

## **FANNIE G. WILLIAMS**

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### **AREAS OF STRENGTH**

Revised Bloom's Taxonomy, mClass, Read to Achieve, Counselor Education, Differentiated Instruction, Curriculum Mapping, Pacing Guides, Instructional Leadership, Student Support Services, EVASS, Principal Evaluation Instrument, Teacher Evaluation Instrument, Family and Community Engagement, Educational Administration, Policy Planning, School Law, School Culture, MTSS

### **EDUCATION**

Ed.D in Educational Administration and Policy Planning, January 2015 to Present  
North Carolina State University, Raleigh, NC

Educational Specialist Degree, July 2017  
North Carolina State University, Raleigh, NC

Master's Degree in Educational Administration and Supervision/Curriculum and Instructional Specialist, May 2001  
East Carolina University, Greenville, NC

Master's Degree in Counselor Education, May 1993  
East Carolina University, Greenville, NC

Bachelor of Arts Degree in Psychology with a minor in Social Welfare, May 1983  
East Carolina University, Greenville, NC

### **PROFESSIONAL EXPERIENCE**

#### **Owner of PD by Design; Windsor, NC (February 2021 – Present)**

Spring 2021

- Provided tutoring services to students in a COVID safe environment. Assisted students with assignments in Google Classroom and Canvas and provided test prep for EOGs and EOCs.
- Success Rate: 100% of students regularly attending the Pandemic Learning Pod were promoted 80% passed the EOGs/EOCs.
- Provided professional development to EC teachers at Bertie Middle School entitled: "Targeted School Improvement: Working Successfully with EC Subgroups"
- Provided a Summer Enrichment Program that focused on reading, cursive writing, writing, science, and math as well as recreational activities.

#### **Interim Human Resources Director; Tyrrell County Schools (October 2021- Present)**

- Coordinated hiring process, interviews, and onboarding process
- Managed Beginning Teacher Support Program
- Assisted with the teacher evaluation process
- Supervised the FMLA process and leave approvals

**Instructional Coach; Bertie County Schools - Windsor Elementary School (February - March 2020)**

- Led PLCs – Focused on differentiation
- Led textbook adoption
- Worked with teachers to produce quality lesson plans
- Modeled small group lessons in the classrooms

**Interim Principal; Bertie County Schools - Windsor Elementary School (September 2019 - February 2020)**

- Performed the regular duties of principal
- Implemented iStation
- Focused on PLCs and lesson planning
- Focused on grade level collaboration
- Implemented communication strategies to build a better climate for teachers, students, and parents.

**Halifax County Schools; Halifax North Carolina (February 2019 - June 2019)**

Job Title: Reading Interventionist

- Worked with beginning teachers to utilize mClass.
- Monitored the utilization of mClass data to differentiate instruction.
- Implemented supplemental reading activities, explicit phonics, and sight word instruction.
- Developed center activities

**Team Member and Lead Reviewer; AdvancED; Asheville, NC (August 2018 - December 2018)**

- Served as a team member collecting data in schools being accredited.
- Experienced with use of ELEOT
- Lead a school review team.
- Wrote accreditation recommendation report

**Assistant Superintendent (Retired); Washington County Schools; Plymouth, NC (September 2013 - June 2018)**

- Areas of Responsibility – Curriculum and Instruction, PK-12, Operations and Federal Programs.
- Developed Curriculum Guides

Implemented remedial and intervention programs

- Lead the monthly principal PLC which focuses on instructional practices. Also implemented Summer Leadership Academy for Principals
- Supervised Testing and Accountability, CTE, Guidance Counselors, College and Career Promise, Digital Teaching and Learning, Exceptional Children, and Curriculum Specialists.
- District Representative and Advocate for Governor's School
- Constantly refining use and knowledge of Common Core and Essential Standards.
- Initiated Model Classroom Concept
- Established District Non-Negotiables
- Monitored data essential to district improvement: Reading 3D, Burst, SchoolNet, Academy of Reading and Math, Edgenuity, My Path, Imagine Math, Corrective Reading
- Also supervised Operations, Human Resources, and NCPK

- Duties as assigned by the superintendent.
- Established Abstinence Program and scheduled ALLY and ASIST training. Established ongoing diversity and tolerance training for counselors and teachers.
- Directed the district accreditation process.

**School Transformation Coach; North Carolina Department of Public Instruction, Raleigh, NC (August 2011 - September 2013)**

- Assigned to Washington County Schools
- Worked with principals in five schools using transformation model
- Responsible for delivering monthly professional development to principals
- Focus was on student achievement and the use of data to drive instruction
- Focus was on the Teacher Evaluation Instrument, Revised Bloom's Taxonomy, Rigor and Relevance, Literacy, 21st Century Skills
- Responsible for working with principals and raising the composite to 60% for 80% of the schools.

**Executive Director of Human Resources and Operations; Bertie County Schools; Windsor, NC (January 2011 - August 2011)**

- Director of the Initially Licensed Program for beginning teachers
- Coordinate all responsibilities in the department (licensure, workers compensation, disability, international teachers)
- Responsible for the general operations of maintenance, food service, and transportation.
- Responsible for staffing for Bertie County Schools
- Development of Principal Cadet Program

**Principal; Colerain Elementary School; Colerain, NC (July 2001 - December 2010)**

- Implemented CGI Program to supplement the math curriculum and Reading First to supplement the reading program
- Implemented Accelerated Reader, Successmaker, and ClassScape to supplement the curriculum.
- School of Progress/High Growth 2001, 2002, 2003, 2004, 2010
- School of Progress/No Recognition 2005, 2006
- Priority School/Expected Growth 2008 & 2009
- AYP met every year except 2007 & 2008
- Improved parental involvement 200%
- Established Professional Learning Communities
- Joined a state traveling transformation team because of successful transformation of Colerain Elementary School

**Guidance Counselor; Windsor Elementary School; Windsor, NC (August 1998 - June 1999)**

- Implemented Peer Mediation Program (S.A.V.E.)
- Implemented STRIDE for at-risk students
- Coordinated the step team
- Founded the Dream Scholarship
- SACS Co-Chairperson
- Testing Coordinator

**Part-Time Instructor; Martin Community College; Williamston, NC (July 1997 – May 2000)**

Taught Success and Study Skills

Certified GED Instructor – Taught GED classes

**Director of Guidance; Bertie High School; Windsor, NC (August 1993 – June 1997)**

- Organized the Guidance Department
- Instrumental in implementing the Block Schedule
- Coordinated College Tours and Spring Tours
- Scheduled Educational Talent Search and Upward Bound
- Coordinated the awards of over 1 million dollars in scholarships in 1997
- Coordinated parent workshops
- Coordinated class meetings
- Coordinated financial aid workshops
- Coordinated SAT administrations
- Small group and individual guidance and counseling sessions
- Established peer mediation program

**Drop-Out Prevention Counselor; Conway Middle School; Conway, NC (Sept. 1986 – June 1993)**

- Worked with identified students in a classroom setting teaching high-interest low-level reading.
- Developed the curriculum for the program.
- S.A.D.D. Sponsor
- Work Incentive Network Coordinator (WIN) – Job program for youth
- Awarded a grant for the Because I Care (BIC) Learning Center- An after-school tutorial program that employed peer tutors.

**Teacher Assistant; Weldon Elementary School; Weldon, NC (August 1985 – Sept. 1986)**

- Worked with TMH students in a self-contained setting

**HONORS AND AWARDS**

**Wachovia Principal of the Year Regional Finalist (February 15, 2007)**

- First runner-up in the Northeast Region
- Recognition by Congressman G. K. Butterfield

**North Carolina Principal Fellow; East Carolina University; Greenville, NC (August 1999 – May 2001)**

- Member of Class 6 NC Principal Fellows Program
- Graduated with a 4.0 GPA
- Inducted in the Kappa Delta Pi Honor Society

**LEADERSHIP ACTIVITIES**

PATL – Principals as Technology Leaders, 2005

PEP – Principal's Executive Program – Leadership Program for Experienced Principals, 2006

Conducted Staff Developments for Bertie County Schools (Workshops and Book Studies)

Teacher Academy – Received training for Cognitively Guided Instruction for Mathematics, July 2008. Trained staff with teacher team 2008-2009 for full implementation.

Bertie County Schools Summer Leadership Academy – Conducted staff development entitled “21st Century Instructional Leadership” (July 2010)

Panel Member for Transformation – Member of a panel that was successful during School Transformation. Presented in Edgecombe and Durham County (June and July 2011)

Ongoing professional development for Washington County Schools (2013- 2018)

Served on accreditation teams for AdvancED (now Cognia) from 2010-2018 in the following Counties: Roberson, Cumberland, and Elizabeth City/Pasquotank; Also served as team lead for a middle school in Virginia.

Led Washington County Schools Summer Leadership Academy (June -August 2017)

#### **MEMBERSHIPS / AFFILIATIONS**

Association of Supervision and Curriculum Development

North Carolina Association of School Administrators

North Carolina Land on Water Board of Directors; July 2017- Present

North Carolina Governor’s School Board of Directors; August 2018- Present