

Nina J. Morel, Ed.D.
Professor of Education
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Education:

- **Ed.D. Administration and Supervision.** Tennessee State University, August 1995. Dissertation: *The Development of Technology Initiatives in Tennessee Classrooms*. This study concerned appropriate professional development and leadership practices required to implement new instructional technologies successfully.
- **M.Ed. Administration and Supervision.** Tennessee State University, May 1986.
- **B.A. Summa cum laude (Valedictorian)** Lipscomb University, June 1984. Majors: History and English Communication (Journalism Emphasis). Minor: German.
- **Teaching License:** Tennessee Professional Administrator Pre-K-12; Professional Teacher License, endorsements in English as a Second Language, K-12; History 7-12; English 7-12; Administration and Supervision 7-12. (Additional licensure coursework earned at Middle Tennessee State University)
- **Associate Certified Coach (ACC), International Coach Federation.** Completion of ICF certified program at Results Coaching Global (Dallas, TX); Additional Training: Instructional Coaching Training at University of Kansas (Jim Knight); Performance Learning Systems Coaching Training (Steve Barkley).

Administrative Experience:

Director of Leadership Development and Coaching, College of Business, Lipscomb University. October, 2019-present. Developed MBA Coaching Program and executive education in mentoring and coaching. Taught graduate and undergraduate courses in leadership and organizations.

Dean, College of Professional Studies, Lipscomb University. January 2015-October 2019. Developed and led online competency based education undergraduate and graduate programs. Led marketing, enrollment, student advisement and academic functions.

Associate Dean, College of Professional Studies, Lipscomb University. August 2014 – December 2014. Managed all academic initiatives for competency based and traditional adult student programs.

Director, Master of Education Programs, College of Education, Lipscomb University. January 2011 - August 2014. Directed M.Ed. programs and supervised full time and adjunct faculty in ELL; Reading Specialist; Technology Integration; Teaching, Learning, Leading; Collaborative Professional Learning; and Professional Learning and Coaching in Mathematics. Designed the Instructional Coaching Certificate program and redesigned Technology Integration program.

Solicited, created, and supervised partnerships with school districts and educational organizations.

Federal Title III Director and Instructional Coordinator for ELL and Accountability, Sumner County Schools, 2007 - January 2011. Supervised English Language Learner Program, including certified and classified personnel, and managed Title III budget and accountability systems. Facilitated development of district and school improvement/accountability plans (TSIPP, TCSP), as well as chaired SACS/AdvancED district accreditation. Worked with 46 individual schools in school improvement planning (including First to the Top, Title I, SACS/AdvancEd, ESEA High Priority)

Facilitator, Instructional Coaching Program, Sumner County Schools, 2009-2011. Co-wrote and developed coaching program, hired and facilitated training of 24 instructional coaches. Supervised and trained coaches and managed data. Expanded program to include math coaches under First to the Top Scope of Work, summer 2010.

Coordinator, Pre-K Program, Sumner County Schools, 2007-2011 Designed and wrote grant for district Voluntary Pre-K program. Administered pre-k program and collaborative agreement with Head Start and supervised pre-k teachers and assistants.

Director, Instructional Materials Center, Sumner County Board of Education, 2006-2007. Facilitated development of county and school improvement/accountability plans, managed textbook adoption and distribution, supervised classified personnel including district courier services.

Interim Executive Director, Tennessee State Employees Association, March-October 1987- Managed transition during search for permanent director. Supervised 10 professional employees including lawyers, lobbyists, and membership representatives, organized state assemblies, coordinated lobbying efforts, administered annual budget of 1.5 million.

Communication Director/Lobbyist, Tennessee State Employees Association, 1986-1988. Wrote, designed and edited association publications, drafted legislation, served as press liaison and lobbyist in Tennessee General Assembly.

Career Placement Director, Lipscomb University, 1984-1986. Planned and executed career placement fair and interviewing/resume-writing workshops, organized interview days for employers, managed career placement office.

Coaching and Teaching Experience:

- **Private Coaching Practice.** As a certified coach, I coach executives in education, healthcare, government and non-profit sectors.
- **Tenured Professor, Lipscomb University.** Undergraduate and Graduate Courses include: Leading and Managing People; Organizational Behavior; Directed Work Experience (Internship); Shakespeare and Leadership; Foundations of Ethical Coaching (created); Applied Coaching Skills (created); ELL Culture and Community (created); Coaching Models and Practices (created); Culturally Responsive Coaching (created); Leadership in Collaborative

- Professional Learning (created); Urban Education and Diversity (doctoral level); Adult Learning. **Coached courses include:** Problem-Solving and Decision Making, Organizing and Planning, Influence, Relationship Building, Drive and Energy, Communicativeness.
- **Online Instructor, Performance Learning Systems (adjunct).** June 2010- 2013. Online graduate courses in Behavior Management/Acceptance of Responsibility/Building Community. Participated in extensive online teaching training.
 - **Teacher, Hendersonville High School, 2001-2006.** Subjects: English, World Studies, American History, Honors Writing, Economics, Journalism.
 - **Teacher, Shafer Middle School, 1998-2001.** Subjects: Social Studies, Reading, Study Skills.
 - **Assistant Professor, Department of Educational Leadership, Middle Tennessee State University, 1996-98.** Courses: Educational Psychology, Research and Statistics, Foundations of Education, School Law, Instructional Leadership, Organization and Administration of Schools, Student Teacher Supervision.
 - **Teacher, Gallatin Middle School, 1992-1994.** Subject: Gifted Education (SEARCH).
 - **Instructor, Tennessee State University, Department of Remedial and Developmental Education (English), 1988-92,** Courses taught: Developmental Studies Writing, English Composition, American Literature, Study Skills. Tutoring and advisement responsibilities for ESL students.
 - **Instructor, Tennessee State University, Department of Teaching and Learning, (adjunct) 1995.** Served on school-wide NCATE self-study team. Edited final NCATE report.
 - Additional Adjunct Teaching Assignments 1995-2005: Volunteer State Community College, Tennessee State University, Middle Tennessee State University.

Teaching/Research Awards:

- Milken Family Foundation National Education Award, 2005 (National Teaching Award of \$25,000 presented in Washington, DC, May 2006)
- Tennessee Upper Cumberland Region Teacher of the Year, 2005
- Sumner County Teacher of the Year, 2003-04
- Hendersonville High School Teacher of the Year, 2003-04
- Shafer Middle School Outstanding Teacher, 2001
- Outstanding Graduate Research Award, Center for Excellence, Tennessee State University, 1996.

Publications:

BOOKS:

Morel, N. & Griffiths, B. (2018). *Redefining Competency Based Education: Competence for Life.* New York: Business Expert Press.

Morel, N. (2014). *Learning from Coaching: How do I work with an instructional coach to grow as a teacher?* Alexandria, VA: ASCD Press.

Morel, N. & Cushman, C. (2012). *How to Build an Instructional Coaching Program for Maximum Capacity.* Thousand Oaks, CA: Corwin Press.

JOURNALS and SELECTED ARTICLES:

Morel, N. J. (2019). How to get the most out of a coaching session. *Educational Leadership*, 77 (3).

Harrington, A., Henry, R., Milligan, R., Morel, N. and Osteen, J. (2019). Developing agency in a competency-based education pilot. *The Learning Professional*, 40 (4).

Morel, N. (2019). 3 Keys to Launch and Scale a Competency-Based Program. *The Evollution Online Magazine*.

Morel, N. (2018). OIG Report Findings Clarify Outdated Thinking Around CBE, Not Programmatic Flaws. *The Evollution Online Magazine*.

Morel, N. & Griffiths, B. (January 2017). Lipscomb University has stepped up its effort to prepare students for the world of work. *Talent development*, Association of Talent development.

Morel, N. J. (2016). The impact of coaching on leadership competency attainment. *University of New Mexico Annual Mentoring Conference*.

Morel, N. (2014). Setting the stage for collaboration: An essential skill for professional growth. *Delta Kappa Gamma Bulletin: International Journal for Professional Educators*, 81(2).

Morel, N. (2014). *Wrapping a SCARF around ELL parents*. *TNTESOL Newsletter*, 35 (2).

Morel, N. & Cushman, C. (2013). Training and supporting instructional coaches. *Tennessee Educational Leadership*. 40 (2).

Morel, N. (2013) Invited Reviewer, *Teacher Rounds: A Guide to Collaborative Learning in and from Practice* (Del Prete, Corwin, 2013).

Morel, N. (2011). Teaching: A collegial career. *City Educator*, May 2011.

Wood, N. (1997). Computer technology initiatives can improve Tennessee elementary and middle schools. *Tennessee Educational Leadership*, 24 (1).

Wood, N. (1996) The Jericho walls: A teaching play. *Shining Star Magazine*. Silver, Burnett & Ginn, 12 (2). issue 46, 58-59.

Wood, N. (1995). Computer technology in the middle school: Teachers must define the initiative. *TAMS Journal*, Fall.

Selected Regional/National Presentations and Panels:

Mindfulness and Meditation Practices to Support Learning in Christian College. Invited presentation at Christian Scholars Conference, Nashville, Tennessee. (Deferred until 2021)

Pinnacle Financial Partners, Nashville, Tennessee. Building a Company Culture Around Core Competencies. Podcast for corporate customers of Pinnacle Financial Partners.

Keynote NAWBO National Association of Women Business Owners, Nashville, Tennessee. Knowing Your Leadership Competencies. 2018.

Parchment Summit on Innovating Academic Credentials: Connecting Credentials, D.C., District of Columbia. Panelist for break-out session during summit: "The Degree Signal: Communicating to Employers What Undergraduates Have Learned" (moderated by Goldie Blumenstyk, Chronicle for Higher Education; panel included Nina Morel, MJ Bishop, University System of Maryland's Center for Academic Innovation and Holly Zanville, Lumina Foundation). 2017.

Panelist, The Thomas H. Olbricht Christian Scholars' Conference. Online Education: Best Practices in Online Christian Higher Education. Jaime Goff, Convener. 2017.

National Governors' Association Education Policy Academy Institute, Nashville, Tennessee. The "Creating Leadership" session focused on defining and cultivating leadership skills using competency based assessment and competency development coaching. 2016.

The State of Tennessee Human Resource Department, Nashville, Tennessee. Managing and Measuring Work, Human Resource Department for the State of Tennessee. 2016.

Pearson and The Chronicle of Higher Education. Featured Presenter, Competency-based Education (CBE) Webinar. 2016.

CAHEA National Conference (Minneapolis, MN). "How to Create and Implement a Competency Based Education Program." July 30, 2015

ASCD Conference on Teaching Excellence (Nashville, TN). "First Steps to Establishing a Coaching Practice." June 26, 2015.

ACHE South (New Orleans, LA). "CORE: Customized Outcome-based Relevant Evaluation." April 22, 2015.

CAEL National Conference (Chicago, IL). "Core Competencies: From Badges to Credit." November 14, 2014.

ASCD Conference on Educational Leadership (Kissimmee, FL). "Walking the Walk: Developing the Principal-Coach Relationship." November 1, 2014.

ACHE National Convention (Las Vegas, NV). "CORE Competencies: Implementing Competency-Based Education." October 27, 2014.

ASCD Annual Conference (Los Angeles, CA). "Climate Control: What it takes to Collaborate." March 17, 2014.

National Christian Schools Association (Nashville, TN). "Developing a Culture of Teacher Leadership." March 7, 2014.

National Title One Conference (San Diego). "The Principal and Coach Relationship: Building Bridges to Greater Collaboration." Featured Presenter. February 3, 2014.

ASCD Conference on Teaching Excellence (National Harbor, MD) Invited Presenter, June 28-20, 2013.

SITE Society for Information Technology and Teacher Education, (New Orleans, LA). "The Global Hunger Game: Taking Action Locally and Globally through Technology-Based Inquiry Lessons" March 28, 2013.

Learning Forward Annual Conference (Boston, MA). "The Six Imperative Qualities of Coaches." Roundtable: "Sharing What We Know: School-University Partner Models," Dec. 4, 2012.

Southeast TESOL (Knoxville, TN). "Listening to EL Families: Building Bridges for Student Learning." September 28, 2012.

Forum for Innovative Leadership (Memphis, TN). "Developing and Defining the Principal and Coach Relationship: Building Bridges to Greater Collaboration." June 19, 2012.

National Staff Development Council (Learning Forward) Annual Conference (Anaheim, CA): "Dead Reckoning: Launching an Instructional Coaching Initiative" December 6, 2011.

University of Kansas (Lawrence, Kansas), Jim Knight's Instructional Coaching Conference Pre-Conference Workshop: "Building an Instructional Coaching Program in Your School or District" October, 2011.

National Staff Development Council (Learning Forward) Summer Conference (Indianapolis, IN): "Dead Reckoning: Launching an Instructional Coaching Initiative" July 18, 2011.

Grants:

- Ready to Reconnect (\$50,000 grant designed to increase adult college completion.) Tennessee Higher Education Commission. September 2015-September 2016.
- TNLEAD Grant/Sumner County Schools Coaching Partnership. May 2013-July 2014. Provide training and embedded support for approximately 75 instructional coaches.
- MNPS/EL Teacher Training Partnership, Coordinator. September 2011-July 2014. Provide ELL training and state endorsement for up to 140 Metro Nashville Public Schools teachers each year.
- First to the Top STEM Grant, May 2012-November 2014. Provide training for 30 Middle School STEM teachers in Problem Based Learning, technology, math, and science.
- Board of Regents Hispanic College Preparation Grant, 2009-11; in collaboration with Volunteer State Community College
- National Education Association Training of Trainers in English Language Learning: Strategies for Closing the Achievement Gaps, Washington, D.C. August 17-21, 2008.
- Time Trackers Goals 2000: Teaching History through the Related Arts, 1999-00.

Leadership Activities and Community Service:

- Competency Based Education Network (CBEN) 2014-present.
- Christian Adult Higher Education Association (CAHEA), Leadership Council (2014-15).
- 20TNTESOL Tennessee Teachers of English to Speakers of Other Languages, Board of Directors, 2013-2015. Membership Committee (2013-14).
- Delta Kappa Gamma International Society for Key Women Educators, Beta Chapter, Second Vice President (2014-2016), Nomination Chair (2018-2020).
- Women's National Book Association, Nashville Chapter. Southern Festival of Books committee (2010). January 2008- present.
- Administration and Leadership Advisory Committee, Tennessee State University, June 2009-2011.
- Early Childhood Education Advisory Committee, Volunteer State Community College.
- Board of Directors, Tsuru-Hendersonville Friendship Committee, 2004-2008.
- Katsura-Hendersonville Student Cultural Exchange Coordinator, 2003-2006. **Led student trip to Japan and organized their reciprocal visit to Hendersonville.**
- League of Women Voters. (Sumner County 2005-2010; Nashville 2014-present)
- Executive Board, SCEA (Sumner County Education Association) 2003-2004, Membership Chair (2003-2004), Professional Development Chair (2004-2005).
- Board of Directors, National League of Junior Cotillions, 2000-2001.
- Phi Delta Kappa National Education Fraternity, TSU Chapter, Membership Chair, 1985-86.
- Foreign Exchange Student host, 2006, 2007.

Professional Memberships and Organizations:

- International Coaching Federation Tennessee Chapter 2015-present.
- Delta Kappa Gamma International Society for Key Women Educators, Beta Chapter
- Association for Supervision and Curriculum Development (ASCD)
- Phi Delta Kappa, National Education Fraternity
- Teachers of English to Students of Other Languages (TESOL)
- Phi Kappa Phi, National Honor Society

Other Relevant Work Experience:

Title I Support Team Facilitator, Center for Excellence/Basic Skills, Nashville, Tennessee 1995-96. Consulted with federal Title I schools in Davidson and Montgomery Counties to assess needs, write federal school-wide improvement plans, implement those plans and assess outcomes.

Disc Jockey, WWGM Radio, Nashville Tennessee, 1982-85

Recent School, District and Business Professional Development and Consulting Clients:

- University of Maine at Presque Isle (CBE program review)
- Life University, Atlanta, GA (CBE Program Development)
- Valley Central School District, Orange County, New York.
- Middle Tennessee Core Office, Department of Education, Nashville, TN
- Robertson County Schools, Springfield, TN

- Ensworth School, Nashville, TN
- Franklin Special School District, Franklin, TN
- Healthcare Management Systems, Franklin, TN
- Maury County Schools, Columbia, TN
- St. Bernard School, Nashville, TN
- Sumner County Schools, Gallatin, TN
- Woodmont Hills Church of Christ, Nashville, TN
- Community Church, Hendersonville, TN
- College of Pharmacy, Lipscomb University, Nashville, TN