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Top Skills

Coaching
Leadership
Public Speaking

Certifications

Principal EC-12
Superintendent

James Whitfield Ed.D.

Consultant & Advisor - Youth & Education Advocate - Diversity & Inclusion Leader - Inspirational Public Speaker - Media Inquiries: Patricia@PSThinkBig.com
Dallas-Fort Worth Metroplex

Summary

Dr. James Whitfield is an exceptional leader who demonstrates the importance of diversity, equality, inclusion, and integrity in everything he does. He is known for creating safe, nurturing, and thoughtful learning environments and is well respected by students, faculty, parents, and the community at large.

Dr. Whitfield is an exceptional speaker who shares powerful stories of the power of education, leading with love, overcoming adversity, and fighting for purpose. Additionally, Dr. Whitfield shares the story of his upbringing and the profound influence his mother (who was diagnosed with terminal illness while he was in high school) had in inspiring him to pursue a career in education. He also shares the experience of being the first Black administrator at four different Texas public schools, with his last leadership position as Principal in a school district with less than 7% black population.

Dr. Whitfield is skilled in building positive culture, creating sustainable change, innovation, and coaching for excellence of the power of education. He is respected for his leadership style which he describes as compassionate, leading with love, overcoming adversity, and advocating for justice. Along the way, he inadvertently became an exceptional media spokesperson with international attention.

Experience

Freelance
Consultant & Advisor
November 2021 - Present (2 months)
United States

Current focus:

- Educational Equity - Ensuring that every student has access to an excellent educational experience that prepares them to be productive members of a global society.
- Building Community - working with different stakeholders to create an environment of excellence in which all feel seen, heard, valued, and celebrated.
- Social Justice
- Change Management
- Equity for Traditionally Marginalized Communities
- Retention and Recruitment of diverse Educators

Current/Recent partnerships with:

- CNN Worldwide Documentary
- NBC Southlake Podcast
- HBO United Shades of America
- Howard University - African American Policy Forum
- Dallas Truth, Racial Healing and Transformation
- Color of Change
- Tarrant4Change
- Student Documentary with The Alkemiz Project

Whitfield Education Solutions

Chief Executive Officer

February 2018 - Present (3 years 11 months)

United States

Specializing in school improvement and turnaround, revitalizing school culture, leadership development, systems development, targeted professional coaching & development, family/community engagement, and data analysis to enhance student achievement. Supports district to strengthen leaders in creating strategic plans, conducting on-site visits and classroom observations, survey staff, provides action plans and resources needed for the school to excel.

Grapevine-Colleyville ISD

3 years 6 months

School Principal

June 2020 - Present (1 year 7 months)

Colleyville Heritage High School

Responsible for leading an organization of approximately 200 staff members and 2,000 students from an internationally diverse student body (54 countries

were represented). Successfully, led school reopening efforts in the midst of the COVID-19 pandemic. Oversaw all day-to-day administrative aspects of the organization while intentionally nurturing the social emotional health of staff, students, and community.

Using the theory of change during the 2020-2021 school year, Dr. Whitfield led efforts to create a system for school-wide implementation of Canvas Learning Management System, AVID instructional practices, and facilitated leadership development activities to grow leadership capacity at all levels of the organization. He also facilitated the development of the first Diversity Advisory Council at CHHS. This group was student-led and brought together students from all walks of life to do great things for our school that had never been done. These combined efforts, and so much more, positioned Colleyville Heritage High School to be highly successful in educating the whole child. Mr. Whitfield became extraordinarily respected and beloved by students, faculty and staff - as well as by parents and the broader community.

In addition to serving in the role as Principal, Dr. Whitfield also served on numerous district-level teams. On the Superintendent Leadership Team, he was the lone campus representative present in meetings tackling challenges from district policy to the ever-changing COVID-19 protocols. Dr. Whitfield also served on the Policy Review Team, led by the district Chief Operating Officer. The team reviewed, discussed, and made recommendations for needed changes to district policy to comply with changes in state policy and current standards in education. Additionally, he served on the district Budget Review Team which reviewed and modified the district multi-million dollar budget as necessary.

School Principal

June 2019 - June 2020 (1 year 1 month)

Heritage Middle School

Dr. Whitfield was responsible for approximately 80 staff members and 700 students from all over the world. He was responsible for all day-to-day administrative aspects of the organization while intentionally nurturing the social-emotional health of staff, students, and community. Coached staff towards enhanced cultural responsiveness, with a focus on equity and providing access to rigorous coursework for traditionally underserved student populations. A large contributor to his success was leading systemic efforts to infuse the AVID Framework into the campus culture. As a result of COVID, Dr. Whitfield led efforts to transition the staff, students, and their families to

our new reality of virtual instruction, with a steadfast commitment to nurturing the social-emotional health of our school community. The success of these efforts - during a global pandemic - resulted in the school achieving its first AVID National Demonstration School status. AVID National Demonstration School is an exemplary model of the AVID College Readiness System and achieved through a rigorous application process, screening onsite visits, etc. Only 200 schools nationally have this distinction.

Assistant Principal

July 2018 - June 2019 (1 year)

Colleyville Heritage High School

As Assistant Principal, Dr. Whitfield oversaw the implementation of Student Learning Objectives, facilities, master scheduling, staff evaluations, and served as climate and culture liaison. Through intentional instructional focus, they were able to achieve 5 designations under the state accountability system (Academic Achievement in ELA/Reading, Mathematics, Science, Social Studies, and Postsecondary Readiness). Additionally, he served on a number of district-wide teams, including strategic planning.

The Flippen Group

Leadership Strategist

June 2017 - June 2018 (1 year 1 month)

United States

Dr. Whitfield was a strategic leader for this premier leadership and organizational development company providing education and business solutions. Clients include schools, Fortune 500 companies, government agencies, and college and professional sports teams. Flippen Group's staff and processes help individuals and organizations overcome constraints and systemic obstacles, paving the way to increased personal and organizational performance.

Birdville ISD

5 years

Principal

June 2015 - July 2017 (2 years 2 months)

Richland Middle School

Dr. Whitfield successfully led a campus turnaround guided by the Texas Accountability Intervention System (TAIS) by synthesizing the Seven Critical Success Factors (CSFs) to support continuous improvement and increase student achievement. When he assumed the Principalship at RMS it was in

Priority status, on the verge of Improvement Required by the State of Texas. 1/3 of students were English Language Learners representing 24 different countries, mobility rate hovered at 20%, 75% of students were on free and reduced lunch, staff turnover was occurring at almost a 40% rate per year, and well over half of the students were labeled at-risk.

In two years, student achievement improved across all standardized tests (Double digits gains in STAAR Reading and Social Studies). Incidents of disciplinary referrals decreased and improved with an emphasis on positive behavior supports in place and an increased level of behavioral expectations. School-wide implementation of The Flippen Group's Capturing Kids Hearts to equip staff with tools to build positive relationships with students and empower students to lead in the classroom while self-managing their behaviors. As they embarked on the 2016-2017 school year they staged a back to school welcome of our students that ended up going viral on Facebook and was even featured on Inside Edition.

In the Spring of 2017, the school was asked to take on becoming the district's first school of specialization in leadership. All of this at the school formerly described as "toxic" just a year before.

Assistant Principal

August 2012 - June 2015 (2 years 11 months)

North Ridge Middle School

Dr. Whitfield oversaw the implementation of Professional Learning Community process,

Facilities, master scheduling, staff evaluations, and served as the Response to Intervention (RtI) Coordinator. Additionally, he served on the Birdville ISD Strategic Action Planning Team as a facilitator for the Culture strand, which was one of four district-wide teams. In this role, he led a cross-section of 50 staff members throughout the district towards crafting strategic goals and objectives for the district.

Birdville ISD

Teacher/Basketball Coach

July 2005 - May 2012 (6 years 11 months)

Texas, United States

- Prepare the study material on world geography, urbanization, civilizations, etc.
- Plan the curriculum according to current needs.
- Modify and revise the curriculum whenever required.

- Design experiences for students to engage in meaningful learning.
- Assist in administrative duties including fundraising, scheduling and budgeting.

Education

Dallas Baptist University

Doctor of Education (Ed.D.), Educational Leadership K-12 with Superintendent Certification · (2014 - 2018)

Southwestern Adventist University

Masters, Educational Leadership · (2009 - 2011)

Southwestern Adventist University

B.S., Social Science · (1999 - 2004)

Texas Wesleyan University

NA, Social Science requirements · (2002 - 2003)