**Bernadeia H. Johnson, Ed.D.**

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Professional Profile

Community leaderwith expertise in education and success collaborating with diverse communities, businesses, and foundations to engage and support education as a public good. Thought leader who takes on challenges that shift people to think differently about how we serve children and families, especially those who are most disenfranchised.

Strong financial background to effectively manage and align resources where they can make the strongest impact. Successfully increased grants and donations to achieve targeted goals. Known for identifying and developing talent, building collaborative teams, and creating cultures where learning and leading is valued.

Education

**University of Minnesota** - Minneapolis, Minnesota

Doctorate, Educational Policy and Administration – 2011

Minnesota Superintendent License - 2010

**St. Mary’s University** – Minneapolis, Minnesota

Minnesota Principal’s License - 2008

**University of Saint Thomas** - Minneapolis, Minnesota

Master of Arts, Curriculum and Instruction - 1992

**Alabama A&M University** - Huntsville, Alabama

Bachelor of Science, Communication Disorders - 1981

Current Position- Higher Education \_\_\_\_\_\_\_\_\_\_\_\_\_\_

**Minnesota State University - Mankato, Minnesota** August 2015 – Present

**Assistant Professor - Educational Leadership Department** August 2015 - Present

Taught courses in educational leadership for specialists and doctoral students.

**Graduate Coordinator for the Master’s in Educational Leadership** August 2018 - 2020

Responsible for managing the admissions for Masters’ students at the Edina campus.

Superintendent Experience

**Minneapolis Public Schools (MPS)** Minneapolis, Minnesota

**Superintendent of Schools** July 2010 - January 2015

Led third largest school system in Minnesota serving approximately 36,000 pre-kindergarten through 12th-grade students in 76 educational sites, including 65 percent students from low-income homes; 18 percent of students received special education services; 24 percent of English learners spoke 90 languages. Responsible for annual budget of over $700 million.

* Established Office of Black Male Student Achievement as an equitable approach to tackling the challenges that exist for the school district’s black male students. Provided support and counsel to students that built confidence; set individual success strategies.
* Placed a moratorium on non-violent suspensions for students in pre-K through second grade, which led to 50% decrease in suspensions district wide.
* Addressed inequities in discipline practices by undertaking a more systematic review of data related to discipline by race. Implemented practices that assisted with identifying and decreasing disproportionality in suspensions.
* Initiated evaluations with union support to assess teachers and principals before state mandate and other school districts. Resulted in effective design for teacher development and resource allocation. Shared data with Higher ED teacher preparation programs for them to use in strengthening their programs.
* Created an opportunity for schools to have greater autonomy and ownership over critical decisions related to staffing, instructional time, and programs in exchange for accountability and results.
* Adopted a structurally balanced budget focused on providing a high-quality education to our students, cutting $25 million while aligning with the school district’s operational and strategic priorities and keeping reductions as far from the classroom as possible.
* Proposed movement to student-based allocation, giving schools more autonomy to personalize the classroom experience for their students and teachers.
* Secured approximately $10-25 million dollars annually in grants and funds donated from large corporations in the area and national foundations.
* Introduced Ethnic Studies in 9th grade
* Created the Office of Black Male Student Achievement
* Implement The School Mental Health Model

**Deputy Superintendent of Schools/Chief Academic Officer** 2009 - 2010/2006 - 2009

Led academic departments, oversight of schools; student support included: associate superintendents and principals; curriculum and instruction; Special Education; professional development; athletics and student engagement; student and family engagement.

* Conducted external comprehensive curriculum audit and diagnostic audits of English learner and math instruction to lay groundwork for aligned instructional system.
* Expanded access to seats in four-year-old early childhood education program and access to all-day kindergarten for low-income students.
* Developed and implemented secondary redesign plan, including the expansion of International Baccalaureate and Advanced Placement programs to increase access to advanced coursework for all students; saw an increase of students of color participation by 20%.
* Implemented new school performance framework, including value-added techniques and consequences menu; introduced external School Quality Reviews.
* Partnered with Teach for America to enter Twin Cities; commissioned The New Teacher Project to analyze MPS human resources practices and contract provisions (resulting in improved mutual consent-based hiring practices and fewer layoffs/rehires).
* Implemented New School’s strategy, including authorizing three new high-quality autonomous schools (two charters and one teacher-led, self-governed school–the only one in Minnesota).
* Passed new $60 million levy (double previous size) with 73% voter support despite poor economic climate in 2008.

**Memphis City Schools** Memphis, Tennessee

**Deputy Superintendent of Schools** April 2004 - July 2006

Responsible for the creation of the Academic Leadership Team (ALT), which included representatives from academic departments, to focus on the clear alignment of academically focused work.

* Created five-year academic plan that supported superintendent’s mission: Every Child, Every Day, College Bound
* Developed K-12 articulation of core programs at elementary, middle, and high school level
* Increased access to academic programs throughout the district in each geographical area
* Implemented middle school and high school reform with emphasis on transitions, ninth-grade academies, small learning communities, and increased graduation rates
* Created cross-functional teams for improved collaboration among various departments with the goal of providing cohesive strategies to support district and school improvement

Principal/Educator Experience

**Minneapolis Public Schools** Minneapolis, Minnesota

**Principal – Elizabeth Hall Community School** July 1999 - March 2004

* Moved school from Tier I to Tier II status by increasing Quality Performance Indicators (Q.P.I.) and to “Safe Harbor” AYP status
* Established site leadership team, created partnerships within the community, and created a professional learning environment and a culture and climate that were safe for all members of the learning community

**Saint Paul Public Schools** Saint Paul, Minnesota

**Assistant Principal/Intern – Saturn Riverfront Academy** 1997 - 1999

**Fifth Grade Teacher – Highwood Hills Elementary School** 1991 – 1997

Consulting and Coaching Experience

**Educational Consultant** August 2015 - Present

* Minnesota State University, Mankato
* Burnsville Public Schools
* Portage Consulting
* E4E – co-facilitated team of teacher leaders to create a guide to address discipline disparities in Minnesota (Solutions NOT Suspensions)

**Educational Coach** August 2015 - Present

* Coach aspiring school leaders
* Northside Achievement Zone (NAZ) Leadership/School Coach

Additional Employable Experience

**First Bank System**  Minneapolis, Minnesota

**Financial Analyst** 1979 - 1991

Honors and Awards

Female Icon Award, 2021

Distinguished Alumnus, College of Education, University of Minnesota, 2016

George Family Foundation Women in Leadership Recognition, 2014

University of Saint Thomas Distinguished Alumnus/Alumna Award, 2012

MinnSPRA District Leadership for Excellence in Communications Award, 2012

Nominated for Minneapolis Public Schools’ Elementary Principal of the Year, 2004

Recipient of Mary Q. Feidt New Principal Leadership Award, 2002

National Board for Professional Teaching Standards, 1995 – 2005

University Service (Minnesota State University

Pan-African Conference, co-chair (2020)

Curriculum and Instruction Committee ( 2016-present)

Curriculum and Advisory Board (2017-present)

Coordinator of Scholarship and Awards, Dept of Educational Leadership (2020- present)

Committee Member/Lead on Dissertation Committees (2020 -present)

Professional Service

Our Children Mn, Board of Director 2021-Present

Minnesota Education Equity Partnership, Board Chair 2021-Present

Minnesota State House of Representatives. Key presenter for the day long symposium on examining issues around educational achievement inequities in MN (2020)

Federal Reserve, served on select group to provide feedback on new Minnesota Education Amendment (2019))

Minnesota Comeback Board of Directors, 2017 – Present; name changed to Great Minnesota Schools

Hennepin County Library Board of Trustees, Minneapolis, Minnesota, 2016 - Present

Twin Cities Public Television Board of Trustees, 2012 – 2015

Curriculum Committee- Minnesota State University-Mankato College of Education 2017- present

Curriculum Advisory Committee – Minnesota State University-Mankato Dept of Ed Leadership 2016 present

National Council on Teacher Quality, 1997 - Present

Phillips Eye Institute Capital Campaign Cabinet Member, 2012 - 2018

Minneapolis Leadership Academy, 2017

Capital Campaign Board, College of Education, University of Minnesota, 2014 - 2015

Minneapolis Youth Coordinating Board, 2011 - 2015

Achieve Minneapolis Board of Directors, 2010 - 2015

Minneapolis Association of School Administrators Board, 2012 - 2015

Ordway Theatre Board of Directors, 2012 - 2015

African American Leadership Forum, 2009 - 2015

Mid-South Reads Board of Directors - Memphis, Tennessee, 2002 - 2005

Minnesota Elementary School Principals’ Association, 1999 – 2003, 2017

Saint Paul Public Schools’ Leadership Academy Selection Committee, 1999 - 2002

Education Minnesota’s Teacher of the Year Selection Committee, 1995 - 1999

Interstate New Teacher Assessment and Support Consortium (INTASC), 1996 - 1998

National Council for Accreditation of Teacher Education - Board of Examiners (NCATE), 1996 - 1998

Urban Leadership Academy Advisory Board - University of Minnesota (2010-2015)

Collaborative Urban Educator Program Advisory Board - University of Saint Thomas (1991-1995)

Professional Associations

National Association of School Administrators, 2018 - Present

University of College of Education Programs, 2018 - Present

National Association of Elementary School Principals, 2017

Minnesota Association of School Administrators, 2010 - Present

University of Minnesota Scholia (professional education association), 1999 - Present

Minnesota Association of Elementary School Principals, 1997 - 2017

Minnesota Alliance of Black School Educators, 2013 - 2015

National Alliance of Black School Educators, 2012 - 2015

Council of Great City Schools, 2002 - 2015

Association for Supervision and Curriculum Development, 1999 - 2002

Leaning Forward (formerly National Staff Development Council), 1999 - 2002

Phi Delta Kappa, 1995 - 1997

Continuing Education

**Participant in Cources offered through CELT 2019- present**

DEI training -Great Minnesota Schools 2021

Harvard University Public Education Leadership Project (PELP), 2002 - 2014

Memphis Leadership Academy, 2002

Metropolitan Principal’s Academy, 1999 - 2002

Bush Educators’ Program - Certificate of Program Completion, 1997

Saint Mary’s University - Principal’s Licensure, 1997

Publications

**Johnson, B. (2021).** African American Female Superintendents: Resilient School Leaders.

Journal of Higher Education Theory and Practice v21(4).

**Johnson, B.,** Witter, L., & Kaufman, J. A.  (2020).  Resilience and the African American

superintendent.  *AASA Journal of Scholarship & Practice.*

Floyd, F. Elliot**, Johnson, B.** & Kaufman, J.A.(2020).The Nature of Clinical Hypnosis.

Ecopsychology.

**Johnson, B.H.** (Unpublished, submission date April/May 2019). The African American

Superintendency During the Trump Presidency.

**Johnson, B.** (2018). Balancing–From a Real-Life Perspective, *Star Tribune*. *(Invited)*

<http://www.startribune.com/counterpoint-racial-rebalancing-from-a-real-life-perspective/498070351/>

**Johnson, B.** (2018). School Boards Need Less Drama, *Pollen. (Invited)*

https://www.pollenmidwest.org/collection-stories/school-boards-need-less-drama/

**Monserrate, A. and Johnson, B.** (2017). Saving teachers of color and other complex challenges in Minneapolis, *Star Tribune*. *(Invited)*

https://www.startribune.com/saving-teachers-of-color-and-other-complex-challenges-in-minneapolis/453453313/

**Johnson, B.** (2014). Critics Say My New Discipline Policy is Unfair to White Students: Here’s Why They’re Wrong, *The Washington Post*. (Invited)

https://www.washingtonpost.com/posteverything/wp/2014/11/26/critics-say-my-new-discipline-policy-is-unfair-to-white-students-heres-why-theyre-wrong/?utm\_term=.41343b3f3b6b2

**Johnson, B.H.** (2012). African American Female Superintendents: Resilient School Leaders.

<https://conservancy.umn.edu/bitstream/handle/11299/120821/Johnson_umn_0130E_12535.pdf?sequence=1>

Presentations

Mental Health America’s National Policy Institute for State Lawmakers-(Invited), July, 2021

Mental Health America’s National Policy Institute-(Invited), May, 2021

Education Minnesota, ODHW-Workgroup (Invited), 2021

Minnesota House of Representatives (Invited), 2021

Minnesota House of Representatives Finance Committee (Invited), 2021

International Council of Professors of Education Leaders, 2021

Hawaii Intl Conference on Education: Resilience and the African American Superintendent.

Hawaii, 2021

Center for Engaged Leadership (annually), 2017 - Present

Institute for Courageous Leadership, 2015 - Present

Twin Cities Public Television (invited) to discuss statewide policy, test scores, and other education-related topics, 2005 - Present

Minnesota Public Radio (MPR/ invited) statewide policy and other district-related topics, 1995 – Present

* *A discussion on school integration with Bernadeia Johnson and Nikole Hannah-Jones*
* Friday Roundtable: Charter school advocates push back on segregation claims *with Bernadeia Johnson, Dan Schulman, and Brandie Burris-Gallaher*

National Public Media - assisted with the interpretation of statewide report on education, 2018

University Council for Educational Administration, November 2018

Center for American Progress (2013), Washington DC

Courageous Conversations Summit - Philadelphia, Pennsylvania, October 2018

Pacific Circle Consortium - Minneapolis, Minnesota, September 2018

National Public Radio (NPR) - Minnesota Survey Results, 2018

Houghton Mifflin Literacy Conference - Saint Paul, Minnesota, 2017

National Superintendent’s Academy - Chicago, Illinois, 2017

Pan-African Conference - Mankato, Minnesota, Fall 2017

Achieve Ed Talk “A Little Girl in the Segregated South” 2018

Related Media

**Eban, K. , Anderson, H.** (2021).Advancing Equity Coalition: Conversation on Teacher Diversity/Equity (Invited) https://www.youtube.com/watch?v=t\_RnDycUmcA

**Hawkins, B.** (2013). Soledad O’Brien’s CNN project comes to Twin Cities to focus on the education of black boys, *Education News*. (Invited)

[http://www.educationviews.org/soledad-obriens-cnn-project-comes-to-twin-cities-to-focus-on-the-education-of-black-boys/](http://www.startribune.com/counterpoint-racial-rebalancing-from-a-real-life-perspective/498070351/)

**Video** (2013). Great Expectations: A Black in America Special, *CNN*. (Invited)

[https://youtu.be/wA0GpWqwsdA](http://www.startribune.com/counterpoint-racial-rebalancing-from-a-real-life-perspective/498070351/)