

CURRICULUM VITAE PHELTON C. MOSS, PhD

(April, 2024)

American University
School of Education
Education Policy and Leadership
pmoss@american.edu

4801 Massachusetts Ave NW
Washington, DC 20016
202.885.3720

DEGREES HELD

Doctor of Philosophy (2020)

THE UNIVERSITY OF MISSISSIPPI, Oxford, Mississippi

Major: Educational Leadership and Supervision

Specialization: K-12 Educational Administration

Dissertation: “Teacher Perceptions of Opportunities for Leadership: A Quantitative Study on the Impact of Opportunities for Leadership to Recruit and Retain Teachers.”

Master of Science (2015)

ARKANSAS STATE UNIVERSITY, Jonesboro, Arkansas

Major: Educational Leadership and Administration

Bachelor of Arts (2012)

THE UNIVERSITY OF MISSISSIPPI, Oxford, Mississippi

Majors: Public Policy and English

Specialization: Education Policy

APPOINTMENTS AND POSITIONS

2024- Present	Virginia Commonwealth University Tenure-Track Assistant Professor, Educational Leadership Affiliate Faculty, Douglas Wilder School of Government & Politics
2021- 2024	American University, Washington, DC School of Education Education Policy & Leadership Program <i>Acting Program Director</i> <i>Senior Professorial Lecturer: Education Policy and Leadership</i> Center for Teaching, Research & Learning <i>Inclusive Pedagogy Fellow</i> Anti-Racist Administration, Supervision, and Leadership Certificate Program <i>Affiliate Faculty</i>

2024- Present	<p>Georgetown University, Washington, DC <i>Adjunct Faculty, Master of Arts in Educational Transformation</i></p>
2023- Present	<p>National Association for the Advancement of Colored People <i>Fellow, Center for Education Innovation & Research</i></p>
2022- 2023	<p>US House of Representatives, Washington, DC Office of Chairwoman Frederica Wilson (FL-24) Senior Policy Adviser</p> <ul style="list-style-type: none"> • K-12 Policy Advisor for ED & Labor Committee • Higher Education Policy Advisor for Subcommittee on Higher Education • Liaison, US Commission of the Social Status of Black Men & Boys
2018- 2020	<p>Mississippi Department of Education Office of Teaching and Leading Bureau Director: Educator Effectiveness and Talent Acquisition</p>
2018- 2021	<p>Tougaloo College Tougaloo College Division of Education Assistant Professor: Teacher Education (2020- 2021) Clinical Professor: Teacher Education (Elementary Education) (2018-2021) Coordinator: Secondary Education (2020- 2021) Coordinator: Master of Arts in Teaching (Licensure Track-Program) (2020 – 2021)</p>
2017- 2020	<p>William Carey University College of Education Adjunct Professor: Teacher Education (Master of Arts in Teaching)</p>
11/2020- 7/2021	<p>Education Leaders of Color Policy Fellow (Policy Research Fellowship)</p>
01/2020- 6/2020	<p>The University of Mississippi School of Education Graduate Research/Teaching Assistant: Educational Leadership</p>
2016-2018	<p>Quitman County School District</p>

Quitman County Middle School
Principal

2014-2016 **Clarksdale Municipal School District**
Clarksdale High School
Assistant Principal: Curriculum and Instruction

2012-2014 **Greenwood Public School District/ Teach for America**
Greenwood High School
English Teacher: English I and English II

2008-2010 **US House of Representatives**
Office of Congressman Travis W. Childers (MS-01)
Intern, 2008
Staff Assistant, 2010

CERTIFICATIONS

State of Mississippi, K-12 School Administration (Thru 2025)

State of Mississippi, 7-12 English (Thru 2025)

State of Mississippi, 7-12 Social Studies (Thru 2025)

Georgetown University, School Finance (2020)

AWARDS AND HONORS

Who's Who in America, 2012

The University of Mississippi Hall of Fame, 2012

Teacher of the Year, 2012-2013

Teacher of the Year, 2013-2014

Administrator of the Year, 2016-2017

School Systems Leadership Fellowship, 2019-2020

Deloitte Courageous Principals Institute

MS Business Journal Top 50 Under 40

The University of Mississippi Alumni Association Top 40 Under 40

PRIMARY PROFESSIONAL AND SCHOLARLY INTERESTS

- Critical Education Policy in the New South
- Teacher and Leader Diversity (impact on student learning/achievement)
- Teacher Leadership (impact on teacher recruitment and retention)
- College Access and Persistence (students of color and students with disabilities)
- School/ District Turnaround (rural school turnaround efforts/ leader dispositions)
- Teacher and Leader Evaluation Systems (effective, non-bias measures of teacher effectiveness)
- Science of Reading (Closing reading gaps utilizing the science of reading)
- School & District Performance & Accountability

PUBLICATIONS

Books

Moss, P. (Ed). (2024). *Practices of Anti-Racist School & Systems Leaders*. Routledge Publishing. (Under Review)

Moss, P., Pringle, E., & Watson, K. (Eds.) (2024). *Ending Violence in PreK-16 Schools*. Information Age Publishing. (Under Contract)

Refereed Articles

Moss, P. (2020). Teacher perceptions of opportunities for leadership: A quantitative study on the impact of opportunities for leadership to recruit and retain teachers (Publication No. 28031506) [Doctoral Dissertation, The University of Mississippi]. ProQuest Dissertations and Theses Global.

Moss, P. (2022). State-level education leaders' role in diversifying the teacher pipeline. *Educational Planning Journal*.

Manchanda, S., Bristol, T., & Moss, P., (2023). Getting black men to the blackboard: factors that promote black mens' entry into teaching. *Equity and Excellence Journal*.

Ellis, A., & Moss, P., (2024). Past, present, and future: black male faculty mental health crisis at predominantly white institutions. *New Directions for Student Services Journal Special Issue*.

Moss, P. (2024). Ain't gonna let nobody turn me around: A principal's fight against traditional educator pathways to staff an underperforming school in the rural South. *Journal of Educational Impact*, 1(1), 35-46. <https://journal.eduimpact.net/index.php/jei/article/view/4>

Moss, P. (2024). Exploring teacher differences in perceptions of leadership opportunities: teachers of color perceptions of opportunities for leadership while teaching. *Journal of School Leadership*. (under review)

Moss, P, Pringle, E., & Joseph, O., (2024). Does the “Mississippi (literacy) miracle” include black students?”. *Educational Evaluation and Policy Analysis Journal*. (under review)

Refereed Book Chapters

Moss, P. C. (2023). Teacher pay and compensation. In T. Flowers (Ed.). *The Urban Education Source Book*. Cambridge, Ma. Cambridge Scholars Publishing.

Moss, P. C. (2024). The case for high-quality after-school programs in Title I schools. In T. Flowers (Ed.). *The Urban Education Source Book: Key Issues*. Cambridge, Ma. Cambridge Scholars Publishing.

Refereed Presentations

Moss, Phelton C. (2023, November). The racial implications of standardized testing on data use [Conference Session]. University Council for Educational Leadership. In-person.

Moss, Phelton C. & Steele, Jennifer (2024, January). Getting real about AI in higher education: how faculty can leverage AI pedagogical strategies to advance equality [Conference Session]. American University Center for Teaching, Research, and Learning Anne Feren Conference. In-Person.

Ellis, Antonio & Moss, Phelton (2024, April). Advocacy for speech and language impaired students of color: uncovering the silence [Roundtable Discussion]. American Educational Research Association. In-Person.

Moss, Phelton C. & Nargiso, Brianna (2024, June). Building racially just schools: practices for responding to anti-black rhetoric [Conference Presentation]. National Education Association. In-Person.

Non-Refereed Articles/ Publications

Moss, P.C. (2014, December 17). A case for the ‘least of these.’ *The Clarion-Ledger*.
<https://www.clarionledger.com/story/opinion/columnists/2014/12/17/moss-column-common-core/20558109/>

Moss, P.C. (2020, October 8). Black children are underserved and undermined in school, it’s time to change that reality. Southern Education Foundation.
<https://www.southerneducation.org/resources/blog/featured/underserved-undermined/>

Moss, P.C. (2021, May 19). Let’s do the boldest of things for students. *The Daily Journal*.

<https://www.clarionledger.com/story/opinion/columnists/2014/12/17/moss-column-common-core/20558109/>

Moss, P. (2022, February 22). What ‘Abbott Elementary’ Gets Right About Black Teachers (Opinion). *Education Week*. <https://www.edweek.org/teaching-learning/opinion-what-abbott-elementary-gets-right-about-black-teachers/2022/02>

Moss, P. (January 2023). Why black boys sneakers should matter to educators. (Opinion). *Association for Supervision and Curriculum Development*. <https://www.ascd.org/blogs/why-black-boys-sneakers-should-matter-to-educators>

Moss, P. (April, 2023). 4 ways education leaders can respond to anti-black rhetoric. (Blog). *The Education Trust*. <https://edtrust.org/the-equity-line/4-ways-education-leaders-can-respond-to-anti-black-rhetoric/>

Moss, P. (April, 2023). Student insights on current events: a tool for fostering critical self-awareness, transformation, and belonging. (Blog). *The CTRL Beat*. <https://edspace.american.edu/thectrlbeat/2023/03/22/student-insights-on-current-events-a-tool-for-fostering-critical-self-awareness-transformation-and-belonging-phelton-c-moss/>

Moss, P. (May, 2023). Book bans: an act of policy violence promoting anti-blackness. (Blog). *The NAACP Crisis*. <https://naacp.org/articles/book-bans-act-policy-violence-promoting-anti-blackness>

Moss, P. (August 2023). Biden-harris affirmative action letter offers hope. (Opinion). *Inside Higher Ed*. <https://www.insidehighered.com/opinion/views/2023/08/21/biden-harris-affirmative-action-letter-offers-hope-opinion>

Moss, P. (March 2024). Ruling on texas school’s hair policies: a setback for diversity and inclusion. (Opinion). *Diverse in Education*. <https://www.diverseeducation.com/opinion/article/15665595/ruling-on-texas-schools-hair-policies-a-setback-for-diversity-and-inclusion>

Moss, P. (April 2024). School absenteeism has soared, Congress must act on plans to address the issue. (Opinion) *The Hill*: <https://thehill.com/opinion/4587534-school-absenteeism-has-soared-congress-must-act-on-plans-to-address-the-issue/>

Moss, P. (May 2024). Black principals play a key role in transforming education. We need more of them. (Opinion) *The Hechinger Report*: <https://hechingerreport.org/opinion-black-principals-play-a-key-role-in-transforming-education-we-need-more-of-them/>

Moss, P. (May 2024). 5 truths about Brown vs. Board of Education. (Opinion). *ASCD*: <https://www.ascd.org/blogs/5-truths-about-brown-v-board-of-education>

Rogers, J. & Moss, P. (June 2024). The right-to-read discussion guide. (Discussion Guide). The Right to Read Film:
<https://static1.squarespace.com/static/661ff09dacee5b5650791fc0/t/6683ff77e4882b17a006061d/1719926732189/THE+RIGHT+TO+READ-NACCP-DISCUSSION-GUIDE.pdf>

Moss, P. (2024, August 6). A teacher in the White House: What Harris-Walz could mean for education. *Education Week*. <https://www.edweek.org/policy-politics/opinion-a-teacher-in-the-white-house-what-harris-walz-could-mean-for-education/2024/08>

AUDIO PUBLICATIONS

Moss, P. Host. “Book banks & the legacy of literacy in black families.” All Means All: Educational Equity & Access for All. June 2023.

Moss, P. Host. “What’s next in the fight for higher teacher salaries.” All Means All: Educational Equity & Access for All. June 2023.

Moss, P. Host. “How one school systems leader center diversity & culture to improve schools.” All Means All: Educational Equity & Access for All. July 2023.

Moss, P. Host. “Why ebonics should be centers in teaching black kids to read.” All Means All: Educational Equity & Access for All. August 2023.

Moss, P. Host. “Young, gifted, [talented] and black.” All Means All: Educational Equity & Access for All. August 2023.

Moss, P. Host. “Dismantling the pedagogy of poverty with Tanji Reed-Marshall.” All Means All: Educational Equity & Access for All. September 2023.

INVITED TALKS, PRESENTATIONS, AND WORKSHOPS

Moss, Phelton C. (2019, September). *Preparing a diverse teacher workforce in Mississippi* [webinar]. Presented for the Chief Council of State Schools Officers. Online.

Moss, Phelton C. (2019, August). *Courageous conversations about race*. Presented at the annual Ocean Spring School District, Ocean Springs, MS meeting.

Moss, Phelton C. (2019, November) *Creating equity in spite of obstacles in Mississippi* [conference keynote]. Presented at annual state convening of the Mississippi National Advancement Associated for Colored People, Hattiesburg, MS.

- Moss, Phelton C. (2019, October) ***Ensuring cultural and linguistic responsiveness in teacher evaluations.*** Presented at the annual Mississippi Department of Education Office of School Improvement Conference, Jackson, MS.
- Moss, Phelton C. (2020, January) ***Stop giving black boys leveled readers*** [conference session]. Presented at Mississippi Literacy Association Annual Conference, Biloxi, MS)
- Moss, Phelton C. (2020, February) ***Special education and public policy.*** Lecture for the Department of Public Policy Leadership, The University of Mississippi, Oxford, MS.
- Moss, Phelton C. (2020, March 12-14) ***Leading at the systems level as a black man*** [conference session]. Profound Gentleman Conference, Charlotte, NC, United States. (Conference Canceled)
- Moss, Phelton C. (2021, May 5th) ***From leaky pipelines to human capital highways.*** [conference session]. Georgia Department of Education, Atlanta, GA, United States. (Virtual Conference)
- Moss, Phelton C. (2022, February 1st) ***Addressing shortages and diversifying the educator workforce.*** [invited talk]. Teach for America, New York, NY, United States. (Virtual Presentation)
- Moss, Phelton C. (2022, February 18th) ***We need More Black teachers: Why representation matters in the classroom.*** [conference presentation] Conference on African American Children and Families. University of Northern Iowa. (Virtual Presentation).
- Moss, Phelton C. (2022, September 13th) ***Broadening perspectives: educational assessments, accountability, and equity.*** *National Urban League.* (invited panelist).
- Moss, Phelton C. (2022, September 15th) ***Frameworks for anti-racist policy making.*** [invited talk]. Education Policy & Leadership Program Residency Weekend. American University. (In-person conference)
- Moss, Phelton C. (2023, January 26th) ***The american teacher act congressional briefing.*** [panelist]. US House of Representatives. Congresswoman Frederica S. Wilson.
- Moss, Phelton C. (2023, April 20th) ***Building racially just Schools: Salient issues impacting students who have been racially minoritized.*** [invited talk]. Minority Student Achievement Network Institute. University of Wisconsin- Madison.
- Moss, Phelton C. (2023, May 20th) ***Why black boys' sneakers should matter to educators.*** [Invited Session Presenter]. Bond Black Male Educators Convening. Bowie State University.

- Moss, Phelton C. (2023, June 26th) ***Eradicating the stigma: prioritizing mental health in PRE-16 education.*** [session moderator]. Summer Institute on Education, Equity, and Justice. American University School of Education.
- Moss, Phelton C. (2023, July 29th) ***Erasing Blackness: The fight against censorship and anti-CRT.*** [session moderator]. Annual National Convention. NAACP.
- Moss, Phelton C. (2023, August 23rd) 1001: ***Incorporating currents into your teaching praxis to foster critical self-awareness, transformation, and belonging.*** August Faculty Workshops. American University.
- Moss, Phelton C. (2023, September 7th) ***The five demands film release.*** [invited panelist]. Impact Media Partners.
- Moss, Phelton C. (2023, September 22nd) ***Don't build a jail for me: Prevention, not detention.*** [invited panelist]. Annual Legislative Conference. Congressional Black Caucus Foundation.
- Moss, Phelton C. (2023, November 11th) ***Building racially just schools: addressing salient issues facing students who have been racially minoritized.*** [Invited Presenter] Amplify Conference for Educators of Color. Kauffman Foundation.
- Moss, Phelton C. (2024, February 23rd) ***70 years later, has the promise of brown vs. BOE been fulfilled.*** [Invited Presenter]. Alexandria City High School. Alexandria City Public Schools.
- Moss, Phelton C. (2024, February 23rd) ***With all deliberate speed.*** [Invited Presenter]. Alexandria City High School. Alexandria City Public Schools.
- Moss, Phelton C. (2024, February 13th) ***Incorporating current events into your teaching praxis to foster critical self-awareness, Transformation, and belonging.*** [Faculty Learning Community Host]. Center for teaching, research, and learning, American University.
- Moss, Phelton C. (2024, March 19th) ***Pedagogical Moves for inclusive classrooms.*** [Faculty Learning Community Host]. Center for Teaching, Research, and Learning, American University.
- Moss, Phelton C. (2024, February 13th) ***Building a community of learners through Current Events.*** [Faculty Learning Community Host]. Center for Teaching, Research, and Learning, American University.
- Moss, P. (2024, September 19). ***Federal policy making, shaping, & informing for superintendents*** [Keynote speech]. Mid-American Association of School Superintendents.
- Moss, P. (2024, September 19). ***Federal policy making, shaping, & informing for in Turbulent Times*** [Keynote]. Pennsylvania Diversity Collaborative.

PUBLICATIONS CONTRIBUTOR

New America. (2020). Mississippi's multifaceted approach to tackling teacher shortages. <https://www.newamerica.org/education-policy/reports/tackling-teacher-shortages/>

Center for American Progress (2020). Public education opportunity grants: Increasing funding and equity in federal K-12 education investments. <http://new.every1graduates.org/wp-content/uploads/2021/01/Public-Education-Opportunity-Grants-1-1.pdf>

Center for American Progress (2021). How to ensure equitable access to great teaching: A proposal for targeted grants for educational excellence. <https://www.americanprogress.org/issues/education-k-12/reports/2021/08/23/502962/ensure-equitable-access-great-teaching/>

RESEARCH GRANTS AND DEMONSTRATION PROJECTS

- | | |
|-------------|--|
| 2018- 2020. | From Leaky Pipelines to Human Capital Highways Kellogg Grant <ul style="list-style-type: none">- \$4.5M investment to launch the Mississippi Teacher Residency & Performance-Based Licensure Study- Served as CO-Principal Investigator |
| 2020- 2021 | Virtual Learning Incubator with Corporation for Global Community Development <ul style="list-style-type: none">- \$150,000 investment to create a virtual learning site for students who did not have a learning placement due to COVID-19 school closures- Served as CO-Principal Investigator |
| 2021- 2022 | Hewlett Foundation Virtual High School Grant <ul style="list-style-type: none">- \$1.5M investment to plan and launch a permanent virtual high school in the Jackson Public School District- |
| 2021- 2022. | National Science Foundation HBCU TEACH Grant <ul style="list-style-type: none">- \$3M investment to build a Science, Technology, Engineering, and Math teachers- Project team member |
| 2023 | Spencer Family Foundation (pending review) <ul style="list-style-type: none">- Racial Equity Grant for \$75,000 to study rural Black teacher's perceptions of leadership opportunities. |

SCHOLARLY AND PROFESSIONAL ACTIVITIES

- 2019 Mississippi Literacy Association President
- 2021 National Reading League Board of Directors
- 2018 Republic Charter Schools Board Member/ Chair of Academic Affairs
- 2020 Diversity Scholars Network University of Michigan
- 2018 American Educational Research Association
- 2020 MS Association of Colleges of Teacher Education, Secretary
- 2022 The Path Forward Teacher Preparation & Licensure for Early Literacy National Advisory Group
- 2023 He Is Me Institute Board of Directors- President
- 2023 Editorial Board Member- Journal of African-American Males in Education
- 2024 Editorial Board Member- Journal of Educational Impact

UNIVERSITY SERVICE

- 2021 Tougaloo College, Division of Education Dean's Search Committee
- 2020 Tougaloo College, University Strategic Planning Council Member
- 2020 Tougaloo College, Research Fellow, Office of Sponsored Programs and Research
- 2021 Tougaloo College, Undergraduate Student Thesis Committee Chair/ Member
- 2022 Inclusive Pedagogy Fellow- Center for Teaching, Research, & Learning
- 2022 American University Faculty Senate Committee on Graduate Curriculum
- 2022 American University School of Education Curriculum Committee
- 2022 American University School of Education Term Faculty Committee
- 2023 American University Faculty Senate Committee on Graduate Curriculum, Vice Chair
- 2023 American University School of Education Faculty Executive Council, Vice Chair

- 2024 American University School of Education Faculty Executive Council- Chair
- 2024 American University Presidential Search Committee- Faculty Advisory Committee

COURSES TAUGHT

EDLD 679	Leading School Change	The University of Mississippi
EDU 536	Classroom Management	William Carey University
EDU 535	Tests, Measurements, and Evaluations	William Carey University
EDLD 619	School Turnaround	The University of Mississippi
PPL 387	Education Policy	The University of Mississippi
EDU 336	Assessment and Evaluation	Tougaloo College
EDU 214	Educational Psychology	Tougaloo College
EDU 250	Literacy in the Content Areas	Tougaloo College
EDU 200	Education Foundations	Tougaloo College
EDU 331	Human Development	Tougaloo College
GEN 230	Evolution of Education	Tougaloo College
EDU 505	Theories of Classroom Management	Tougaloo College
EDU 634	Education & Policy	American University (6)
EDU 678	Federal Role in Education Policy	American University (2)
EDU 693	Policy Implementation	American University (3)
EDU 780	School Finance	American University
EDU 690	Independent Study- School Board Center	American University
EDU 690	Independent Study- Educator Diversity	American University
EDU 690	Independent Study- Parent-School Partnerships	American University
EDAD 786	Strengthening Literacy for School Leaders	Jackson State University
(2)		
EDFL 601	Advanced Research & Statistics	Jackson State

University

DISSERTATION COMMITTEE MEMBER

Kenneth Neat (2023), EdD Education Policy and Leadership, American University
 Rebecca Nobilin (2023), EdD Education Policy and Leadership, American University
 Chelsea Brewer (2024), EdD Education Policy and Leadership, American University
 Tyson Douglas (2024), EdD Education Policy and Leadership, American University
 Aneesah Blount (2024), EdD Education Policy and Leadership, American University

DISSERTATION COMMITTEE CHAIR

Shamarr Blount (2024), EdD Education Policy and Leadership, American University
 Debra Stern (2024), EdD Education Policy and Leadership, American University

PROFESSIONAL DEVELOPMENT

Moss, P.C. (August 09, 2023). R.A.C.E. Mentoring Webinar: “Publish Not Perish”

REVIEWER

Special Issue in Education Policy Analysis Archives on Research on Teachers of Color and Indigenous Teachers: Charting New Directions for Policy and Practice

NAACP Center for Education Innovation Daisy Bates Conference on Education Innovation Poster Session Review

REFERENCES

Available upon request