONAL LEADERSHIP

- UT Rise Grant Recipient, \$8,323, Research Topic: A Mindfulness Approach to Burnout and Compassion Fatigue Among Educational Leaders
- Courses taught:
 - EDL 604, Curriculum and Achievement
 - EDL 606, Administrative Internship
 - EDL 610, Communication and Technology for School Leaders (converted to fully online)
 - EDL 603, Human Resources, Recruitment and Retention (hybrid)
 - EDL 612, Problem Solving and Visionary Leadership
 - EDL 602, Organizational Leadership, Safety and Decision Making

2016 – 2022

ASSISTANT PROFESSOR, EDUCATIONAL LEADERSHIP

- Earned Tenure & Promotion
- Lead instructor for all educational leadership courses
- UT Rise Grant Recipient, \$13,820, Research Topic: Building Teaching Capacity in an Under-Resourced African University
- Developed educational leadership hybrid courses
 - Administrative Internship, Technology and Communication for School Leaders, Curriculum and Achievement, and Human Resources
- Courses Taught:
 - EDU 317, Diversity and Ethics
 - EDL 612, Problem Solving and Visionary Leadership
 - EDL 606, Educational Leadership Internship
 - EDL 601, Instructional Leadership
 - EDL 610, Technology and Communication for School Leaders
 - EDL 603, Human Resources, Retention, and Recruitment
 - EDL 602, Organizational Leadership, Safety, and Decision Making
 - EDL 604, Curriculum and Achievement
 - EDL 608, Data Driven Leadership

August 2016 – Current

GRADUATE DIRECTOR, EDUCATIONAL LEADERSHIP GRADUATE PROGRAM

- Extensive program development and management experience
- Developed and launched program in Fall 2016
- Curriculum development for all educational leadership courses
- Lead ongoing student recruitment initiatives
- Established turnaround leadership partnership with Hillsborough County Public School District
- Established non-degree-seeking certification partnership with Pasco County and Hillsborough County Public School Districts

- Established hyflex model for program in 2020
- Interview and hiring of all instructors for educational leadership program
- Advisor for all educational leadership students
- Maintain graduate program budget

2013 – 2016

COORDINATOR OF SECONDARY INTERNSHIPS

- Recruited and supervised university supervisors for undergraduate and graduate internships
- Oversaw all secondary education internships within Hillsborough County School District
- Maintained data on intern's progress to ensure compliance with FLDOE standards
- Taught multiple graduate and undergraduate courses
- Served on department graduate committee to assist with the growth and sustainability of department graduate programs
- Established and maintained Urban Teaching Academy partnership with secondary education program and a local high school
- Academic advisor for secondary education majors
- Facilitated professional development trainings: Florida Clinical Education Certification Training, Danielson Framework for Teaching Training
- Committees:
 - Secondary Education Curriculum Committee (Committee Chair, Department Committee)
 - Clinical Committee (Department)
 - Graduate Committee (Department)
- Courses Taught:
 - EDU 345, Secondary Teaching Methods
 - EDU 410, Undergraduate Seminar for Final Internship
 - EDU 408, Undergraduate Seminar for Practicum III
 - EDU 312, Role of Teacher, Professional Understanding & Leadership
 - EDU 317, Diversity and Ethics
 - EDU 608, Cross Cultural Diversity
 - EDU 605, Inquiry and Measurement

ADDITIONAL PROFESSIONAL EXPERIENCE IN EDUCATION

HILLSBOROUGH COUNTY PUBLIC SCHOOLS

2010 – 2013, Hillsborough County District Office

District Instructional Evaluator – Empowering Effective Teachers Initiative

2008 – 2010, C. Leon King High School

Smaller Learning Communities (SLC) Coordinator / AVID Coordinator and Instructor

2007 – 2008, MIDDLETON HIGH SCHOOL

AVID (Advancement via Individual Determination) Coordinator and Instructor

2006 – 2007, MIDDLETON HIGH SCHOOL

Ninth Grade Academic Resource Teacher

2003 – 2006, MIDDLETON HIGH SCHOOL

Social Studies Teacher

2002 – 2003, SICKLES HIGH SCHOOL
Social Studies Teacher

PUBLICATIONS AND INTELLECTUAL CONTRIBUTIONS

Peer Reviewed Published Articles

- Wilson, Adrienne (2021). Emotionally Agile Leadership Amid COVID-19, *School Leadership Review*: Vol. 15: Iss. 2, Article 1.
- Wilson, A. Ensmann, S., Almerico, G., Johnston, P. (2020). Examining Educational Leadership Dispositions: A Valid and Reliable Assessment of Leadership Dispositions. *International Journal of Educational Leadership Preparation*, (15)1. ISSN# 1532-0723.
- Ensmann, S., Johnston, P., Almerico, G., Wilson, A. (2019). Assessing dispositions of the online learner (DOL): To improve learning gains. *Journal of Strategic Innovation and Sustainability*, 14(2). ISSN# 1718-2077.
- Johnston, P., Wilson, A.G., Almerico, G. M. (2018). Meeting Psychometric Requirements for Disposition Assessment: Valid and Reliable Indicators of Teacher Dispositions, *The Journal of Instructional Pedagogies*, Vol. 21.
- Scaglione, et.al. (2016). A Beginning Teachers First Steps to “Fitting In Where You Are Getting In”: Identifying Top Rated Collegial and Non-Collegial Dispositional Behaviors. *Education*. 36(134).
- Wilson, A.G. (2016). From Professional Practice to Practical Leader: Teacher Leadership in Professional Learning Communities. *International Journal of Teacher Leadership*. 45(7).

Peer-Reviewed Book Chapters

- Wilson, Adrienne (2022). A Critical Conversation about Mindfulness for School Leaders. In K. Clark (Ed.), *Self-Care and Stress Management for Academic Well-Being*. Information Age Publishing.
- Wilson, A, Erben, T., Almerico, G. (2022). Distributed Articulation: blurring the line between district and higher education to grow school leadership. In *School Administrator Succession Planning: Identifying High-Impact Practices, Programs, and Frameworks in P-12 Schools*.

Peer Reviewed Academic Products (currently adopted by 75+ colleges and universities)

- Wilson, A.G., Almerico, G., Johnston, P., Ensmann, S. (2019). Educational Leadership Disposition Assessment Tool and Technical Manual.
- Ensmann, S.Y., Wilson, A., Johnston, P., Almerico, G., (2018). Dispositions of the Online Learner Assessment Tool and Technical Manual.
- Almerico, G.M, Johnston, P, Wilson, A.G, (2016). Educator Disposition Assessment Tool and Technical Manual.

Non-Peer Reviewed Publications

Wilson, A. & Wilson, O. (2020). *The Ten Laws of Winning*. Olive Branch, MS. Watersprings Publishing.

Wilson, A.G. (2019). Combating the Curve. Faculty Focus.
<https://www.facultyfocus.com/articles/effective-teaching-strategies/student-retention/>

Educational Leadership Conference Presentations

ICPEL Annual Conference (2023). Orlando, FL. (virtual presentation): The Chair, Overcoming Institutional Barriers for Effective Leadership.

FATE Annual Conference (2021). Tampa, FL. Title: Mind Over Matter, Integrating Mindfulness into Teacher Prep.

UCEA Annual Conference (2021). Columbus, OH. Title: A Critical Conversation about Mindfulness for School Leadership.

ICPEL Annual Conference (2021). Virtual Conference. Title: Preparing School Leaders for Emotionally Agile Leadership.

EERA Annual Conference (2021). Virtual Conference. Title: Emotionally Agile Leadership Amid COVID-19.

EERA Annual Conference (2020). Orlando, FL. Title: Examining Educational Leadership Dispositions: A Valid and Reliable Assessment of Leadership Dispositions, A Culmination of a Multi-Year Study.

Watermark Engage Conference (2019). New Orleans, LA. Examining Educational Leadership and Online Learning Dispositions.

EERA Annual Conference (2019). Myrtle Beach, SC. Title: Examining Educational Leadership Dispositions: A Valid and Reliable Assessment of Leadership Dispositions.

EERA Annual Conference (2018). Clearwater, FL. Title: A Case Study of Examining Turnaround Leadership Capacity.

National Conference of Professors of Educational Administration (2017). Puerto Rico, Title: A Pipeline for School Turnaround Leadership.

National Conference of Professors of Educational Administration (2017). Puerto Rico, Title: Leadership: Assessing Professional Dispositions of M.Ed Candidates.

AACTE Conference (2016). Las Vegas, NV, Presentation Title: Educator Disposition Assessment: A Research-Based Measure of Teacher Dispositional Behaviors.

Educational Disposition Consultants (2016 – current). Professional development trainings and webinars for 100+ public and private American universities

CAEP Conference (2015). Washington DC, Presentation Title: Educator Disposition Assessment: A Research-Based Measure of Teacher Dispositional Behaviors.

Diversity, Equity, and Inclusion Presentations, Trainings, and Consultation

- Berkeley Prep Summer Academy (2022). Culturally Relevant Teaching
- University of Tampa, Center for Teaching and Learning (2022). Building Community for All in the Classroom
- Berkeley Prep Summer Academy (2021). Culturally Relevant Teaching
- University of Tampa, Office of Chief Diversity Officer (2021). Building Inclusive Classrooms
- Winthrop Charter School (2021). Culturally Responsive Practices for the Classroom
- Berkeley Prep Summer Academy (2020). Culturally Relevant Teaching
- University of Tampa DEI Listening Groups (2020). Data collection on campus climate and culture
- University of Tampa (2020). DEI Taskforce Presentation on Campus Climate and Culture
- Winthrop Charter School (2020). Culturally Relevant Teaching, Part Two
- Berkeley Prep Summer Academy (2019). Culturally Relevant Teaching
- Winthrop Charter School (2019). Diversity and Inclusion Professional Development Workshop for Teachers, Part One
- Academy of the Holy Names (2019). Diversity and Inclusion Training for Faculty, Part Two
- Academy of the Holy Names (2019). Diversity and Inclusion Training for Faculty, Part One
- Academy of the Holy Names (2019). Diversity and Inclusion Board of Trustees Presentation
- Berkeley Prep Summer Academy (2018). Culturally Relevant Teaching
- Academy of the Holy Names (2018). Diversity and Inclusion Leadership Development Workshop
- Academy of the Holy Names (2018). Diversity and Inclusion Leadership Retreat
- Florida Council for Independent Schools, (2017). Diversity, Equity, and Inclusion: Expanding Cultural Competence for School Leaders
- Berkeley Prep Summer Academy, (2017). Culturally Relevant Teaching

GRANTS & AWARDS

Grants

- Wilson, A. University of Tampa Rise Grant. Awarded Spring 2022. A Mindfulness Approach to Burnout and Compassion Fatigue Among Educational Leaders. Awarded \$8,323

Hollist, A. & Wilson, A. University of Tampa Rise Grant. Awarded Spring 2020. Building Teaching Capacity in an Under-Resourced African University. Awarded \$13,820

Wilson, A. University of Tampa Board of Fellows Grant, Awarded Fall 2019. Topic: Implementing Educational Leadership Speaker's Series at the University of Tampa. Awarded \$2,200

Wilson, A. University of Tampa Board of Fellows Grant, Award Fall 2016. Topic: Preparing EDL Candidates for School Leadership Through Florida Educational Leadership Exam Preparation. Awarded \$1,200

Awards

2023 Agent of Change Award, University of Tampa, Office of Diversity, Equity, and Inclusion

2022 University of South Florida Kente Alumni Award

UNIVERSITY SERVICE

UNIVERSITY OF TAMPA, Tampa, FL

University Level

- Dean Search Committee for College
- Faculty Diversity Committee Chair
- Hybrid Committee
- Faculty Diversity Committee
- UT Curriculum Committee
- Values to Action: Diversity, Equity and Inclusion Task Force core committee member and subcommittee chair
- Co-chair of Faculty Diversity Committee
- University Graduate Council

Departmental Level

- Secondary Curriculum Committee
- Graduate Curriculum Committee
- CAEP ad hoc Committee
- Continuous Improvement Committee
- Internship Committee
- Urban Teaching Academy Partnership
- Hillsborough County Public School Turnaround School Leadership Partnership
- Pasco County School District Educational Leadership Partnership

SERVICE TO THE PROFESSION / DISCIPLINE

Within the past five years

- Board Member and Webmaster for Florida Association of Professors of Educational Leadership
- Reviewer for Peer Review Journals and Conference Proposals:
 - International Council of Professors of Educational Leadership Conference Proposals
 - School Leadership Review
 - Journal of Educational Change
 - AACTE Conference Proposals

- University of Central Florida Faculty Development Advisory Board
- Manatee School District African American History Task Force
- Hillsborough County School District Diversity, Equity and Inclusion Task Force
- Florida Association of Professors of Educational Leadership Executive Board Member
- Hillsborough County School District Achievement School Advisory Council

SERVICE TO THE COMMUNITY

Within the past five years

- National Coalition of 100 Black Women, Tampa Bay Chapter, President Elect and National Committee Member
- Tampa Organization of Black Affairs Leadership Institute Alumni
- Sisters in Scholarship (Founder)
- National Coalition of 100 Black Women, Tampa Bay Chapter, 3rd Vice President and National Committee Member
- The Princess Project Non-Profit Organization (Founder)

PROFESSIONAL DEVELOPMENT

Within the past five years

- University of South Florida College of Business Diversity Certificate Program
- Factors to Consider in Faculty Searches, University of Tampa
- Teaching Diversity and Dialogue, University of Tampa
- Building Student Rapport, a Sense of Belonging, and Growth Mindset or Intracultural and Cross Cultural Dialogue, University of Tampa
- TikTok University, University of Tampa
- Sustained Dialogue Moderator Training
- UT College of Business Leading in the New Normal Leadership Series
- Florida Association of Professors of Educational Leadership
- ASCD Leadership Conference, Orlando, FL
- Site visitation to Ron Clark Academy, Atlanta, GA
- Charlotte Danielson's Framework for Teaching

PROFESSIONAL ASSOCIATIONS AND CERTIFICATIONS

Learning Forward, The Professional Learning Association
Florida Association of Professors of Educational Leadership (Board Member)
American Association of University Women
Florida Teacher Certification, Social Science, Grades 6-12
Mental Health First Aid Certification
Diversity in the Workplace Certificate, The University of South Florida, College of Business
Sustained Dialogue Moderator Certification

Addendum

The duties of the Department of Education Academic Chair at the University of Tampa are to:

- (a) Serve as the official channel of communication between the department and the provost, dean, other University officials, and other departments;
- (b) Call meetings of the department faculty, preside over the meetings, transmit minutes of the meeting to the dean, and maintain such minutes in the departmental file;
- (c) Report to the dean regarding the activities and needs of the department;
- (d) Submit new courses, revision of existing courses or deletion of courses to the appropriate committee or office;
- (e) Establish and monitor departmental budget and recommend budgetary needs of the department to the dean;
- (f) Coordinate library acquisitions;
- (g) Oversee the recruitment and hiring of new faculty searches;
- (h) Recommend to the dean the appointment, re-appointment, tenure, promotion and/or dismissal of faculty;
- (i) Conduct faculty evaluations and provide recommendations to the dean;
- (j) Develop course schedules and staffing of classes as well as selection and ordering of textbooks;
- (k) Oversee any special duties located within the department;
- (l) Problem-solve for student complaints against department faculty or policies and mitigate potential future complaints
- (m) Attend meetings of department chairs; and
- (n) Be available as needed during summer months for department functions or meetings.
- (o) Serve as the official channel of communication between the department and the provost, dean, other University officials, and other departments;

Other Duties Framed by Florida DOE/CAEP Requirements:

- a. Review and recommend program revisions and updates;
- b. Ensure all publications including the catalog and departmental publications are current; and
- c. Review and approve all education department admission applications.
- d. Liaison with institutional Office of Academic Advising to assign advisors to students in the Education Department;
- e. Liaison with institutional Office of Academic Advising to update program degree requirements as needed;
- f. Act as advisor for all transfer students admitted to the Education Department; and

- g. Organize and deliver the education major student orientation to provide current information about unique department policies, procedures, and requirements.
- h. Review and approve recommendations for dismissal of candidates from program for not demonstrating competencies expected at minimal level in conjunction with the faculty;
- i. Document that indicators, methods, and processes have been established to assess and collect data on candidates' attainment of the FDOE UCC/InTASC Standards content in coursework, field experiences, and on state tests;
- j. Document comprehensive and systematic procedures are established that monitor the candidate's progression, mastery of the FDOE UCC/InTASC Standards to include:
 - 1. Candidate instruction and assessment in the Florida Educator Accomplished Practices across content areas.
 - 2. The use of state-adopted content standards to guide curricula and instruction.
 - 3. Scientifically researched and evidence-based reading instructional strategies that improve reading performance for all students, including explicit, systematic, and sequential approaches to teaching phonemic awareness, phonics, vocabulary, fluency, and text comprehension and multisensory intervention strategies.
 - 4. Content literacy and mathematics practices.
 - 5. Strategies appropriate for the instruction of English language learners.
 - 6. Strategies appropriate for the instruction of students with disabilities.
 - 7. Strategies to differentiate instruction based on student needs.
 - 8. Strategies and practices to support evidence-based content aligned to state standards and grading practices.
 - 9. Strategies appropriate for the early identification of a student in crisis or experiencing a mental health challenge and the referral of such student to a mental health professional for support.
 - 10. Strategies to support the use of technology in education and distance learning.
- k. In conjunction with ARD Committee, review all C1 reports;
- l. Approve or decline applications by candidates to the Department of Education as reviewed by the ARD/CP Committee.