

DR. KENDRA V. JOHNSON, ESQ.

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Strategic Leadership | Curriculum Design | Fiscal Management | Policy Development

PROFESSIONAL SUMMARY

Extensive experience leading diverse educational organizations with a focus on student success, district achievements, and innovation. Demonstrated success in developing strategic partnerships and implementing data-driven solutions to enhance educational outcomes. Strong advocate for inclusive practices and building collaborative cultures in education settings.

- Successfully managed a \$122 million operational budget and secured an additional \$2M in grant funding, leading to substantial academic improvement with schools receiving both local and state recognition.
- Spearheaded an innovative instructional acceleration plan at Arbutus Middle School, achieving double-digit gains in student performance across diverse groups.
- Led curriculum development and instructional frameworks for K-12 subjects, ensuring high-quality, standardized instruction across all district schools.
- Developed a comprehensive service model and established forums that significantly reduced achievement gaps in 47 Title I schools.

AREAS OF EXPERTISE

*Strategic Leadership | Organizational Culture Change | Policy Development | Educational Technologies | Curriculum Development
Community Outreach | Student Success and Achievements Implementation | Transformational Leadership | Crisis Management Change
Management | Strategic Planning | Fiscal and Grant Management | Multilingualism | Data Analysis | Public Speaking | Innovation Career
Counseling | Human Resource Management | Needs Assessment | Employee Performance Management | Facility Management*

PROFESSIONAL EXPERIENCE

Maryland Public Schools

2019 – March 2025

Associate Superintendent | Anne Arundel County Public Schools

- Led strategic initiatives supporting 130 schools, ensuring instructional leadership effectiveness and student achievement exceeded grade-level expectations.
- Designed and implemented performance management systems that improved staff effectiveness and leadership accountability across the district.
- Spearheaded the Maryland Blueprint initiatives, driving enhancements in teacher diversity, leadership quality, and college and career readiness programs.
- Established cross-functional teams that strengthened school support services, fostering individualized academic interventions.
- Developed and executed district-wide policies that enhanced student success and achievements, operational efficiency, and student performance outcomes.
- Guided Assistant Superintendents and Principals in data-driven decision-making, leading to measurable improvements in student success rates.

Community Superintendent (Area 3) | Howard County Public Schools

- Provided executive oversight for 26 schools, improving driving performance through culturally responsive teaching and student-centered strategies.
- Implemented student success and achievements-driven initiatives that disrupted disproportional practices, reducing achievement gaps and enhancing student support services.
- Led workforce development programs that expanded career pathways for high school students, increasing post-graduation employment and college enrollment rates.
- Directed mental health programs across all middle schools, improving student well-being and academic engagement.
- Strengthened performance management systems, ensuring continuous improvement through data analysis and targeted intervention plans.
- Expanded alternative education programs, increasing credit recovery and graduation rates through innovative evening school and summer school options.

New Jersey Public Schools

2014 -2019

Superintendent | Montclair Public Schools

- Set a district-wide instructional vision that increased student achievement and social-emotional wellness for over 6,700 PreK-12 students.

- Managed a \$122 million operational budget and secured \$2 million in grant funding, strategically allocating resources to maximize student success.
- Developed a comprehensive professional development framework for 1,200 staff members, elevating instructional quality and leadership capacity.
- Established partnerships with community organizations, enhancing resources for student enrichment, workforce development, and extracurricular programming.
- Oversaw district operations, including curriculum, special education, workforce development, and technology, optimizing efficiency and effectiveness.
- Successfully implemented district-wide student success and achievements initiatives, ensuring all students had access to high-quality instruction and support services.

Assistant Superintendent for Equity, Curriculum, and Instruction | Montclair Public Schools

- Designed and executed district-wide student success and achievements and curriculum initiatives, reducing achievement disparities among students of diverse racial and economic backgrounds.
- Led the district's Title I program and teacher evaluation system, strengthening instructional effectiveness.
- Spearheaded professional development programs focused on racial equity and cultural competency, enhancing inclusivity in classroom instruction.
- Served as the district's Affirmative Action Officer and internal investigator for Office of Civil Rights complaints, ensuring compliance with federal and state mandates.
- Strengthened curriculum alignment across all schools, ensuring culturally responsive and academically rigorous instruction.
- Developed data-driven strategies that improved student outcomes by identifying and addressing performance gaps through targeted interventions.

Chief Academic Officer | Trenton Public Schools

- Led curriculum development and instructional frameworks for K-12 subjects, ensuring high-quality, standardized instruction across all district schools.
- Implemented data-driven instructional models, increased student achievement and fostered academic excellence district-wide.
- Developed a service model that enhanced school support services, resulting in improved teacher effectiveness.
- Supervised multiple central office departments, including special education, bilingual education, professional development, and accountability and assessment.
- Strengthened district-wide instructional technology integration, improving digital learning accessibility and engagement.
- Established accountability measures that drove continuous improvement in academic performance, operational efficiency, and staff development.

EDUCATIONAL CONSULTING

2010 - PRESENT

Chief Executive Officer

KVJ Consulting, LLC.

- Services offered include executive and leadership coaching, keynote speaking, professional development, program audit, and digital marketing tools for school districts and non-profits.

Educational Consultant/Leadership Coach

Universal Management Group, Private Schools,
New Leaders, and Multiple Non-profits

- Provide daily support to develop the instructional leadership acumen for K-8 principals in a management group cohort within Philadelphia Public Schools.
- Develop instructional leadership skills with teachers, administrators, parents, community groups, and other public education thought leaders.
- Implemented a national branded leadership development curriculum for a cohort of leaders in Baltimore City Public Schools.

EDUCATION

Doctor of Education, Urban Education Leadership and Social Policy, Morgan State University - Baltimore, MD	2010
Juris Doctor, (MD and NJ Licensed) , University of Baltimore School of Law – Baltimore, MD	2003
Master of Education, Administration and Supervision, Johns Hopkins University – Baltimore, MD	1999
Bachelor of Science-Chemistry (Minor: Mathematics and History), Lincoln University- Lincoln University, PA	1996

CERTIFICATIONS and ENDORSEMENTS

- Leadership and Executive Coaching Certificate (Certified Coaches Alliance, CCA, and International Coaching Federation Credentialed); Wellness Coach Certificate (*in progress*)
- Superintendent Certificate – Delaware, Georgia (*renewal in progress*), Illinois, Maryland, Missouri (*initial certification review in progress*), New Jersey, Pennsylvania, South Carolina (*initial certification review in progress*), and Virginia (*renewal in progress*)
- Endorsements: Administrator I and II; Chemistry (Grades 7-12); Superintendent