



Dr. Thurman Tucker, Ed.D

P.O. Box 1062, Smyrna, TN 37167 / Thurman.tucker@mtsu.edu or www.thurmantucker.org

Driving Leadership Philosophy: C.A.R.S.S.S

1. Communication 2. Analytical 3. Relationships 4. Student Centered 5. Solutions 6. Safety

I. Objective:

**TN-Rutherford County Public School District Teacher of The Year, Level 5
Teacher/Administrator, Dean, RTI-B Coordinator, #1 Selling Author:**

Result-oriented, data-driven professional with leadership skills that is deeply academically driven. My track record has helped all students achieve at high levels, including our minority students, students with special needs, student-athletes, along with social and emotional challenges. I have a thorough understanding on how to help execute the vision, mission and strategic goals of your academic institution and to promote high rates of student achievement for all students.

II. Education, Certificates & Licensure:

- **Doctorate of Education (Ed.D) - Trevecca Univ. (2017)**
- **Ed.S Degree in Supervision & Admin. – MTSU (2015)**
- ILL 442 Administrative License Endorsement
- Sped. 460 License Professional Endorsement
- Aspiring Administrator Academy Certificate
- **Master's Degree – M.Ed – Cumberland Univ. (2010)**
- **Bachelor's Degree - Mass Comm. – MTSU (1998)**
- First Aid and CPR certified
- CPI / Trained with Restraint and Escalating Behaviors

III. Administration / Educator Experience:

Aspiring Administrator Academy

- **Rutherford County Schools - Murfreesboro, TN (2020)**
 - Trained on school management and Instructional Leadership
 - Trained on Principal's Role in Evaluating Instruction, School/District Partnership, Public Relations and the Principal
 - Trained on PLCs: The Foundation of School Improvement, Facilities and Engineering/Construction, Hiring Effective Educators, and Interviewing Strategies
 - Trained on Data-Based Decision Making: ESSA and the Principal's Role with Summative Assessments, Needs of At-Risk Students, Understanding the Importance of School Attendance and Discipline Hearings
 - Trained on formative Assessments and Response to Intervention, Transportation/Bus Discipline and School Safety, Special Education Procedures and Laws
 - Trained on Creating a Culture of Learning, Family Educational Rights and Privacy Act (FERPA) and Legal Issues, Evaluations, Scheduling, and Feedback
 - Trained on Alternative Schools and Restorative Justice, Budgeting, Line Items, and Audits,



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Special Education Teacher

- **LaVergne Middle School - LaVergne, TN** (2017 – present)
 - Administrator Designee
 - RTI-B Coordinator
 - Dean of Students
 - Special Education Teacher (Develop Data Driven IEP's)
 - Head Softball Coach
 - CPI Team
 - Crisis Team
 - First-Responder's Team
 - Design and implement a point system to encourage positive behavior with a check/in check out format (PBIS)
 - Trained on Title I budget, procedures, etc. by our School-Level Title I Coordinator.
 - Trained on the process of Test prep (State Achievement tests, District Benchmarks, etc. by our Building level testing coordinator)
 - Coordinate special education students and teacher assistant schedules with the master schedule.

College Adjunct Professor

- **Middle Tennessee State University – Murfreesboro, TN** (2020 - present)
 - Develop Collegiate Teacher Candidates to be Special Education teachers

Special Education Teacher

- **Murrell School (Special Ed.-Behavior School) – Nashville, TN** (2016 – 2017)
 - Developed Data Driven IEP's
 - Communicated nonverbally with children to provide them with comfort, encouragement and positive reinforcement.
 - Supervised one Education Assistants within the classroom, and one behavior coach.
 - Created strategies to meet the needs of mentally and physically disabled students.
 - Instructed students in math academic areas and math and reading intervention progress monitoring groups.
 - Instructed students with disabilities, including EDD, SLD, OHI, Autism, and Schizophrenia.
 - Implemented and taught a life skills program.
 - Designed and implemented a point system to encourage positive behavior.
 - Coordinated special education students and teacher assistant schedules with the master schedule.
 - Led activities that developed students' physical, emotional and social growth.
 - Established a safe play environment for the students.
 - Redirected poor behavior using the positive reinforcement method.
 - Gave one-on-one attention to students, while maintaining overall focus on the entire group.
 - Successfully improved student participation in the classroom through integration of differentiated instruction.
 - Assisted in developing student-led after-school tutoring program to teach under-privileged students.
 - Developed program to work to increase parent's interest.
 - Collaborated with a team of faculty to develop an IEP to meet the needs of the student.



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Assistant Principal

- **John Early Middle School - Metro Nashville, TN** **(2015-2016)**
 - Monitored student behavior and enforced discipline policies.
 - Supervised Special Education, Athletics, School-Wide discipline, Building Maintenance, and assisted with budget spending.
 - Established instructional practices driven by statistical performance data.
 - Developed subject and grade leaders to advance oversight and improve instruction.
 - Trained teachers on effective teaching techniques, classroom management strategies and behavior modification.
 - Monitored and evaluated educational programs to ensure performance objectives and standards are continuously achieved.
 - Built productive relationships with parents of students facing difficult situations at school or at home.
 - Facilitated continued education for teaching staff through implementation of quality curriculum training and appropriation of necessary resources.
 - Performed classroom TEAM observation evaluations to assess teacher strategies and effectiveness.
 - Administered all facets of personnel policies and procedures, including conception, modification and approval of professional staff additions.
 - Created grouping for Special Education during State Testing

Special Education Teacher

- **Elzie Patton Elementary School - Wilson County, TN** **(2014 – 2015)**
 - Developed Data Driven IEP's
 - Communicated nonverbally with children to provide them with comfort, encouragement and positive reinforcement.
 - Created strategies to meet the needs of mentally and physically disabled students.
 - Taught reading, language arts and social sciences in a self-contained ED and LD classroom.
 - Instructed students in all academic areas based on their IEP goals.
 - Instructed students with disabilities, including Autism, Delayed Development, OHI, SLD, OHI, LI/VI, Non-Verbal, and EDD.
 - Implemented and taught a life skills program.
 - Designed and implemented a point system to encourage positive behavior.
 - Coordinated special education students and teacher assistant schedules with the master schedule.
 - Led activities that developed students' physical, emotional and social growth.
 - Established a safe play environment for the students.
 - Redirected poor behavior using the positive reinforcement method.
 - Gave one-on-one attention to students, while maintaining overall focus on the entire group.
 - Organized instruction material, including constructing bulletin boards and setting up work areas.
 - Successfully improved student participation in the classroom through integration of differentiated instruction.
 - Modified the general education curriculum for special-needs



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students based upon a variety of instructional techniques and technologies.

- Developed and taught lessons on relevant children's books, poems, movies and themes to promote student interest.

- Received 100% positive teacher evaluations from students' parents.
- Met with parents to resolve conflicting educational priorities and issues.
- Supervised two Education Assistants within the classroom.

Special Education Teacher

○ Daniel McKee Alternative Behavior School, Murfreesboro, TN (2013-2014)

- Developed Data Driven IEPs
- Special Education Chairperson: Supervised entire Special Education Department
- Created strategies to meet the needs of mentally and physically disabled students.
- Instructed students with disabilities, including EDD, SLD, OHI, FD, and LI.
- Coordinated special education students and teacher assistant schedules with the master schedule.
- Led activities that developed students' physical, emotional and social growth.
- Redirected poor behavior using the positive reinforcement method.
- Gave one-on-one attention to students, while maintaining overall focus on the entire group.
- Modified the general education curriculum for special-needs students based on their IEP.
- Met with parents to resolve conflicting educational priorities and issues.
- Communicated nonverbally with children to provide them with comfort, encouragement and positive reinforcement.

Special Education Teacher

○ La Vergne Middle School, La Vergne, TN (2010-2013)

- Developed Data Driven IEP's
- Head Basketball Coach for Boys & Girls
- County Champions in 2013
- Created strategies to meet the needs of mentally and physically disabled students.
- Supervised One Education Assistant within the classroom.
- Instructed students with disabilities, including Autism, EDD, SLD, OHI, LI, VI, and FD.
- Implemented and taught a life skills program.
- Designed and implemented a point system to encourage positive behavior.
- Coordinated special education students and teacher assistant schedules with the master schedule.
- Led activities that developed students' physical, emotional and social growth.
- Redirected poor behavior using the positive reinforcement method.
- Gave one-on-one attention to students, while maintaining overall focus on the entire group.
- Modified the general education curriculum for special-needs students based upon a variety of instructional techniques and technologies.



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- Consistently received positive teacher evaluations from students.
- Met with parents to resolve conflicting educational priorities and issues.
- Organized instruction material, including constructing bulletin boards and setting up work areas.
- Attended monthly staff training sessions.

IV. Student Teaching:

- **Blackman High / Smyrna Middle / Tom Joy Elem. School** (2010)
 - K-12: Inclusion / Severe CDC-Life Skills / Resource/CBIP

V. Professional Development Training:

- Member of MTSU SPED Advisory Council
- RTI-B
- CPI
- Extensive RTI² Squared training with Mike Mattos
- Preventing Problematic Behaviors: Behavior Modification
- Managing Student Behavior
- Designing Classrooms for any behavior: Classroom Management
- Special Ed. IAIEP (IEPs) State Training w/Caecilia Hampton & Donna Parker
- The Orton Gillingham Method: Reading, Writing and Spelling Skills
- Co-Teaching (SpEd & Reg.) w/Dr. Rebecca Hines
- Building Resilience To Foster Successful Achievement

VI. Business Owner & Administration Experience:

- Retail Business Owner, CEO, President, Murfreesboro, TN (2000-2010)

VII. Coaching Sports Experience:

- Asst. Men's Basketball Coach: Cumberland Univ. in Lebanon, TN (2014 – 2017)
- Stewarts Creek High-School: Head Freshman Coach (Summer of 2014)
- Head Basketball Coach Girls & Boys at LaVergne Middle School-TN (2011–2013)
- AAU Boys & Girls in Mid. TN: Age 14u (2013 – 2020)
- Asst. Mens Basketball Coach: Cumberland Univ. in Lebanon, TN (2008 – 2011)
- Asst. Mens Basketball Coach: Motlow Comm. College-TN (2008 June-Aug.)
- Vol. Boys Basketball: Thurman Francis Magnet (Smyrna, TN (K-8) / (2008-2009)
 - County Champions & Tournament Champs

VIII. Author

- **Powerful Co-Teaching: Special Education & General Education** (2018-Current)
 - #1 Selling Book on Amazon in Special Education Category
 - #1 Selling Book on Barnes & Noble in Special Education category