

Justin Michael Finney, Ed.D.

1. PERSONAL INFORMATION

- Justin Michael Finney, Ed.D.

2. EDUCATION

- Ed.D., Columbus State University, Curriculum and Leadership, 2011
 - Considering Distributed Leadership and Its Effects on Teacher Leadership Practices and Student Achievement. A dissertation presented in partial fulfillment of requirements for the degree of Doctor of Education in Curriculum and Leadership in the College of Education and Health Professions Columbus State University, 2011.
- Ed. S., Columbus State University, Educational Leadership, 2004
- M. Ed., Columbus State University, Secondary Social Studies Education, 2003
- B.S. Ed., Columbus State University, Secondary Social Studies Education, 2001
- Cum Laude

3. ACADEMIC APPOINTMENTS AND OTHER SIGNIFICANT WORK EXPERIENCE

- **Assistant Professor of History Education**, Department of Curriculum and Instruction, Columbus State University (CSU), Columbus, GA, **August 2027-present**.
 - Program Coordinator for Secondary History Education Programs
 - Graduate Faculty Status
 - Doctoral Program Advisory Committee, Higher Education
 - Facilitates instruction in Curriculum Instruction Department. Courses taught include: EDSE 4205: Teaching the Diverse Learner in the Social Studies Classroom, EDSE 4245: Teaching Social Studies in Grades 6-12, EDSE 6205: Teaching the Diverse Learner in the Social Studies Classroom, EDSE 6145: Teaching Social Studies in Grades 4-12, EDSE 6245: Advanced Methods in Social Studies, Grades 4-12, EDSE 7145: Curriculum Studies in Social Science Education, EDSE 7155: Reading Research in the Discipline, and EDCI 7111/7112/7013 The Specialist Portfolio.
 - Provides synchronous and asynchronous online instruction using Desire to Learn portal.
- **Part Time Instructor**, Department of Curriculum and Instruction, Columbus State University (CSU), Columbus, GA, **July 2007-August 2027**.
 - Graduate Faculty status.
 - Facilitated instruction in Curriculum and Instruction in Accomplished Teaching Program. Courses include EDAT 6115: Knowledge of Students and Their Learning, EDAT 6226: Curriculum Design for Student Achievement, and EDAT 6159: Multicultural Studies across the Curriculum
 - Facilitated instruction in Curriculum Instruction Department. Courses taught include: EDCI 6227: Human Development, Motivation, and Learning, and EDCI 6226: Foundations of Education - Instructional Applications.

- Provided synchronous and asynchronous online instruction using Desire to Learn portal.
 - Trained and certified in online instruction methods using the Quality Matters Rubric.
- **Part Time Instructor**, Department of Curriculum and Instruction, Piedmont College, Demorest, GA, **June 2016-December 2019.**
 - Graduate Faculty status
 - Facilitated instruction in M.Ed and Ed.S curriculum and instruction programs.
- **Superintendent**, Harris County School District, Hamilton, GA, **June 2024 – Present**
 - Provide overall leadership and vision for the district, ensuring alignment with the Georgia Department of Education standards, state laws, and local board policies.
 - Collaborate with the Board of Education to set district goals, develop strategic plans, and establish policies that advance student achievement and operational excellence.
 - Oversee instructional programs, curriculum development, assessment practices, and professional learning to ensure high-quality teaching and learning across all schools.
 - Supervise, evaluate, and support principals, central office administrators, and district staff to promote effective school leadership and organizational performance.
 - Manage district finances, budgets, and resources responsibly, ensuring compliance with state funding requirements and transparent fiscal practices.
 - Direct the recruitment, hiring, and retention of highly qualified teachers, administrators, and staff while fostering a positive workplace culture.
 - Lead initiatives for equity, inclusion, and access to ensure all students receive high-quality educational opportunities.
 - Oversee district operations, including facilities, transportation, nutrition, safety, and technology, to maintain effective and efficient services.
 - Engage parents, families, community members, and business partners to strengthen relationships and support for public education.
 - Serve as the public face of the district, communicating effectively with media, stakeholders, and the community to promote transparency and trust.
 - Monitor district performance data and report progress toward academic goals, school improvement efforts, and compliance with federal and state accountability measures.
 - Ensure safe, secure, and supportive school environments by implementing student discipline policies, crisis response plans, and emergency preparedness strategies.
 - Promote innovation, continuous improvement, and the use of data-driven decision-making in all aspects of district operations.
- **Assistant Superintendent of Business Services and Technology**, Harris County School District, Hamilton, GA, **July 2018-May 2024.**
 - Supervised and coordinated business, support, and operational functions of the district to include: facilitated construction and maintenance, logistics, transportation, human resources, resource management and procurement, force protection and safety, public relations, food service, and Information Technology.

- Served as a principal advisor to the District Superintendent of a PK-12 school system with 8 schools, over 5,000 students, and 200 staff members.
 - Represented the District Superintendent in meetings, briefings, and conferences with various officials and agencies at the local, state, and federal levels.
 - Developed policy positions and/or directive actions emanating from the District Superintendent.
 - Prepared and coordinated operational/acquisition budgets for the district in excess of 20 million dollars.
 - Prepared and coordinated district computer/technology acquisition plans and budgets in excess of 3 million dollars.
 - Worked closely with Georgia Department of Education representatives in the development of the district facilities plan, which outlines and directs the design, construction/renovation, and outfitting of new and existing schools.
 - Directly responsible for the planning and facilitation of force protection, emergency response, and crisis management protocols for the district to include the development of the 2020-2021 school year reopening plan as a result of COVID 19.
- **Chief of Staff, Department of Defense Education Activity (DoDEA) Americas Southeast District, Fort Benning, GA, February 2018-July 2018.**
 - Served as the principal advisor to the District Superintendent of a large PK-12 school system with 26 schools, over 10,000 students, and 1700 staff members.
 - Represented the District Superintendent in meetings, briefings, and conferences with various officials and agencies at the local, state, and federal levels.
 - Served as the acting District Superintendent in the absence of the superintendent.
 - Developed policy positions and/or directive actions emanating from the District Superintendent.
 - Supervised the day-to-day administrative and managerial operations of the District Office.
 - Supervised and coordinated business, support, and operational functions of the district to include: facilities construction and maintenance, logistics, transportation, human resources, resource management and procurement, force protection and safety, public relations, and labor relations.
 - Provided daily oversight of the District Office and ensured coordination and communications between the District Superintendent and three subordinate Community Superintendents.
 - Prepared and coordinated operational/acquisition budgets for the district in excess of 2 million dollars.
 - Prepared and coordinated district computer/technology acquisition plans and budgets in excess of 3 million dollars
 - Prepared and coordinated travel/training budget in excess of \$250,000.
 - Worked closely with US Army Corp of Engineers (USACE) in the design, construction/renovation, and outfitting of eight 21st century schools.
 - Worked closely with legal counsel and labor management officials to coordinate and conduct internal agency investigations and made recommendations of actions to the agency.
 - Mediated disputes between the agency and bargaining union representatives.
 - Planned, coordinated, and facilitated worldwide and district leadership professional development conferences.
 - Coordinated directly with military installation commands to ensure effective coordination between the host military installation and DoDEA schools.

- Directly responsible for the planning and facilitation of force protection, emergency response, and crisis management protocols for 26 schools on eight military installations.
- **Principal, Mulberry Creek Elementary (MCE) School, Cataula, GA, November 2010-February 2018.**
 - Provided direct leadership as curriculum director in a Pre-K-4 elementary school with over 500 students. Steadfast leadership has resulted in high student growth and achievement as indicated by the Georgia Department of Education (GADOE) College and Career Readiness Performance Index (CCRPI). Mulberry Creek student achievement scores have consistently been in the top 15% of all elementary schools in the state of Georgia for the past five years. Mulberry Creek was recognized as a Georgia Governor's Office of Student Achievement Platinum School in 2016.
 - Collaborated with all stakeholders to ensure a positive school culture and climate. Mulberry Creek has earned a four-star climate rating from the state of Georgia for five consecutive years.
 - Directly responsible for the development, coordination, implementation, and evaluation of the MCE school improvement plan.
 - Collaborated with the district superintendent and district level departments in developing and monitoring the district strategic plan. Served on the last two district strategic planning committees.
 - Collaborated with the district superintendent and district level departments to ensure continued district accreditation through AdvancEd. Served as a committee chair on the last two district AdvancEd accreditation evaluations.
 - Directly receive, hear, and respond to stakeholder concerns and complaints. Investigate and respond to such complaints as needed in accordance with district policies and protocols.
 - Directly responsible for administering established discipline and counseling protocols for over 500 students.
 - Served on student discipline tribunals for the district in accordance with district policies and protocols and made recommendations to the district assistant superintendent.
 - Directly responsible for the supervision, evaluation, and professional development of 65 school staff members.
 - Responsible for the operational budget of the school, and for allocation of all school resources.
 - Worked closely with all school stakeholders in developing and maintaining a safe and orderly learning environment.
 - Worked closely with other school administrators, local law enforcement agencies, and emergency management agencies to develop and implement school safety and emergency management plans.
 - Employed internal and external communication systems to promote a positive and open learning environment for students, teachers, parents, and community members.
 - Worked closely with other education agencies at the local, state, and federal levels to ensure adherence to education policies and directives.
 - Effectively employed appropriate conflict resolution and mediation measures with stakeholders as needed.
 - Directly responsible for all human resources management at the school level.

- Coordinated community outreach events in collaboration with local family and community support agencies.
 - Worked directly with local and state child protective agencies to ensure the welfare of students in crisis.
 - Communicated effectively with various public media outlets to promote a positive perception and image of MCE and the district.
 - Garnered support for MCE and the district through partnerships with local community businesses, universities, and agencies.
 - Oversaw and managed the student management systems of the school to include student registration and enrollment, response to intervention protocols and systems, and special education and 504 services.
- **Assistant Principal, Harris County Carver Middle School (HCCMS), Hamilton, GA, July 2007- November 2010.**
 - Served as curriculum director and testing coordinator in a 7-8 middle school with over 700 students.
 - Directly responsible for the development, coordination, implementation, and evaluation of the HCCMS school improvement plan.
 - Served as chair/director of HCCMS Data Team for School Improvement.
 - Directly responsible for administering established discipline and counseling protocols for over 350 students.
 - Directly responsible for the supervision, evaluation, and professional development of 50 school faculty and staff members.
 - Managed budgeting and allocation of all textbooks and instructional resources for over 700 students and 50 teachers and staff members.
 - Worked closely with other school administrators to organize and facilitate a daily bus transportation plan that allows for the safe transportation of over 500 students on 33 busses.
 - Worked closely with other school administrators, local law enforcement agencies, and emergency management agencies to develop and implement school safety and emergency management plans.
 - Consistently employed internal and external communication systems to promote a positive and open learning environment for students, teachers, parents, and community members.
 - Worked closely with central office staff in various capacities, to include curriculum development, program evaluation and improvement, and system wide standardized testing.
 - Oversaw and managed the student management systems of the school to include student registration and enrollment, response to intervention protocols and systems, and special education and 504 services.
- **History Education Program Coordinator, Department of Curriculum and Instruction, Columbus State University, Columbus, GA, July 2004- July 2007.**
 - Responsible for planning, coordination, and facilitation of the Secondary and Middle Grades History Education Program and curriculum.
 - Provided instruction for students at the undergraduate, graduate, and specialist levels.
 - Oversaw academic advisement for all Secondary and Middle Grades History Education graduate and specialist students.
 - Supervised undergraduate and graduate education students during field experiences.

- Assessed and evaluated undergraduate and graduate student dispositions and appropriate instructional practices.
- Directed student research and independent study.
- Served as liaison for Secondary and Middle Grades History Education Program and local public schools.
- Provided professional development for social studies teachers in partner public schools.
- Recruited candidates for the Secondary and Middle Grades History Education Program at the undergraduate, graduate, and specialist levels.
- Courses taught:
 - EDUF 2215 The American Education Experience
 - EDUF 2116 Human Development, Motivation, and Learning
 - EDCI 2105 Diversity in Education
 - EDUC 2110 Investigating Critical Issues in Education
 - EDUC 2130 Exploring Teaching and Learning
 - EDSE 4205 Teaching Diverse Learners in Social Studies
 - EDSE 4245 Teaching Social Studies Grades 6-12
 - EDSE 4255 Practicum in History Education
 - EDMG 4245 Teaching Social Studies in the Middle Grades
 - EDCI 5555U Nature and Curriculum Needs of the Middle Grades Learner
 - EDUF 6116 Educational Research Methods
 - EDUF 6115 Educational Psychology
 - EDSE 6145 Teaching Social Studies Grades 6-12 (Non-traditional M.Ed.)
 - EDSE 6145 Teaching Social Studies Grades 6-12 (Regular M.Ed.)
 - EDSE 6455 Practicum in Social Studies Education
 - EDCI 5555G Nature and Curriculum Needs of the Middle Grades Learner
 - EDCI 6159 Multicultural Global Studies
 - EDSE 7145 Curriculum Studies in Social Studies Education
 - Online Course Facilitator, EPEL 7680 Educational Leadership Practicum, Georgia State University.
- **Teacher, 7th Grade Social Studies, Rothschild Middle School, Columbus, GA, July 2001-July 2004.**
 - Planned and facilitated dynamic, skills based, and student-centered social studies instruction for middle school students that resulted in increased student achievement on state standardized tests.
 - Effectively served as the Rothschild Middle School Social Studies Department Chair.
 - Effectively served as a middle school academic team leader.
 - Developed and implemented effective school wide policies and guidelines as a member of the Rothschild Middle School Leadership Committee.
 - Selected by peers to serve as the Rothschild Middle School Leadership Committee Co-chair.
 - Assisted in the development and implementation of a school wide school improvement plan.
 - Worked closely with staff to implement the America's Choice school improvement program.

- Developed and integrated school wide technology policies as a member of the Rothschild Middle School Technology Committee.
 - Developed and implemented school wide discipline policies as a member of the Rothschild Middle School Discipline Committee.
 - Facilitated reading instruction for 7th grade students which resulted in increased achievement on state standardized tests.
 - Created and sponsored the Rothschild Middle School Student Council.
 - Worked closely with administrators to implement a successful Saturday school remediation/discipline program.
 - Coached boys' track and field team to two consecutive city championships.
 - Coached girls' track and field team to three consecutive city championships.
 - Served as school athletic trainer.
- **US Army Special Operations, 75th Ranger Regiment, Fort Benning, GA, October 1992-March 1999.**
 - Possessed a Top-Secret security clearance.
 - Directly responsible for the security and proper handling of top-secret documents and information.
 - Served as liaison officer to collaborate directly with various joint special operations agencies in mission planning for military combat and training operations.
 - Directly responsible for planning and coordinating logistical support for military combat and training operations, to include coordination of ground transportation assets, resupply of military units, air lift and evacuation of military personnel, and coordination and allocation of joint fire support assets.
 - Directly responsible for risk assessment and risk management during military combat and training operations.
 - Extensive experience in planning and ensuring the safety and security of military facilities and installations.
 - Advised and assisted superior officers, at multiple levels of command, in tactical and strategic planning for military combat and training operations.
 - Directly responsible for the training and evaluation of special operations personnel.
 - Worked directly with various civilian and military agencies in the research and development, testing, and procurement of a variety of military equipment.
 - Devised, implemented, and evaluated new and innovative special operations capabilities and tactical standard operating procedures.
 - Cooperated directly with family support agencies in support of military personnel.
 - Cooperated directly with morale, welfare, and recreational agencies in support of single military personnel.
 - Excelled at some of the US Army's most rigorous leadership courses:
 - US Army Ranger School: Distinguished Leadership Graduate, Class 9-93
 - US Army Primary Leadership Development Course: Distinguished Leadership Graduate, 1991.
 - US Army Basic Non-Commissioned Officers Course, 1994.
 - Recruited and retained special operations personnel in critical needs occupational specialties.

4. FIELDS OR AREAS OF SPECIAL INTEREST WITHIN DISCIPLINE OR PROFESSION:

- The History and Future of Public Education
- Distributed Leadership and Teacher Leadership
- School District Office Operations and the Effects on School Success
- School Superintendent and School Board Operations

5. MEMBERSHIP:

- Georgia School Superintendents Association
- Georgia School Boards Association
- Georgia Association of Elementary School Principals
- Georgia Association of Secondary School Principals
- Georgia Association of Educational Leaders
- Professional Association of Georgia Educators
- Association of Supervision and Curriculum Development
- 75th Ranger Regiment Association

6. SERVICE TO COMMUNITY:

- Education Mentor, Three Rangers Foundation: Mentors military personnel transitioning to civilian careers in education.
- Humanitarian and medical missions work: Callabozo, Venezuela, 2011.
- Associate Director, Southwest Georgia Regional Social Studies Fair, 2006-2007.
- Mentor Teacher, College of Education STEADY Program, 2005-2007.
- Program Coordinator/Instructor, study abroad program for education students in Belize, Central America, 2005-Present.
- Recruiter, Center for International Education, Columbus State University, 2005-Present.
- Member, Leadership and Strategic Planning Council, Crosspointe Church, 2005-Present
- Coordinator, Georgia Performance Standards presentation for CSU student teachers by Georgia Department of Education, August 2005.
- Instructor, Summer Math Collaborative Workshop, Diamond Elementary School, 2005.
- Judge, Muscogee County School District Social Studies Fair, 2004-Present.
- Judge, Veterans of Foreign Wars Democracy Essay Contest, 2004.
- Member, textbook adoption committee: New Mountain Hill Elementary School, 2004.
- Humanitarian and medical missions work: Quito, Ecuador, 2004.
- International teaching experience: Belize, Central America, 2003, 2005, 2006.
- Humanitarian and medical missions work: Orange Walk, Belize, 2003.
- Humanitarian and medical missions work: Macanche, Guatemala, 2001.
- Humanitarian and medical missions work: Ayacucho, Peru, 2001.
- Humanitarian relief missions work: Colon, Panama, 1998.
- Military humanitarian relief work: Dohuk, Iraq, 1991.

7. SPECIAL AWARDS, FELLOWSHIP AND OTHER HONORS:

- Hall of Fame Inductee, College of Education and Health Professions, Columbus State University, Columbus, GA, 2023

- Graduate Faculty Status, College of Education and Health Professions, Columbus State University, Columbus, GA, 2011-present.
- Graduate Faculty Status, College of Education, Piedmont College, Demorest, GA, 2016-2019.
- Phi Delta Kappa, Most Outstanding CSU Graduate Student, 2004.
- CSU Most Outstanding Educational Leadership Ed. S. Student, 2004.
- Muscogee County New Teacher of the Year, 2002.
- CSU Most Outstanding Social Science Education Student, 2001.
- Most Outstanding CSU College of Education Graduating Senior, 2001.

8. MAJOR COMMITTEES

- Consultant/Chair, GADOE Facilities Services District Local Facilities Plans Evaluations for Marion County Schools and Lumpkin County Schools, 2019-2020
- Member, Fort Benning, GA Military Installation of the Future Design Committee, 2018.
- Member, GADOE Teacher Keys Evaluation System (TKES)/Leader Keys Evaluation System (LKES)/Student Longitudinal Data System (SLDS) Redesign Focus Group, October 2017.
- Chair, Mulberry Creek Elementary Science, Technology, Engineering, Arts, and Mathematics (STEAM) Development Team, 2017.
- Chair, Standard 5 Committee for Harris County School District's AdvancEd Accreditation External Review, 2015.
- Member, Systems Status Committee, Harris County School District, January-May 2015.
- Trained in *Teaching With Poverty in Mind* program that assists educators in educating low socioeconomic students, 2015.
- Member, AdvancEd accreditation team for Clay County School District, Fort Gaines, GA, January 2015.
- Moderator, *Columbus State University Student Teacher Employment Seminar*. September 2014-present.
- Served as AdvancEd accreditation evaluator for Calhoun County, Florida Schools, March 2012.
- Member, CSU College of Education and Health Professions Doctoral Advisory Committee, 2012.
- Member, CSU Partner School Network Principal's Roundtable Committee, 2011-present.
- Chair, Harris County School District Strategic Planning Committee, Action Team #4, 2011-2012.
- Member, Georgia Assessment of Performance on School Standards (GAPSS) evaluation team, October 2008.
- Member, West Georgia RESA Data Integration for School Improvement Team, 2007.
- Member, CSU Center for International Education Advisory Committee, 2006
- Member, CSU College of Education TAPP Admissions and Advisory Committee, 2006.
- Member, Georgia State Board of Regents Area F Redesign Committee, 2005-2006.
- Member, CSU College of Education Assessment Committee, 2004-2006.
- Chair, CSU College of Education History Education Program Advisory Committee, 2004-2006.
- Chair, CSU College of Education Partner School Network Program Advisory Committee, Rothschild Middle School, 2004-2006.

- Chair, CSU College of Education History Education Early Mentoring Portfolio Committee, 2004-2006.
- Consultant/Instructor, *Bring Learning Alive in Grades 8-12*, Best Practice Workshop, Muscogee County School District, October 12, 2006.
- Consultant/Instructor, Unpacking the Georgia Performance Standards Workshop for Supervising Teacher in the College of Education, Columbus State University, August 16, 2006.
- Chair, Faculty Book Study, Center for Quality Teaching and Learning, Columbus State University 2006.
- Consultant/Textbook Prospectus Reviewer, Sage Publications, March 2006.
- Consultant/Instructor, Social Studies Content Knowledge PRAXIS II Workshop for regional special education teachers, February 18, 2006.
- Member/Reviewer, Georgia Professional Standards Commission Content Review Panel, 2006.
- Member, Editorial Board, *Perspectives in Learning*, Columbus State University, 2006-2007.
- Chair, exploratory committee to investigate the redesign and consolidation of the Teacher Education Ed.S. programs in the College of Education, Columbus State University, 2006.
- Consultant/Instructor, *Bring Learning Alive in Grades 8-12*, Best Practice Workshop, Muscogee County School District, October 11, 2005.
- Education Consultant, New Hope High School, Orange Walk, Belize, 2005.
- Chair, committee to coordinate the design and development of the Secondary and Middle Grades Model Classroom in the College of Education, Columbus State University, 2005.

9. PROFESSIONAL GROWTH AND DEVELOPMENT

- Georgia School Superintendents Association Superintendent Professional Development Program, 2021
- Georgia School Superintendents Association Capital Outlay Course, 2018
- Georgia School Superintendents Association Budgeting and Finance Institute, 2017
- Georgia School Superintendents Association Human Resources Institute, 2017
- Georgia School Superintendents Association District Office Professional Development Program, 2016
- L7 Georgia Educational Leadership Certificate, (K-12)
- L6 Georgia Educational Leadership Certificate, (K-12)
- T5 Georgia Educator Certificate, Social Sciences (6-12)
- T4 Georgia Educator Certificate, Social Sciences (6-12)
- Georgia State INTECH

10. PROFESSIONAL ACTIVITIES

- Justin Finney, "Considering Distributed Leadership and Its Effects on Teacher Leadership Practices and Student Achievement." A dissertation presented in partial fulfillment of requirements for the degree of Doctor of Education in Curriculum and Leadership in the College of Education and Health Professions Columbus State University, 2011.
- Justin Finney, "The Compatibility of Historical and Educational Research," *Perspectives in Learning*, Spring 2007.

- Justin Finney, "Belize Study Abroad Program Design and Assessment," *Perspectives in Learning*, Spring 2007.
- Justin Finney, Jan Kettlewell, Sue Snow, and Amy Mast, "Teacher Candidate Challenge: Publication on the DOE Website," presented at The Georgia Association of Teacher Education Annual Conference, October 13, 2006.
- Justin Finney, "Enhancing Teacher Education through International Education," presented at The Center for International Education Brown Bag Luncheon Lecture Series, Columbus State University, November 9, 2006.
- Justin Finney, "Review of The Trouble with Ed Schools," *Perspectives in Learning*, Spring 2006.
- Justin Finney, Educational Leadership Internship Research Project and Portfolio, presented at *The Mid-South Educational Researcher* Annual Conference, Gatlinburg, Tennessee, October, 2004.