

RODNEY GLASGOW, ED. D.

Innovative Education Leader | Published Author | Keynote Speaker

EDUCATION

- The George Washington University, Washington, DC** **2018**
Doctor of Education, Human and Organizational Learning
Dissertation: Ready to the Pond: The Experiences of African American Male Leaders in Predominately White Independent Schools and Their Strategies for Navigating Nonprototypicality
- Columbia University, New York, NY** **2011**
Master of Arts, Private School Leadership, Klingenstein Center
- Harvard University, Cambridge, MA** **2001**
Bachelor of Arts, Afro-American Studies and Psychology, Magna Cum Laude
- Gilman School, Baltimore, MD** **1997**
Diploma, Cum Laude

PROFESSIONAL EXPERIENCE

ST. ANDREW'S EPISCOPAL SCHOOL - Potomac, MD

A co-ed pre-school through grade 12 independent, Episcopal day school founded in 1978

Head of Middle School **2012 - Present**

Responsible for leading and managing a division of 6th, 7th and 8th graders, including overseeing and evaluating the school's curriculum and programs as well as its faculty, advisors, a Dean of Students, and grade level deans. Lead the division's Support Team comprised of School Counselor, School Nurse, School Chaplain, and Deans, aimed at creating and managing support plans for the academic, social, and emotional success of students facing challenges. Serve as primary administrative contact for parents and students of all grades as well as the academic dean for 6th grade. Teach 6th grade Religion; oversee the transition of 8th graders into upper school, as well as the transition of 5th graders into middle school. Conduct admissions interviews for prospective students, serve on the middle school admissions committee and work closely with the Heads of Lower School, Intermediate School, and Upper School for alignment across divisions.

Chief Diversity Officer **2014 - Present**

Serve as the school's main contact for diversity-related programs, policies, and professional development. Lead a team of four divisional diversity coordinators and represent the school and its diversity efforts locally and nationally.

WORCESTER ACADEMY – Worcester, MA

A co-ed 6th grade through post-graduate independent boarding and day school found in 1834

Assistant Director of Upper School & Dean of Students **2010 - 2012**

Oversaw and facilitated aspects of student life including discipline, student leadership, and extracurricular activities. Led the Class Deans to ensure consistency and mission-alignment in grade-level oversight regarding the academic, social, emotional, and behavioral health of all students. Reported to the Director of Upper School and was responsible for running operations in their absence.

Director of Diversity and Community Relations **2005 - 2012**

As a member of the Executive Leadership Team, served as an advisor to Head of School and Assistant Head of School on matters of diversity. Created and implemented diversity programming for grades 6-12. Convened and chaired the Faculty Diversity Committee; led the Curriculum Committee through the

process of instituting multicultural education. Served as an advisor to student groups (GSA, Multicultural Club), and assisted the recruitment and retention of a diverse student and faculty body. Organized and ran professional development events. Represented the school at local and national functions; Coordinated the community service program, created and oversaw the John Hope Fellowship for New Teachers of Color, the Middle School Diversity Conference, and the Rainbow of Possibilities Conference for GLBTQ Youth and Allies. Managed the Diversity Team comprised of the Upper School Diversity Coordinator, Upper School Counselor, Director of Student Activities, and Hope Fellow(s).

9th Grade Dean

2009 - 2010

Contributing member of the Deans Table, leading a team of academic advisors overseeing the academic and social achievement of the 9th grade class, including course selection and placement. Collaborated with 9th grade class officers to build class unity through events and service projects. Managed the discipline system for ninth graders, serving as liaison between faculty, administration, and families.

Teaching Experience

- History of Civil Rights in America
- Introduction to Afro-American Studies through Literature
- Introduction to Ethics

GRALAND COUNTRY DAY SCHOOL - Denver, CO

A co-ed K-8, formerly K-9, independent day school founded in 1924

Coordinator of Diversity Programs

2002 - 2005

As an active member of the Division of Student Services, established diversity programming for K-9. Coordinated and facilitated major diversity events for the school, advised faculty and administration on issues of diversity, and assisted in the recruitment of a diverse student and faculty body. Led the student diversity group and the Faculty Diversity Committee, working with the co-chairs of the Parent Diversity Committee. Developed ACIS Faculty of Color Focus Group, served on the Education Committee, Marketing Committee, Admissions Committee, Care and Concern Committee (Case Manager for 6th grade), Wellness Curriculum Committee, and Guiding Principles Committee.

Teaching Experience

- Co-create and co-teach 9th grade Civil Rights unit, as well as 6th and 7th grade Wellness unit on media and stereotypes.
- Co-teacher for 2nd grade poetry unit, taught an 8th grade diversity elective entitled "Connections", and taught a 7th-9th grade debate elective.
- Guest teacher in kindergarten-9th grade classrooms.

CARNEY, SANDOE & ASSOCIATES - Boston, MA

Placement Assistant

2001 - 2002

Helped management of candidates in English, history, and foreign languages which included job placement and assisting in the running of recruitment fairs in Boston, Atlanta, and San Francisco. Consulted schools about their position listings, visiting schools and interviewing potential candidates at colleges and universities. Assisted in creating strategies for multicultural candidate recruitment and placement.

RELATED EXPERIENCE

THE GLASGOW GROUP LLC - Silver Spring, MD

President & Principal Consultant

2016 - Present

The Glasgow Group is passionate about transforming schools, individuals, and organizations toward equitable and just practices that harness the power of diversity and inclusivity. We are experts at creating unique experiences that educate, inspire, and are designed for and responsive to our participants. As a group, we work together on trusted practices, innovative techniques, and emerging knowledge to deliver exceptional consultancies. The consultants in The Glasgow Group have a deep and rich history of collaboration in designing and implementing professional development.

ADMINISTRATORS OF COLOR IN DC, MD, VA

Co-Founder

2012 - Present

Founder and facilitator for a regional group of administrators of color in independent schools who gather for professional development and networking throughout the academic year.

NAIS CALL-TO-ACTION

Delegate

2003 - 2015

An advisory board for the Vice President of Equity and Justice at the National Association of Independent Schools. Responsible for coordinating the agenda for the annual NAIS People of Color Conference and often consulted on NAIS projects related to diversity.

NAIS STUDENT DIVERSITY LEADERSHIP CONFERENCE

A three-day conference attended by over 1600 high school students attending independent schools nationwide held in such Philadelphia, Baltimore, St. Louis, Puerto Rico, San Francisco, Nashville, Providence, Chicago, Honolulu, Miami, Dallas, Seattle, Boston, Denver, San Diego, and Houston.

Chair

2012 - Present

Direct and coordinate the Leadership Team comprised of the Lead Facilitator for Faculty Development, the Lead Facilitator for Logistics, and the Lead Facilitator for Curriculum Development. Recruit, select, and manage a faculty of over 60, serving as Lead Facilitator for Curriculum and Lead Facilitator for Diversity 201. Directly responsible to Vice President of Equity and Justice for successful conference execution.

Co-Chair

2004-2011

Recruited, selected, and managed a faculty of 40. Oversaw the design and implementation of the conference program and logistics, organized training for student and faculty leaders, and acted as liaison between the conference staff and NAIS.

Founder and Lead Facilitator, Diversity 201

2002 - Present

Designed and led an advanced track of veteran participants in a course entitled Diversity 201.

Lead College Facilitator

1999-2001

Led a national team of 11 college facilitators through pre-conference training and planning. Designed and led execution of implementation of peer facilitation trainings.

Faculty and Planning Team Member

1995-1999

Served on the original committee of student planners, known as the founders, who re-designed the conference agenda and created its current structure. Established and facilitated conference curriculum, including the LGBT affinity group sessions.

NATIONAL DIVERSITY PRACTITIONERS INSTITUTE

Founder and Chair

2013 - Present

Created, designed and oversaw the institute for independent school educators and administrators who were looking to develop skills for effective diversity practitioners. In five years, the institute has grown from 25 to 85 participants including schools across the nation who engage in the intensive three-day program.

BOARD MEMBERSHIPS

Sheridan School (DC) - *Member, Board of Trustees, Chairman - Diversity and Ed.*

Present

Diversity IS Magazine – *Advisory Board Member*

Present

Bishop Walker School for Boys (DC) - *Member, Education Committee*

Present

Oak Hill Community Development Center (MA) – *Member, Board of Directors*

2008

Greater Worcester Community Foundation (MA) – <i>Member, Board of Directors</i>	2007
The Friendly House (MA) – <i>Member, Board of Directors</i>	2006
Family Diversity Projects (MA) – <i>Member, Advisory Board</i>	2005

HONORS

Golden Key International Honour Society	2018
George Washington Univ. ELP Founders Fellowship for Outstanding Dissertation Research	2018
People of Courage Award for the City of Worcester	2009
Recognition by NAIS for 10 Years of Service in Diversity	2004
Judge A. Leon Higgenbotham Research Grant for Social Justice	2000
Recognition by Harvard Foundation for Intercultural and Race Relations	2000
Radcliffe Research Program Grant – Sexuality and Spirituality	1999

PUBLISHED WORKS

Finding Resolve After the Results - Independent Ideas Blog <i>National Association of Independent Schools</i>	2016
Why Middle School is the Ideal Time to Teach Civic Engagement - Independent Ideas Blog <i>National Association of Independent Schools</i>	2015
Polishing Up Our Schools: One Teacher in Ten in the New Millennium: LGBT Educators Speak Out About What's Gotten Better . . . and What Hasn't. <i>Kevin Jennings, Editor</i>	2015
Great Minds Do Not Think Alike: Brain Research, Diversity and the Learning Environment <i>Independent School</i>	2014
What to Do When You're the New Diversity Director. Diversity Work in Independent Schools: The Practice and the Practitioner <i>National Association of Independent Schools</i>	2013
Power Diversity Initiatives With Inside-Out Partnerships, featured interview <i>Inside Private School Management. Volume 13, Issue 2</i>	2008
Godly Women: Religion in Beloved and The Color Purple. In Oshun's Light: Rebirth of Anansi – A Third Wave Feminist Collection From African Diasporic Students. <i>T.Y. Galiber Gundel, Editor. Sant Bani Press</i>	2000
Diversity in Action: Creating Change in Independent Schools <i>National Association of Independent Schools. Co-Editor</i>	1999
I'm Not Just a Footnote in History Books. <i>Baltimore Sun</i>	1997

SELECTED KEYNOTES AND PRESENTATIONS

Mid-Atlantic Regional Diversity Conference - <i>Keynote</i>	2013 – Present
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The East Asia Regional Council of Schools Annual Conference (Kuala Lumpur) – <i>Presenter</i>	2018
Fessenden School – <i>Graduation Speaker</i>	2018
Ind. Schools’ Assc. of Central States, Division Heads Academy – <i>Lead Facilitator</i>	2018
Carney Sandoe Diversity Conference – <i>Panelist</i>	2016, 2017
Vistamar School – <i>Graduation Speaker</i>	2015
Gilman School (MD), Day of Silence – <i>Keynote</i>	2013
Springside Chestnut Hill Academy (PA), Diversity Day – <i>Keynote</i>	2013
Oakwood School (CA), Diversity Day – <i>Keynote</i>	2012
Miss Hall’s School (MA) – <i>Graduation Speaker</i>	2011
Sandia Preparatory School (NM) – <i>Keynote Presenter</i>	2011
Weston School for Girls (MA) – <i>Diversity Assembly Keynote</i>	2010
McDonough School (MD) – <i>Keynote</i>	2010
Bryn Mawr School (MD) – <i>Keynote</i>	2009
Key School (MD) – <i>Diversity Day – Keynote</i>	2008
Miss Hall’s School (MA)– <i>Diversity Assembly – Keynote</i>	2008
Sewickley Academy (PA) – <i>Diversity Assembly – Keynote</i>	2008
UMass Memorial Medical Center, LGBT Awareness Month Program – <i>Keynote</i>	2008