

Jamario Antoine Shade, Ed.D.

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EDUCATION

University of Georgia, *Doctor of Education, Leadership and Policy*

Athens, GA

Dissertation: Multi-tiered System of Supports: A Collaborative Approach to Academic

May 2025

Interventions and Post-Secondary Readiness Within a Large Suburban High School

Endorsement: Leadership Tier II

Dissertation Chair/Major Professor: Jami Royal Berry, Ph.D.

University of West Georgia, *Specialist in Education, Biology Secondary Education*

Carrollton, GA

Research Capstone: Three-Dimensional Teaching and STEM Education to Drive the 21st Century Class

May 2020

Endorsement/Minor: Leadership Tier I

Major Professor: Brent Gilles, Ph.D.

University of West Georgia, *Master of Education, Special Education*

Carrollton, GA

Program Focus: Special Education

May 2017

Endorsement/Minor: Reading and Literacy, Gifted

Columbus State University, *Bachelor of Science in Education*

Columbus, GA

Program Focus: Special Education, Literacy, and STEM Education

May 2015

Student Assistant: Oxbow Meadows Environmental Learning Center

RELEVANT COURSEWORK

Action Research in Organizations, Community Engagement, Change Leadership, 21st Century Ethics, Law and Politics, Qualitative Research Methods, Advanced Curriculum Methods, Educational Technology, STEM Ecojustice, School Data

RESEARCH INTEREST

Dissertation Abstract

The four-year graduation rate is critical for high school and district leaders. The Multi-Tiered System of Supports (MTSS) framework is an effective school improvement model to promote on-time graduation and post-secondary readiness. This action research study examined leadership strategies and collaborative practices to strengthen the MTSS infrastructure at a large suburban high school. The study identified eight key findings and six themes: fostering student and teacher efficacy, resource management, whole-child learning, stakeholder collaboration, data-driven decision-making, and leveraging professional development. While components of MTSS are mandated by state and federal law, its implementation in high schools remains limited. This research underscores MTSS as a vital framework for meeting students' needs and empowering them to achieve their post-secondary goals and aspirations.

Interest

STEM education, secondary education, multi-tiered systems of support (MTSS), whole-child learning, science pedagogy, teacher leadership, professional development, school improvement and reform, school district policy development, and school network communities.

PROFESSIONAL WORK EXPERIENCES

University of West Georgia, Limited Term Assistant Professor | Carrollton, GA August 2026 – Present

- Developed new teacher leadership and advocacy course for the Ed.S. in Secondary Education course
- Instructor for SEED 6263 Instructional Strategies for Science Education
- SEED 8100 Read and Research in Secondary Education
- ECED 8272 Teacher as Leader

University of West Georgia, Part-time Faculty | Carrollton, GA August 2025 – July 2026

- Instructor for ECED 7282 Directed Readings in Education
- Instructor for ECED 7260 Investigating Methods and Materials in Science
- Instructor for SEED 7252 Environmental Education for Teachers
- Instructor for SEED 7266 Advanced Instructional Strategies for the 21st Century

Gwinnett County Public Schools, Assistant Principal | Suwanee, GA November 2020 – July 2026

- Oversee implementing and managing academic interventions to address diverse learning needs, using qualitative and quantitative data to drive decisions and improve outcomes.
- Development of staffing plans and the master schedule
- Supervisor of Counseling, Mathematics, and World Language Teachers
- Schoolwide Data Integrity Lead
- Directed services for seniors to ensure graduation and postsecondary readiness while supporting collaborative teams in aligning rigorous, course team leader professional development and supporting equitable Tier 1 instruction across a teaching staff of 170 educators.
- Designed and delivered teacher training on academic interventions and collaborative practices, fostering a culture of shared responsibility through partnerships with educators, families, and district leaders.

Gwinnett County Public Schools, Coordinator of Instructional Development | Suwanee, GA June 2022 - August 2023

- School board one-year special assignment. Support the school district's implementation of federal funds and full-time equivalent (FTE) to increase the funding by over 14 million dollars in remedial education support.
- School improvement and leadership development
- Guided district and school leaders with using data to improve academic interventions, and compliance with state and federal guidelines and regulations.
- Collaborated with vendors and coached leaders to use progress monitoring tools and funding sources effectively.
- Delivered training on MTSS best practices and conducted program evaluations to enhance student outcomes.
- Supported the intervention STEM/CTE program Gear-Up for Graduation

Gwinnett County Public Schools, STEM Coordinator and Teacher | Suwanee, GA August 2015 – October 2020

- Design, implement, and evaluate STEM educational programs in the middle school setting
- STEM Coordinator and STEM Instructional Coach
- Biology Teacher, Life Science and Mathematics Teacher
- Teacher of the Year, District Top 5% Performing Teacher (Pay for Performance Initiative)

ADDITIONAL PROFESSIONAL EXPERIENCES

American Chemical Society, Education Leader Consultant | Washington, D.C. December 2021 – Present

Serve as an educational consultant for the 6th-12th guidance in chemistry education. During this committee work, I am served as the only school administrator in the nation to sit on the committee and continuously provide insight on policy and practice implications guidance to the American Chemical Society.

Education Consultant, MTSS and Curriculum of Support | Southeastern, United States July 2022 – Present

Provide consultation and professional development as a current practitioner for secondary schools in the areas of high school academic interventions, secondary math and literacy interventions, whole-child learning, data-based decision-

making and school reform. To date, I have provided ongoing professional development and leadership consulting to 27 high schools and 14 middle schools.

CERTIFICATIONS

Education Leadership Tier II, ESOL (P-12), Gifted (P-12), SPED (P-12), Math (6-8), Science (6-12), Reading Endorsement

HONORS AND AWARDS

University of Georgia Bottoms Foundation Research Scholar	October 2024
University of Georgia Mullen Scholar Award	April 2024
Gwinnett County Schools, Local School Teacher of the Year	September 2020
University of West Georgia, Departmental Scholar Award, Secondary Education	February 2020
Gwinnett County Schools, Local School Teacher of the Year Finalist	September 2019
University of West Georgia, Edu Tech Innovation Award	February 2017
Georgia Power, Outstanding First Year Teacher Award	December 2015
Columbus State University, Servant Leadership and Civility Award	May 2014

GRANTS/FUNDING

Shade, J.A. (2024-2026). *MTSS and post-secondary readiness research continuation*. Bottoms Foundation. \$14,000. Role: Principal Investigator.

Shade, J.A. (2019). Jackson EMC. *The Urban Garden Project*. Jackson EMC \$4,000. Role: Principal Investigator.

PUBLICATIONS

Shade, J.A. (2026). Supporting students through senior year. *Techniques*. 101(3), 40-41.

Shade, J.A. (2025). *Multi-tiered system of supports: A collaborative approach to academic interventions and post-secondary readiness within a large suburban high school*. [Doctoral Dissertation, University of Georgia]. ProQuest Dissertations Publishing.

PRACTIONEER-BASED CONFERENCE PRESENTATIONS

- Shade, J. A. (submitted). Getting better together: Empowering STEM teacher leaders. Presentation at the Georgia Association for Teacher Educators.
- Shade, J.A. (September 2024). *Bridging the gap between district office curriculum initiatives and local school implementation of high-quality tier 1 instructional practices*. Presentation at the annual Regional Whole Child Learning Meeting, Georgia Department of Education, Atlanta, Georgia.
- Shade, J. A. & Jarusinski, J. (June 2024). *The journey from empathy to the pursuit of excellence*. Presentation at the annual Summer Leadership Conference of Gwinnett County Public Schools, Athens, Georgia.
- Shade, J. A. (January 2024). *Data-based decision-making for improved graduation rates*. Presentation at the quarterly Leadership Development, Gwinnett County Public Schools, Suwanee, Georgia.
- Shade, J. A. (February 2023). *The principals’ guide to distributed leadership to enhance Tier 1 instruction through the MTSS framework for school improvement*. Presentation at the quarterly Leadership Development, Gwinnett County Public Schools, Suwanee, Georgia.

Shade, J. A. & Moore, E. (June 2022). *Maximizing staff allotment with FTE formulas to support interventions at the secondary level*. Presentation at the annual Summer Leadership Conference of Gwinnett County Public Schools, Athens, Georgia.

Shade, J. A. (March 2019). *STEAM+3D teaching=The 21st-century classroom*. Presentation at the annual Georgia Science Teacher Association, Columbus, Georgia.

SERVICE TO ORGANIZATIONS

American Chemical Society-SERMACS Conference Leadership Team (2024-2025)

American Chemical Society-Society Committee on Education (2023-Present)

Georgia Department of Education-STEM in Rural Georgia Consultant (2022-2024)

Georgia Aquarium-Girls in STEM Planning Committee (2018-2021)

Memberships and Affiliations

American Chemical Society

Association for Career and Technical Education

Council for Exceptional Children

Georgia Association for Teacher Educators

Georgia Science Teacher Association

Georgia Science Supervisor Association

National Science Teacher Association