

Tomiko T. Smalls, EdS

Curriculum Vitae

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EDUCATION

2021 PhD Educational Leadership (Higher Education) • Clemson University • Clemson, SC
2006 EdS Educational Leadership (P-12) • Augusta State University • Augusta, GA
2003 MEd Elementary Education • Clemson University • Clemson, SC
1991 BA Early Childhood Education • Clemson University • Clemson, SC

PROFESSIONAL CERTIFICATION & LICENSURE

1991-2021 South Carolina Teaching License: Early Childhood Education, Elementary Education, Elementary Principal, Elementary Supervisor, Superintendent
2001-2021 National Board Certification: Middle Childhood Generalist

PROFESSIONAL TRAINING & ENDORSEMENTS

2019 CONCERT LMS Training
2017 SCTS 4.0 Rubric Trainer
2017 South Carolina Certified Mentor (Initial, Advanced, Upgrade Training)
2016 Student Learning Objective Trainer
2014 PADEPP Evaluator
2010 ADEPT/SAFE-T Trainer
2006 Teacher Support Specialist (Georgia)
2003 Upstate Writing Project Consultant
2002 Cognitive Coaching Cycles I & II
1994 PET Cycle I & II

PROFESSIONAL WORK HISTORY

Clemson University College of Education • Clemson, SC

2018-current Early Childhood & Elementary Field Placement Coordinator

Aiken County Public Schools • Aiken, SC

2010-2018 Director of Human Resources
2009-2010 ELA Partner Teacher
2007-2009 Student Support Specialist
2006-2007 Reading Interventionist
2005-2006 2nd Grade Teacher
2003-2005 5th Grade Teacher
1998-2000 4th Grade Teacher

SC Center for Teacher Recruitment (CERRA) • Rock Hill, SC

2000-2003 Teacher in Residence

McCormick County School District • McCormick, SC

1994-1998 1st Grade Teacher
1993-1994 3rd Grade Teacher
1992-1993 High School Remedial Reading Teacher/5th Grade Teacher
1991-1992 Substitute Teacher

RESEARCH & SCHOLARLY ACTIVITY**Research and Scholarly Activity**

2019 Action Research Collective (ARC) Participant. Coded interview transcripts and assisted with Spring Photo Exhibition.

Work-Based Research

- 2007 The effectiveness of implementing Positive Behavioral Interventions and support (PBIS) on improving student discipline and decreasing the number of office referrals for minor and major behavior infractions. (Mossy Creek Elementary School)
- 2006 The impact of using reading intervention strategies on improving the academic performance of K-5 students reading below grade level. (Mossy Creek Elementary School)
- 2005 The effectiveness of using Measures of Academic Progress (MAP) RIT Band Groups to remediate and accelerate students' academic performance in math and reading. (Mossy Creek Elementary School)
- 2005 The impact of using innovative strategies and manipulatives on improving the math performance of students in second grade. (Mossy Creek Elementary School)
- 2002 The impact of teacher recruitment efforts in larger school districts on teacher recruitment in "hard to staff" schools. (SC Center for Teacher Recruitment/CERRA)

PUBLICATION CONTRIBUTIONS

- 2008 Tate, M. L. (Contributed math activities to publication). *Mathematics worksheets don't grow dendrites: 20 numeracy strategies that engage the brain, preK-8.*
- 2003 SC Center for Teacher Recruitment. (Scripted video dialogue for Core Proposition Two). *SC national board awareness: Five core propositions.*

AWARDS & HONORS

- 2006 Aiken County School District Teacher of the Year Honor Court
- 2006 Mossy Creek Elementary School Teacher of the Year
- 2005 North Augusta Walmart Teacher of the Year
- 2003 Alpha Epsilon Lambda Graduate Student Honor Society, Clemson University
- 1998 McCormick County School District Teacher of the Year
- 1998 McCormick Elementary School Teacher of the Year

PRESENTATIONS

- 2019 Smalls, T. T. & Martin, L. H. (Co-presenter). *Selecting, Preparing, and Supporting High-Quality Clinical Educators.* South Carolina Clinical Roundtable. Greenville, SC.
- 2018 Smalls, T. T. (Presenter). *SCTS orientation: SLO.* Participants: Teacher Residents. Piedmont, SC.
- 2017 Smalls, T. T. (Presenter). *Principal as mentor.* Participants: Aspiring Administrator Class Participants. Aiken, SC.
- 2017 Smalls, T. T. (Presenter). *Staffing update.* Participants: Aiken County Public School District Board of Education Members. Aiken, SC.

- 2016 Smalls, T. T. (Presenter). *Lemons to lemonade: Reflecting on your role as a highly effective educator*. Participants: New to the District Days Participants. Aiken, SC.
- 2014 Sanders-Pee, E. & Smalls, T. T. (Co-presenter). *North Aiken Elementary School: A model school*. Participants: Aiken County Public School District Board of Education Members. Aiken, SC.
- 2013 Smalls, T. T. (Presenter). *The formative assessment process for induction contract educators*. Participants: Aiken County Public School District Administrators. Aiken, SC.
- 2012 Smalls, T. T. (Presenter). *Modified ADEPT for induction contract educators*. Participants: Aiken County Public School District Administrators. Aiken, SC.
- 2011 Smalls, T. T. (Presenter). *Automated interviews and succession planning solutions for educators and administrators*. Participants: Aiken County Public School District Board of Education Members. Aiken, SC.
- 2011 Smalls, T. T. (Presenter). *An overview: Automated solutions for securing substitutes*. Participants: Aiken County Public School District Board of Education Members. Aiken, SC.
- 2003 Smalls, T. T. (Presenter). *Making reading relevant*. Participants: North Augusta Elementary School Teachers and Administrators. North Augusta, SC.
- 1999 Smalls, T. T., Schwalbe, K., & Lostetter, M. (Co-presenter). *What teachers need to successfully implement the Accountability Act of 1998*. Participants: The State of SC Education Oversight Committee. Columbia, SC.

TRAINING

- 2015 Smalls, T. T. (Trainer). *Multi-data point hiring*. Participants: Aiken County Public School District Administrators. Aiken, SC.
- 2013 Smalls, T. T. (Trainer). *Goals-based evaluation training*. Participants: Aiken County Public School District Administrators. Aiken, SC.
- 2013 Smalls, T. T. (Trainer). *Formative evaluation process: Mentor roles and responsibilities*. Participants: Aiken County Public School District Mentors. Aiken, SC.
- 2013 Smalls, T. T. (Trainer). *Sharing the vision through collaborative efforts: Hiring and evaluating staff*. Participants: Aiken County Public School District Administrators. Aiken, SC.
- 2013 Smalls, T. T. & Hewett, C. D. (Co-facilitator, Trainer). *Automated application tracking and job fit interview system*. Participants: Aiken County Public School District Cabinet Administrators. Aiken, SC.
- 2012 Smalls, T. T. (Trainer). *Employee hiring procedures*. Participants: Aiken County Public School District Administrators. Aiken, SC.
- 2011 Smalls, T. T. & Stanley, J. (Co-facilitator, Trainer). *Prospective administrators' training: Observations, evaluations, and growing teachers*. Participants: Aspiring Administrator Class Participants. Aiken, SC.

- 2009 Smalls, T. T. (Trainer). *Using integrated technology to teach reading*. Participants: Aiken County Public School District Model School Teachers. Aiken, SC.

CONFERENCE PRESENTATIONS

- 2016 Smalls, T. T. & Hewett, C. D. (Co-presenter). *Effectively documenting employee behaviors*. Personnel Administrator Winter Conference. Columbia, SC.
- 2015 Smalls, T. T., Carpenter, C. A., Walton, A., & Gant, C. (Panelist). *Teacher recruitment and retention*. Personnel Administrator Winter Conference. Greenville, SC.
- 2014 Smalls, T. T. (Presenter). *Lemons to lemonade: Legitimize each moment by organizing notes and always document efficiently*. Personnel Administrator Winter Conference. Columbia, SC.

TEACHING/SUPERVISION

Clemson University

- 2018-2019 Teacher Resident
2018-2019 Practicum Students
2019 Student Interns

PROFESSIONAL SERVICE

- 2016 Strategic Planning Action Team Leader: Recruiting, Supporting, and Recognizing Highly Effective Staff
- 2016 SC Department of Education Recruitment & Retention Committee
- 2004-2010 SCCTR/CERRA Board of Directors
- 2001-2003 Teaching Fellows Interview Day Facilitator
- 1998-1999 SC Teacher Forum Leadership Council

INSTITUTION SERVICE

University of South Carolina – Aiken

- 2007 Invited Speaker (Panel Member). *Professional standards*. Participants: USCA Seniors. Aiken, SC.
- 2004 Invited Speaker (Presenter). *Using integrated technology*. Participants: USCA Students and Staff.

Southern Wesleyan University

- 2013 Invited Speaker (Presenter). *Operations and management: Human resources*. Participants: Southern Wesleyan Administrator Candidates. North Augusta, SC.

Clemson University

University-Wide

- 2018-2020 Undergraduate Academic Eligibility Committee
2018 Volunteer: Men of Color Summit

College of Education

- 2018-2020 Community and Diversity Committee
2019 Invited Presenter. *What will be your educator legacy?* Participants: Call Me MISTER Cohorts. Clemson, SC.
2019 National Board Ad Hoc Committee
2019 Invited Presenter. *Resume writing and interview tips*. Participants: Clemson University Secondary Education (Social Studies) Teacher Candidates. Clemson,

- SC.
 2019 CU Read Day (Organizer)
 2018 Graduate Coordinator Search Committee
 2018 Invited Co-presenter. *HR night*. Participants: Clemson University Teacher Residents. Clemson, SC.
 2018 Teaching Fellows Information Meeting (Representative)
 2003 Eugene T. Moore Advisory Council

College of Education Scholar Activity

- 2019-present Action Research Collective Member
 2019 Certified Student Leader Certification
 2019 Ethics Competition (Volunteer)
 2019 Ethics Lunch n' Learn Discussion Forum (Volunteer)
 2018-present Graduate Student Advisory Board
 2018-present CHANGE (Creating Habits And Norms Guiding Ethical Decisions) Committee

COMMUNITY SERVICE

- 2019 Invited Speaker: Back to School Bash *What is Success* (McCormick, SC)
 2019 Presentation: *Preparing student-athletes for college/goal setting* – Daniel High School (Central, SC)
 2019 Presentation: *Preparing student-athletes for college/goal setting* – Easley High School (Easley, SC)
 2019 Selection Committee Member: Anderson Five Teacher of the Year (Anderson, SC)
 2019 Presentation: *Preparing student-athletes for college/goal setting* (Abbeville, SC)
 2019 Volunteer Waitress: Clemson Women Alumni Council Celebrity Waiter Night (Aiken, SC)
 2018 Volunteer: Our Daily Rest (Seneca, SC)
 2018 Christmas for Kids Sponsor/Fun Day (Clemson, SC)
 2018 Invited Speaker: Back to School Bash *Goal Setting* (McCormick, SC)
 2018 Volunteer: Bring Your Daughter to Clemson
 2017 Volunteer: Bring Your Daughter to Clemson

ORGANIZATION MEMBERSHIP

- 2019 Women Leaders in College Sports
 2019 Association for the Study of Higher Education
 2014-2017 American Association of School Personnel Administrators
 2012-2016 South Carolina Association of School Administrators
 2001-present Palmetto State Teachers Association

CLEMSON UNIVERSITY ORGANIZATION AFFILIATION

- 2015-present Clemson University Alumni Association – Aiken Club
 2016-2018 Clemson University Women's Alumni Council