

## **Geneva A. Stark, Ph.D.**

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**Executive Summary:** An energetic team leader with twenty-five plus years of administrative experience in K-12 and Higher Educational settings, able to communicate effectively with people of all ages and backgrounds, to work collaboratively to resolve problems and to motivate emerging leaders to achieve personal and organizational objectives. Highly motivated, goal oriented professional, decision maker, skilled in improving climate and implementing new ideas. A flexible professional who enjoys learning new skills and quickly adapts to organizational changes. Passionate about developing institutional policies, practices and programs that create a climate of equity, inclusion and acceptance that respects, values and responds to the diversity of all employees, students, parents, and the community. Committed to preparing individuals on how to live in a global society that includes 21<sup>st</sup> century skills, citizenship and engagement.

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### **PROFESSIONAL EXPERIENCES**

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#### **March 2020-Present**

Director of Nystrand Center of Excellence in Education (NCEE) Clinical Professor in Education, Leadership, Evaluation and Organization Department (ELEOD)

- Direct, coordinate and oversee the Nystrand Center Operations.
- Develop sustainable, responsive programming for OVEC and community partners.
- Director of the Holmes Scholars Program
- Direct and coordinate NCEE Special Events.
- Represent CEHD in Community Engagements.
- Teaching and Advising Students in ELEOD

#### **June 2018-February 2020**

*Diversity Equity & Poverty Administrator-Jefferson County Public Schools, Louisville, Kentucky*

- Facilitate meetings and professional development on Jefferson County Public Schools' Racial Equity Policy to internal stakeholders, external stakeholders, community organizations and universities.
- Collaborate with colleges and universities on redesigning education programs so that cultural competence and equity is emphasized.
- Collaborate with community agencies: NAACP, Urban League, League of Women Voters, National Council of Negro Women, University of Louisville surrounding Diversity, Equity & Inclusion concerns.
- Organized and planned community meetings for JCPS and NAACP regarding Racial Equity Policy and Diversity and Inclusion.
- Collaborate with Black Student Union sponsors and other Multicultural Groups regarding student voice. Organized and planned a Civil Rights tour to Selma, Montgomery and Birmingham, Alabama for Black Student Union students.
- Collaborated and planned professional development with counseling department for JCPS counselors focusing on Girls of Color.
- Facilitating a battery of professional development for 6,000 classified employees regarding Racial Equity Policy, Implicit Bias and Diversity & Inclusion.

**July 1, 2016- May 2018**

District Coordinator/Human Resource Administrator –Jefferson County Public Schools, Louisville, Kentucky

- District Coordinator for Local Educator Assignment Data (LEAD)-Successfully completed state report that insured that administrators and teachers at 176 school sites were certified to work in specific content area.
- District Coordinator for Kentucky Teacher Internship Program (KTIP)—successfully completed systems that insured making that principals enroll 400 plus teachers in mandated state program.
- District Coordinator for Certification- Successfully implemented systems that insured all certified administrators and teachers have a valid state mandated certificate.

**July 1, 2015-June 30, 2016**

Superintendent Fellowship Program – Kentucky Association of School Administrators

- Completed all required New Superintendent Training requirements.
- Superintendent Fellow in two Kentucky districts –Shelby and Bullitt.
- Facilitated Strategic Planning efforts for Bullitt County Public Schools.
- Collaborated with Bullitt County and Shelby County to create Diversity Recruitment plans.
- Executive coach for principals and provided professional development.
- Collaboratively developed an Early College System.
- Collaborated with Special Director regarding laws and policies.
- Served as a member of the District Budget Committee.
- Collaborated with community stakeholders: local and state politicians.
- Participated in community partnership activities that involved workforce development.
- Served as a liaison for the superintendent in both districts in the following area: board of education meetings, finance and budget meetings that included Title I/II, community meetings, curriculum, instruction and assessment meetings, facilities, plant management and transportation meetings, personnel and human resource meetings, student services meetings and public relations and communications meetings.

**November 2009 - June 30, 2015**

District Coordinator/Human Resource Administrator - Jefferson County Public Schools - Louisville, KY

- District Coordinator for Kentucky Teacher Internship Program (KTIP).
- Collaborated with Kentucky Department of Education regarding KTIP.
- District Coordinator of Beginning Educators Support Team (BEST) Mentoring Program.
- Facilitated Professional Development and activities for BEST Program.
- District Coordinator for Student Teachers.
- Collaborated with teacher preparation institutions to identify and place student teachers.
- District Coordinator for Summer School Staffing-- Certified SPED & Classified Assistants.
- District Coordinator for Multicultural Teacher Recruitment Program (MTRP).
- Established Partnership with Chicago State University to provide field experience in Special Ed.
- District Coordinator for District Working Calendar for 16,000+ employees.
- Administered Family Medical Leave Act (FMLA) district-wide for certified staff.

**January 2004- October 2009**

District Coordinator/Human Resource Administrator--Supervisor of Substitute Teacher Center - Jefferson County Public Schools-Louisville, Kentucky

- Coordinated and supervised the Substitute Teacher Center for 6,500 teachers.
- Improved system effectiveness by providing coverage for all teacher absences.

- Successfully filled teacher's absences with a 99.8% success rate daily.
- Facilitated orientation sessions for applicants - classroom management, sexual harassment, child protective services and use of substitute employee management system.
- Conceptualized and implemented a professional development institute for all substitutes focused on instructional strategies, cultural competence, classroom management, Math Investigations, Exceptional Child Education, District Initiatives (Rigby, Read XL, Read 180, Ramp-Up, CHAMPS and Fred Jones).
- Implemented disciplinary actions for substitute teachers by collaborating with Employee Relations department.
- District Coordinator for Summer School Staffing-- Certified & Classified.
- District Coordinator for Employee Working Calendar.

### **February 1996- December 2003**

High School Principal - Western Math, Science & Technology High School - Louisville, Kentucky

*Personally recruited by superintendent and assistant superintendent to provide strategic and logical leadership over all aspects of the high school.*

- Instructional Leader and Building Manager of a Title I School.
- Principal of the first English as a Second Language Academy in Jefferson County Public Schools.
- Developed systemic plans for recruitment, retention, supervision, and evaluation of a top-tier teaching team
- Effectively managed general and Title I budgets.
- Collaborated with superintendent and staff in strategic planning for school.
- Coordinated district accreditation and state program reviews.
- Served as liaison to an ethnically, culturally, linguistically, and economically diverse community.
- Achieved consistent improvement scores in state accountability system.
- Coordinated, executed, and evaluated school operations, implemented, and evaluated programs in accordance with board policy, implemented existing laws and administrative directives.
- Supervised major district programs; Advanced, Comprehensive, Exceptional Child Education, and English as a Second Language Programs.
- Co-authored highly competitive General Electric grant in the amount of \$10M.
- Coordinated all staff development efforts, emphasizing student literacy, and incorporation of technology into teacher instructional strategies.
- Fostered the development of a championship athletics program; and recognized student athletic achievement.
- Launched highly successful CISCO Networking Academy and A+ Programs computer technician programs.
- Established an award-winning Culinary Arts Program with extensive work-based learning opportunities for students.

### **December 1993- February 1996**

Assistant Principal - Jefferson County Public Schools - Louisville, Kentucky

- Assisted school principal in the recruitment, supervision, mentorship, collaboration, and evaluation of staff.
- Responsible for managing Title I budget.
- Implemented and applied policies concerning school rules and student discipline.
- Oversaw extracurricular activities; managed, maintenance, and custodial upkeep of school.
- Implemented alternative behaviors programs for all students in all grade levels.
- Successfully held key leadership roles for logistics, member of staffing, curriculum, scheduling, and budget committee.
- Coordinated logistics, media relations, activities, and security for multiple capacity-crowd events.

- Assisted in drafting of school's comprehensive five-year plan.
- Earned highest-possible marks from principal, receiving "exceptional" rank in areas including intellectual ability, communication skills, enthusiasm, and professional contributions.

### **Post-Secondary Experience**

#### **June 2009-June 2016**

- Served on five dissertation committees at Spalding University.

#### **January 2018- June 2018**

*Adjunct Professor –Georgetown College – Georgetown College*

- Teaching graduate level course, Using Data for Instructional Decision Making/Practicum for School Leaders.

#### **August 2014- December 2014**

*Adjunct Professor—Spalding University-Louisville, KY*

- Taught doctoral cohort students Leadership course.

#### **August 2007-May 2008**

*Adjunct Professor - Indiana University Southeast - New Albany, IN*

- Taught graduate level course on Social Issues in Education. Participated in the identification and analysis of major problems set for education by the plurastic culture of American society.

#### **August 1990- May 1991**

*Adjunct Professor - University of Louisville - Louisville, KY*

- Taught graduate level course on Adapted Physical Education.

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## **EDUCATION & CERTIFICATIONS**

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### **Education:**

**Doctor of Philosophy**, Educational Leadership and Policy  
Superintendent/Instructional Leadership  
University of Louisville, Louisville, Kentucky

**Masters + 30**, Principalship, Supervision, Pupil Personnel  
Western Kentucky University, Bowling Green, Kentucky

**Masters of Education**, University of New Orleans,  
New Orleans, Louisiana

**Bachelor of Science** Secondary Education, Xavier University,  
New Orleans, Louisiana

**National Diversity Council Certified Diversity Professional**  
Diversity FIRST Certification Program, Houston, Texas

**Completed National Education Association Diversity Curriculum**  
National Education Association Affiliate, Louisville, Kentucky

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## **AWARDS, HONORS AND ACTIVITIES**

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- Archdiocese of Louisville Office of Multicultural Ministries 2017 Adult Leadership Award.
- JCPS 2017 Educators of Color Recognition.
- President - Kentucky Association of Secondary School Principals.  
(**Historical achievement**, as being the First and only African-American Woman to obtain this position and achievement level).

- Superintendent finalist for five school districts.
- Aspiring Women Superintendent Initiative-Participant.
- Kentucky Association of School Administrators - Board of Directors.
- Kentucky Leadership Academy – Participant.
- Principals for Tomorrow - Participant – JCPS.
- Lyman T. Johnson Leadership Program - Participant – JCPS.
- Honored by the Louisville Defender Newspaper with a “Professional Achievement Award”.
- Honored with “Distinguished Service Award” by Project One.
- Selected by State Governor as “Kentucky Colonel”.
- Scottish Rite Fellow for Doctorate Program at University of Louisville.

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#### **AFFILIATIONS & VOLUNTEERISM/COMMUNITY**

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- Generation WOW: Dedicated to Educating, Inspiring and Connecting Women and Girls
- National Alliance of Black School Educators (NABSE) Elections/Nomination Committee
- Former Southeast Regional Representative of the National Alliance of Black School Educators (NABSE).
- Past-President of Greater Louisville Alliance of Black School Educators (GLABSE).
- Organization of Black Aerospace Professionals (OBAP).
- Dissertation Committee Member -- Spalding University.
- Kentucky Association of School Administrators.
- Jefferson County Association of School Administrators.
- League of Women Voters.
- National Council of Negro Women.
- JCPS Girls of Color Advisory Committee

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#### **ARTICLES & PRESENTATIONS**

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##### ***Presentations:***

- *Females of Color Leadership Series: Assistant Principals: More than Books, Buses and Discipline. Diversity, Equity and Poverty Department. Jefferson County Public Schools. May 4, 2021.*
- *NABSE Southeast Regional Conference. Delivering on the Promises: Equity, Social and Racial Justice. Why Every Educational Institution Needs A Racial Equity Policy. May 1, 2021*
- *Females of Color Leadership Series: How to Return Back To Schools During COVID -19. Diversity Equity & Poverty Department. Jefferson County Public Schools. March 24, 2021.*
- *Racial Equity: Where Are the Safe Spaces? Bellarmine University School of Education. Louisville, Kentucky. March 12, 2021.*
- *Race and Racial Identity in America: Fact vs Fiction. Diversity, Equity and Poverty Department. Jefferson County Public Schools, Louisville, Kentucky February 24 & 25, 2021.*
- *Females of Color Leadership Series: Social Emotional Learning Challenges: Students, Staff and Parents. Diversity, Equity and Poverty Department. Jefferson County Public Schools. February 22, 2021.*
- *Microaggressions: What Are They and How To Recognize Them? Bellarmine University School of Education. Louisville, Kentucky. February 5, 2021.*
- *Racial Equity Policy That Yields Results: North Carolina Alliance of Black School Educators (NC ABSE) Virtual Conference. January 28, 2021.*
- *Females of Color Leadership Series: African-American Women Challenges in Education and COVID-19. Jefferson County Public Schools. January 27, 2021*

- *How to Have Courageous Conversations: Bellarmine University School of Education, Louisville, Kentucky. January 8, 2021.*
- *COVID-19 CALL TO ACTION: Why Educational Institutions Need A Racial Equity Policy. National Alliance of Black School Educators (NABSE) Annual Virtual Conference. December 4, 2020.*
- *Implicit Bias: A Time for Reflection and Action. Virtual Equity Institute: Jefferson County Public Schools Diversity, Equity and Poverty Department. August 3, 2020. Louisville, Kentucky.*
- *Discussion on Education 2020: African American Students: What are the challenges? Reopening in the era of COVID-19. African American Initiative. July 27, 2020. Louisville, KY.*
- *Equity, Diversity, Poverty & Access. Ohio Valley Educative Cooperative (OVEC) Virtual Forum: Navigating School During Pandemic. July 16, 2020. Shelbyville, KY.*
- *"Diversity & Inclusion in Teacher Education: The Need for Culturally Relevant Pedagogy". Purdue Power Friday, Purdue University: College of Education. February 14, 2020. Lafayette, Indiana.*
- *"Racial Equity Policy: Racial Neglect In School Districts". National Alliance of Black School Educators (NABSE) Conference. November 15, 2019. Dallas, Texas.*
- *"If It Isn't Evidenced, It Isn't Happening: Equity Monitoring Progress Tool. National Alliance of Black School Educators (NABSE) Conference. November 14, 2019. Dallas, Texas.*
- *"Racial Equity Policy: The Need to Address the Critical Neglect of Students of Color. National Association of Multicultural Education (NAME) Conference- November 8, 2019. Tucson, AZ.*
- *"Racial Equity Policy & Implicit Bias" Jefferson County Public Schools – Nutrition Services Division. October 26-28, 2019. CB Young Louisville, Kentucky.*
- *ing2019. Louisville, Kentucky.*
- *"Implicit Bias" Jefferson County Public School Facility Planning and Safety and Environmental Departments. CB Young. September 26, 2019. Louisville, KY*
- *"Implicit Bias" Jefferson County Public School Security Personnel. August 12, 2019. Atherton High School. Louisville, Kentucky*
- *"Implicit Bias". Jefferson County Public School Middle School Assistant Principal's Conference. July 25, 2019, Louisville, KY*
- *"Cultural Competence with Equity". ReNew Charter Schools. June 7, 2019. New Orleans, Louisiana*
- *AAI Panel Discuss: Moderator for Update on Racial Equity Policy from Board Member, Union President and Priory School Administrator. African-American Initiative. May 18, 2019 Louisville, Kentucky.*
- *"DDBS Fire Side Chat: Moderator of Increasing Access for Diverse Suppliers in the Aging Care Industry" Derby Diversity and Business Summit. May 1, 2019. Louisville, Kentucky.*
- *"Diversity and Equity Challenges in Education" Presentation on WFMP/Forward Radio. March 24, 2019. Louisville, Kentucky.*
- *"District Resources Designed to Serve the Community" NAACP/JCPS Community Meeting. Presentation on Racial Equity Policy, Collaboration with Kentucky State University, and JCPS Black Student Unions. March 21, 2019. Louisville, Kentucky.*
- *"Education Equity: A Call to Action" Presentation at the 7<sup>th</sup> Annual Kentucky 1<sup>st</sup> Jurisdictional Women's Convention. March 9, 2019. Louisville, Kentucky.*
- *"Racial Equity: Addressing Racial Neglect" Texas Alliance of Black School Educators Conference, February 20, 2019, Galveston, Texas.*
- *"Racial Equity Plan: Equity Scorecard": Presentation to School Community Support Staff. Jefferson County Public Schools. February 18, 2019. Louisville, Kentucky.*

- *“The Media, Different Mediums, and the Perceptions of Race” Presentation at the University of Louisville. College of Education and Human Development. February 12, 2019. Louisville, Kentucky.*
- *“Racial Diversity & Equity Training”. Training Workshop for The Coalition of The Homeless. February 5, 2019. Louisville, Kentucky.*
- *Racial Equity Plan: Diversity Equity Scorecard: Presentation to Jefferson County Public School Counselors. January 24, 2019. Louisville, Kentucky.*
- *“Racial Equity Policy: The Need for Districts to Address The Racial Neglect Once and For All, Unapologetically, Right Now”. National Alliance of Black School Educators Conference, November 10, 2018 Baltimore, Maryland.*
- *Neighborhood Place Shining Bright for 25<sup>th</sup> Years. Presentation on Jefferson County Public Schools Racial Equity Policy. October 11, 2018. Louisville, Kentucky*
- *Community Forum on Jefferson County Public Schools Racial Equity Policy” Presentation for the Community. August 6, 2018 Louisville, Kentucky*
- *“Education Professional Standards Board Certification Overview”. Presentation for Human Resource Department for Jefferson County Public Schools September 29, 2017. Louisville, Kentucky*
- *“Collaborative Teaching for Maximum Achievement” Presentation at Holmes High School in Covington School District. August 10, 2016. Covington, Kentucky.*
- *“Aspiring Superintendents” Presentation at the Kentucky School Boards Association Annual Conference. February 27, 2016. Louisville, Kentucky.*
- *“Brown vs Board of Education 50 years Later” Keynote Speaker at 21<sup>st</sup> Annual Afrocentric Conference, October 23, 2015. Nova Scotia, Canada*
- *“Training for “Guest Teacher” Substitutes-Presentation at the National Evaluation Institute (NEI) sponsored by Consortium for Research on Educational Accountability and Teacher Evaluation (CREATE), October 8-10, 2009. Louisville, Kentucky.*
- *“Knocks and Knock Downs - Moving Up the Administrative Ladder: Women administrators stepped out and made public their intentions to prepare for the superintendency.” Presentation at the American Association of School Administrators Women Conference, November 4-7, 2004.*
- *“Principal Recruitment in a Reform Environment: Effects of Job Status, Student Achievement, School Support, and Principal Hiring Decision on Applicants Rating of the Job.” Presentation at the National Evaluation Institute (NEI) sponsored by Consortium for Research on Educational Accountability and Teacher Evaluation (CREATE), July 5-8, 2006, Dallas, Texas.*
- *“Preparing for District Level Leadership.” Presentation at the National Alliance of Black School Educators Conference, November 7- 12, 2006. Orlando, Florida.*
- *Delivered numerous presentations on education-related topics to civic/community groups, parent gatherings, radio shows, and university symposiums to capacity sized audiences.*

***Published Article:***

- Stark-Price, G., Munoz, M.A., Winter, P.A., Petrosko, J. (2006). “*Recruiting Principals to Lead Low-performing Schools: Effects on Job Attractiveness*,” Journal of Personnel Evaluation in Education Vol 19, Nos 1-2, 69-83.

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