

# TERESA A. SMITH, Ed.D.

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## **EDUCATION**

### **Doctorate of Education in Educational Leadership, May 2012** (*Graduated with Distinction*)

Liberty University, Lynchburg, VA

Dissertation Title: *A Study of Ethnic Minority College Students: A Relationship Among the Big Five Personality Traits, Cultural Intelligence, and Psychological Well-Being*

### **Master of Business Administration, May 2002**

Elon University, Elon, NC

### **Master of Arts-Education Counseling, May 1996** (*Graduated Cum Laude*)

North Carolina Central University, Durham, NC

Thesis: *Peer Mediation: A Pattern of Change in Suspension and Attendance Among High School Students*

### **Bachelor of Science-Criminal Justice, May 1989**

Double Major: Criminal Justice and Psychology

University of North Carolina-Chapel Hill, Chapel Hill, NC

## **PROFESSIONAL LICENSING/CERTIFICATION**

### **Counseling**

North Carolina School Counselor (Grades K-12)

National Certified Counselor

National Certified School Counselor

## **POST-SECONDARY TEACHING EXPERIENCE**

### **Adjunct Instructor, 2009-Current**

North Carolina A&T State University, Greensboro, NC

- HDSV 610 Introduction to School Counseling

### **Adjunct Instructor, 1998-2003**

Alamance Community College, Graham, NC

- CJC 111 Introduction to Criminal Justice
- SOC 210 Introduction to Sociology

## **PROFESSIONAL EXPERIENCE**

2010-current

**Cultural Linguistic Competence (CLC) Coordinator**, Alamance  
Burlington School System (ABSS), Burlington, NC

- Developed and implemented the cultural competence mini grant processes including application submission and review process, budget and program reviews, site visits, and grantee technical assistance to monitor federal grant funds
- Develop and implement a cultural competency curriculum to sustain the ongoing CLC training program in ABSS and the community
- Provide consultation and technical assistance to child-serving agencies regarding cultural and linguistic competent services, policies, and procedures
- Foster partnerships and coordination of cultural responsive services with community leaders and organizations
- Served in a supervisory role for art project coordinator and human service interns

2006-2010                      **K-12 Student Support Services Consultant**, NC Department of Public Instruction (NCDPI), Raleigh, NC

- Served as point of contact for 115 Local Education Agencies (LEAs) and approximately 8000 North Carolina student support services personnel
- Launched NCDPI's first targeted comprehensive student support services listserv
- Established and managed the first Student Support Services Advisory Board
- Served as liaison to three North Carolina professional associations and the American School Counselor Association
- Convened higher education, district and school personnel to aligned school counselors and social workers provisional licensing process with the North Carolina State Board of Education's 2006 mission and goals
- Coordinated the provisional licensing processes with the Regional Alternative Licensing Centers (RALCs)
- Provided phone and email technical assistance to inquiries from provisional, beginning, and veteran personnel, teachers, school and district administrators, and parents and/or guardians
- Co-developed the *NC Professional School Counseling Standards*, *NC Professional School Social Work Standards*, and *NC Professional School Psychology Standards* with local- and state-level representatives
- Convened state- and local- level writing teams (reps from NCDPI, schools & districts, universities, community colleges, business partners, and agencies) to develop the *North Carolina Guidance Essential Standards*
- Delivered provisional licensing process, American School Counselor Association's National Model, and Professional Standards trainings to student support services personnel, student support services directors, principals, counselor educators, and licensing personnel
- Coordinated with state-level subject matter experts to develop the *North Carolina Graduation Project Implementation Guide*
- Served on the North Carolina Interagency Council for Coordinating Homeless Programs
- Presented to North Carolina Joint Legislative Education Oversight Committee regarding the school counselor role in reducing the dropout rate
- Planned and facilitated the first North Carolina Graduation Project Coordinators' Conference
- Implemented the statewide Student Oratorical Contest for the 2009 Raising Achievement and Closing Gaps Conference
- Served in a supervisory role for staff (clerical and consultants)

2005-2006

**Early College High School Consultant**, NCDPI, Raleigh, NC

- Served as NCDPI's point of contact for the Early College High School initiative
- Processed innovative high school programs' waiver requests
- Coordinated with key internal and external stakeholders to resolve policy issues
- Reviewed grant applications
- Provided training and technical assistance on policy concerns
- Conducted on-site grantee monitoring reviews
- Facilitated model in- and out-of-state site visits
- Produced a public service announcement for the North Carolina Adolescent Literacy Grant

2003-2005

**Special Projects Coordinator (Advanced Placement and Textbook Adoption)**, NCDPI, Raleigh, NC

**Advanced Placement (AP)**

- Managed expenditures for two \$500K-600K AP grants that covered online course development and fee waiver
- Increased NCDPI's online AP course offering from six to fifteen in two years
- Provided training opportunities and technical assistance for 6<sup>th</sup> – 12<sup>th</sup> grade teachers in 13 low wealth rural school districts
- Conducted on-site monitoring visits to inform strategic planning
- Planned and implemented first statewide Advanced Placement Forum

**Textbook Adoption**

- Coordinated the 2004 \$82M statewide textbook adoption process
- Developed textbook invitation for over 200 textbook publishers
- Established timeline for regional selection and evaluation process, which involved 100-200 North Carolina teachers and administrators
- Compiled evaluation results and submitted selection list to the North Carolina Textbook Commission for adoption
- Planned and facilitated the two-week, eight-region publishers' traveling textbook trade show
- Issued publisher contracts
- Processed errata sheets
- Served in a supervisory role for staff (clerical and textbook warehouse)

1998-2003

**Vocational Rehabilitation Counselor II**, NC Vocational Rehabilitation, Burlington, NC

- Monitored a caseload of 160 academically, emotionally, and physically challenged clients' eligibility and service deliver
- Managed a \$300-400K annual budget for clothing, transportation, and post-secondary training
- Served as liaison to employers, secondary, and post-secondary representatives regarding client performance

1997-1998

**High School Counselor**, Chapel Hill High School, Chapel Hill, NC

- Provided academic, career, personal, financial aid, and crisis counseling to 320 students in grades 9-12
- Conducted training sessions on counseling and academics services, goal setting, organization and time management, testing taking strategies, and post-secondary opportunities for parents and students
- Reviewed students' academic records to determine eligibility for graduation and post-secondary opportunities
- Collaborated with college representatives to submit students' admission and financial aid applications
- Implemented an inaugural summer enrichment opportunities fair

1995-1997

**Middle and High School Counselor**, Alamance-Burlington Schools, Burlington, NC

- Implemented a comprehensive middle and high school counseling program for students enrolled in an alternative learning setting
- Served as liaison to six middle and high schools and community agencies
- Facilitated student enrollment in the GED and Adult High School Diploma program
- Reviewed academic records to determine eligibility for graduation and admission to post-secondary opportunities
- Served as the dropout prevention counselor, assistance team chair, school based committee chair, and testing coordinator

**PROFESSIONAL SERVICE ASSIGNMENTS (ABSS)**

Member, North Carolina Collaborative for Children, Youth, and Families, Training Committee, 2012 - Current

Chair, Alamance-Burlington Closing Gap, Inc., Raising Achievement and Closing Gaps Task Force, 2011 - Current

Coordinator, Alamance Alliance for Children and Families, Cultural Linguistic Competence Committee, 2010 - Current

Member, Alamance Alliance for Children and Families, Evaluation Committee, 2010 – Current

Member, Alamance Alliance for Children and Families, Full Project Team, 2010 – Current

Member, Alamance Alliance for Children and Families, Services and Supports Committee, 2010 - Current

Member, Alamance Alliance for Children and Families, Social Marketing Committee, 2010 - Current

Member, Alamance Alliance for Children and Families, Training & TA Committee, 2010 - Current

Member, Alamance County Ready Schools Task Force, 2010 – Current

Member, Alamance County System of Care, Faith-Based Committee, 2010 - Current

Member, Student Support Services Advisory Council, 2010 - Current

Member, Student Support Services Design Team, 2010 – Current

Member, Student Support Services Leadership Team, 2010 - Current

Member, Raising Achievement Closing Gap Committee, 2010 - Current

Member, Raising Achievement Closing Gap Committee, Research Sub-Committee, 2010 - 2011

**NC Department of Public Instruction**

Planning Committee, Raising Achievement and Closing Gaps Conference, 2006 - 2009

Planning Committee, First NC Reach Statewide Conference, 2009

Chair, North Carolina School Social Worker Provisional Licensing Ad Hoc Committee, 2009

Chair, North Carolina Guidance Essential Standards Development Team, 2009

Chair, North Carolina Student Support Services Advisory Board, 2008 - 2010

Chair, North Carolina School Psychologist Job Description Advisory Committee, 2008 - 2009

Chair, North Carolina Professional School Psychology Standards Advisory Committee, 2008 - 2009

Chair, North Carolina School Counseling and School Social Work Models Committees, 2008

Chair, North Carolina School Counselor Provisional Licensing Ad Hoc Committee, 2008

Chair, North Carolina School Counselor Job Description Advisory Committee, 2007 - 2008

Chair, North Carolina Professional School Counseling Standards Advisory Committee, 2007 - 2008

Chair, North Carolina School Social Worker Job Description Advisory Committee, 2007 - 2008

Chair, North Carolina Professional School Social Work Standards Advisory Committee, 2007 - 2008

Mistress of Ceremony and Logistics Liaison, State Superintendent's North Carolina Graduation Awareness Campaign Kickoff Luncheon and Press Conference, 2008

Planned and Facilitated, Focus Session for State Board of Education Member, Raising Achievement and Closing Gaps Conference, 2006 - 2008

Member, Agency-wide Meeting Steering Committee, 2007

Project Manager, North Carolina Graduation Project, 2007

Member, Learn and Earn Online Committee, 2007

Facilitator, Public Awareness Campaign Subcommittee, NC Adolescent Literacy Grant, 2006 - 2007

Facilitator, Flowchart Committee, Standard Course of Study Procedural Manual, 2006 - 2007

Member, Course Code Committee, 2005 - 2006

Member, Innovative High School Programs Review Committee, 2005 - 2006

## **PRESENTATIONS**

Smith, T. A., Krall, M., & Valera, C. (December, 2012). *Pre-K Teachers Cultural Competence Training: Hispanic Panel*. Alamance Burlington School System, Burlington, NC.

Smith, T. A., Meletzke, A., & Witherspoon, C. (March, 2012). *Culturally Responsive Counseling: What to Consider?* Alamance Burlington School System, Burlington, NC.

Smith, T. A. (December, 2011). *System of Care Training: Embracing Cultural Differences*. Family Justice Center, Burlington, NC.

Smith, T. A. (October, 2011). *What Is Culture? Behind the Seen: Encounters with the Contemporary Family Art Project*, Burlington, NC.

Smith, T. A. (May, 2011). *System of Care Training: Understanding the Impact of Culture on Work*, Family Justice Center, Burlington, NC.

Smith, T. A. (May, 2011). *Embracing Cultural Differences*. Alamance Burlington School System, Graham, NC.

Smith, T. A. (October, 2009). *Professional Standards Training for School Counselors and Social Workers*. Halifax County Schools, NC.

Smith, T. A., Deni, J., Armistead, R., & Houck, D. (October, 2009). *Advocacy: The Good, Bad, and Ugly*. North Carolina School Psychology Association Fall Conference, Raleigh, NC.

Smith, T. A. (August, 2009). *Halifax County Schools 2009 Professional Development for School Counselors and Social Workers*. Roanoke Rapids, NC.

Smith, T. A. & Floyd, C. (August, 2007). *Student Support Services Director Meeting*. Raleigh, NC.

Smith, T. A. & Floyd, C. (2006 - 2007). *Regional Student Support Services Meetings*. Provided throughout North Carolina's eight education regions.

Smith, T. A. & Floyd, C. (November, 2006). *NCDPI Update*. North Carolina School Counselor Association Conference, Greensboro, NC.

Smith, T. A. & Floyd, C. (November, 2006). *NCDPI Update*. North Carolina School Social Workers Association Conference, Greensboro, NC.

Smith, T. A. (July, 2006). *Learn and Earn Early College High Schools (A High School Reform Initiative)*. Career-Technical Education Summer Conference, Greensboro, NC.

Smith, T. A. (March, 2006). *What is an Early College High School?* Raising Achievement and Closing Gaps - Conference X, Greensboro, NC.

Smith, T. A. (September, 2005). *Design Principles of an Early College High School & RFP Release*. Early College High School Conference, Charlotte, NC.

### **INVITED PRESENTATIONS**

Smith, T. A. & Pettiford, M. (November, 2012). *Communication and the Cultural Lens*. Superintendent and Board Assistants of North Carolina Public Schools SBANCPS (...the Network), Greensboro, NC.

Smith, T. A. (November, 2012). *Diversity: Why Is It Complex?* Alamance Burlington School System, Burlington, NC.

Smith, T. A. & Jones, L. (October/November, 2012). *It's My Story And I'm Sticking To It!* Alamance County Department of Social Services, Burlington, NC.

Smith, T. A., Pettiford, M., Hadley, R., Parker, B., & Byrd, D. (September, 2012). *LEA Closing the Gap Committees in Wake County Public Schools and Alamance Burlington Schools*. Howard N. Lee Institute, North Carolina Education Summit on School and Community Engagement, Greensboro, NC.

Smith, T. A., Pittman, M., Sullivan, K., Pebbles, M., Wescott, F., Cox, J., Hooker, R., & Pearson, D. (September, 2012). *Community Partner Collaboration: Understanding the Data*. Howard N. Lee Institute, North Carolina Education Summit on School and Community Engagement, Greensboro, NC.

Smith, T. A., Pittman, M., Sullivan, K., Peebles, M., Wescott, F., Cox, J., & Pearson, D. (September, 2012). *Community Partner Collaboration: Developing a Blueprint for Action*. Howard N. Lee Institute, North Carolina Education Summit on School and Community Engagement, Greensboro, NC.

Smith, T. A. (April, 2012). *When I Grow Up, Who Will I Be?* 8<sup>th</sup> Annual North Carolina Parent Resource Center Conference. Raleigh, NC.

Smith, T. A. (March, 2012). *Diversity: No Longer a Black or White Issue*. North Carolina School Counselors Association South west Drive-in Workshop, Charlotte, NC.

Smith, T. A. (September, 2011). *What Is Culture?* Alamance County Health Department, Burlington, NC.

Smith, T. A. (April, 2011). *Culture Identity Everybody Has One!* 2011 Spring Day of Service, Graham, NC.

Smith, T. A., Burney-EL, P., Esposito, J., & Singer, A. (September, 2010). *Home-School Partnerships = Student Success*. Alamance County Ready Schools Task Force, Graham, NC.

Smith, T. A. & Pettiford, M. (November, 2010). *Administrator/Student Services Directors' Forum (New Professional School Counseling Standards)*. North Carolina School Counselors Association Fall Conference, Greensboro, NC.

Smith, T. A. (November, 2009). Directors' Forum. North Carolina School Counselors Association Fall Conference, Greensboro, NC.

Smith, T. A. (January, 2009). *A Look at North Carolina NEW Graduation Requirements*. Compassionate Baptist Church's Education Department, Raleigh, NC.

Smith, T. A. (October, 2008). *NCDPI Update*. North Carolina School Psychology Association Conference, Charlotte, NC.

Smith, T. A. (August, 2008). *Graduation Awareness ... The Time is Now!* State Dropout Prevention Council Meeting, Raleigh, NC.

Smith, T. A., Pittman, M., & Pebbles, M. (August, 2008). *Graduation Awareness ... The Time is Now!* North Carolina Department of Public Instruction's Agency-wide Meeting, Raleigh, NC.

Smith, T. A. (April, 2008). *Student Services Update*. Northeast Regional Drive-In Workshop, Greenville, NC.

Smith, T. A. & Evans, R. (November, 2007). *School Counselor Job/ASCA National Model Training*. Public Schools of Robeson County.

Smith, T. A. (November, 2007). *NCDPI Update*. North Carolina School Social Workers Association Conference, Asheville, NC.

Smith, T. A. & Floyd, C. (November, 2007). *School Counselor Job/ASCA National Model Training*. Lenoir-Rhyne College, Hickory NC.

Smith, T. A. (October, 2007). *NCDPI Update*. North Carolina School Counselor Association Conference, Greensboro, NC.

Smith, T. A. & Floyd, C. (September, 2007). *School Counselor Job/ASCA National Model Training*. Rockingham County and Caswell County School Districts.

### **PEER-REVIEWED PRESENTATIONS**

Smith, T. A. (November, 2011). *Culturally Responsive Counseling: What to Consider?* North Carolina School Counselors Association Fall Conference, Greensboro, NC.



Smith, T. A. & Fair, C. (November, 2010). *The Comprehensive School Counseling Program: A Data Driven System*. North Carolina School Counselors Association Fall Conference, Greensboro, NC.

Smith, T. A. & Brown, E. (November, 2009). *State of the State: NC Professional School Counseling Standards & Future Ready Core*. North Carolina School Counselors Association Fall Conference, Greensboro, NC.

Smith, T. A. & McGirt, D. (January, 2009). *A Look At Professional Learning Communities*. High School Network Conference, Raleigh, NC.

Smith, T. A. (November, 2008). *NC DPI Update*. North Carolina School Counselors Association Fall Conference, Greensboro, NC.

Smith, T. A. & Gray-Watson, F. (November, 2008). *Student Performance = School Counselors + Career Development Coordinators*. North Carolina School Counselors Association Fall Conference, Greensboro, NC.

Smith, T. A. & Womack, L. (November, 2008). *CSCP 101: Comprehensive School Counseling Program*. North Carolina School Counselors Association Fall Conference, Greensboro, NC.

Smith, T. A., Simms Evans, C., & Gray-Watson, F. (March, 2008). *CDCs and Counselors Working Together to Build Tomorrow's Workforce*. NC Tech Prep Conference, Greensboro, NC.

Smith, T. A. & Brown, K. (October, 2007). *School Counseling and Alternative Learning Programs: What's the Question?* Alternative Learning Programs Conference, Charlotte, NC.

Smith, T. A., Simms Evans, C., & Gray-Watson, F. (March, 2007). *Open Issues Forum for Counselors and Career Development Coordinators (CDCs)*. North Carolina Tech Prep Conference, Greensboro, NC.

## **PUBLICATIONS**

Smith, T. A. & Germino, K. (Winter, 2012). Culturally competent school counseling the time is now. *NCSCA News*.

Smith, T. A. (December, 2007 – November, 2009). *Monthly Bridge Builders E-newsletter*. North Carolina Department of Public Instruction.

Smith, T. A. (October, 2009). *North Carolina School Psychology Standards*. North Carolina Department of Public Instruction.

Smith, T. A. (October, 2009). *North Carolina School Psychologist Job Description*. North Carolina Department of Public Instruction.

Smith, T. A. (December, 2008). *North Carolina School Counseling Standards*. North Carolina Department of Public Instruction.

Smith, T. A. (December, 2008). *North Carolina School Counselor Job Description*. North Carolina Department of Public Instruction.

Smith, T. A. (December, 2008). *North Carolina School Social Work Standards*. North Carolina Department of Public Instruction.

Smith, T. A. (December, 2008). *North Carolina School Social Worker Job Description*. North Carolina Department of Public Instruction.

Smith, T. A. (Spring, 2008). NCSCA [North Carolina School Counselor Association] presents to the education oversight committee. *NCSCA News*.

Smith, T. A. (September, 2007). *North Carolina Graduation Project Implementation Guide and DVD*. North Carolina Department of Public Instruction.

Smith, T. A. (October, 2003). *Parents' Guide to Advanced Placement*. North Carolina Department of Public Instruction.

### **INVITED TO WRITE INTRODUCTION**

Bell, E. (2012, In Press). Black Male Teaching Competency Inventory.

### **BOOK REVIEWER**

Bell, E.(2012). *Is Saving Black Males An Option?* New Bern, NC: All of the Children, Inc.

### **PROFESSIONAL AFFILIATIONS**

American School Counselor Association

North Carolina School Counselor Association

- Executive Board, 2006 – 2010; 2011 - Current
- Professional Development Committee, Co-Chair, 2012 - Current
  - Member 2007 – 2010; 2011 - 2012
- Chair, Diversity Committee, 2011 - 2012

North Carolina School Psychology Association

- Executive Board, 2008 - 2010

North Carolina School Social Workers Association

- Executive Board, 2006 - 2010

### **PROFESSIONAL SERVICE: COMMITTEES**

#### **UNC General Administration**

Member, North Carolina College Application Week Planning Committee, 2006 - 2010

#### **North Carolina Community College**

Member, North Carolina Tech Prep Conference Planning Committee, 2007 – 2009

**PROFESSIONAL SERVICE: BOARD MEMBER**

Howard N. Lee Institute for Equity and Opportunity in Education Advisory Committee, 2011 – Current

North Carolina Interagency Council for Coordinating Homeless Programs, 2008 - 2010

North Carolina Dropout Prevention Council, 2007 - 2009

North Carolina Alternative Learning Programs Council, 2007 - 2009

Futures for Kids, Educational Leadership Team, 2007 - 2010

**SELECTED AWARDS AND HONORS**

Advocate of the Year, North Carolina School Counselor Association, 2010

Life Member, Rho Alpha Iota Chapter, Chi Sigma Iota Counseling Academic and Professional Honor Society International, 1999