

JASON KNIGHTON-JOHNSON

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EDUCATION:

- University of MN-Duluth, Duluth MN: **Bachelor of Science**, Applied Mathematics
- Metropolitan State University, St Paul MN: **Bachelor of Arts**, Individualized Studies: Leadership in Educational Systems Change Through Equity Practice
- Metropolitan State University, St Paul, MN: **Master of Arts**, Urban Education Curriculum and Pedagogy

PROFESSIONAL EXPERIENCES:

Recent project as an I3 Senior Consultant

- MNEEP Equity Research Collaborative State of Students of Color Indigenous Report (2023)
- Culturally Validating Leader and Pedagogy District Professional Development, Hopkins School District (2023)
- Culturally Validating Leadership Master Class, Minnesota Association of School Administrators (2023)
- Thought Partner and Tool Designer. Culturally Responsive and Sustaining Pedagogies in K-12 Athletics Planning Meeting, Region III Equity Assistance Center, The Midwest & Plains Equity Assistance Center, USDOE, Virtual. (March 2022)

Director of Educational Equity, Mounds View Public Schools, Shoreview MN April 2021 - Present

- Collaborate with community and district stakeholders to develop, implement, and monitor programs to ensure each student's equitable and culturally validating environment.
- Develop, implement, and monitor programs and processes that promote and sustain diversity and equity rooted within our Equity Promise.
- Design, coordinate, and facilitate diversity and equity workshops, presentations, learning opportunities, and other strategies that promote sustainable diversity, equity, and inclusion systems change.
- Review, recommend, and implement policies, regulations, and procedures that address disproportionality, diversity, and cultural competency issues.
- Serve as a coordinator and liaison to develop mutually beneficial relationships and partnerships with community organizations surrounding equity issues.
- Provide assistance, advice, coaching, and consultation to school leadership, community organizations, and local government regarding cross-cultural competency, as well as policies and practices from the lens of diversity and equity.
- Coordinate data collection, entry, and reporting processes relative to equity work and practices. Use data to monitor and report progress in areas impacted by disproportionality.
- Investigate and recommend alternative programming options for students at risk of failure and not graduating.
- Develop sustainable practices that maintain high achievement and eliminate the racial and economic predictability and disproportionality that occupy the lowest and highest achievement categories.
- Develop, coordinate, and lead equity, diversity, and inclusion consistent with the strategic planning to include the facilitation and inclusion of community stakeholders.
- Assist in improving community-wide engagement with diverse populations.
- Coordinate and facilitate equity audits.
- Served as coordinator and liaison to problem-solving teams to build improvement plans based on aggregated achievement and behavior data.
- Convene and facilitate equity committees to assist with cultivating district-wide expertise to eliminate achievement equity gaps and develop proactive ways of building a more equitable system.
- Serve as a coordinator and liaison with higher education institutions, municipalities, and community organizations to help provide common understandings and elements related to diversity, equity, and inclusivity in the community.

Equity Specialist Highview Middle School, New Brighton, MN August 2017- April 2021

- Create Mounds View Public School Equity Policy and Equity Framework
- Developed and Facilitate Mounds View District Equity Council
- Partner with the Community to bring a community perspective to distinct policy and practice.
- Promoted a culturally inclusive school community through staff development, family engagement, and community partnership.
- Work with building administration to develop a positive building climate that leads to educational equity and student achievement.
- Provide academic support, monitor grades, help students understand the skills needed for academic success, and work with staff to develop educational success plans.
- Provide positive support and guidance to students, individually counsel students to resolve or remediate problems (decision making, conflict management, social skills). Work with students and families to meet student needs.
- Work collaboratively with team members, parents, teachers, and other student support staff to meet individual students' educational and developmental needs.
- Provide direction to leadership in developing restorative discipline plans.
- Facilitate student empowerment and social, cultural, academic, or identity development groups.
- Establish and grow strong community partnerships (colleges and universities, social services, religious institutions) to offer educational opportunities.
- Design and facilitate building and district-wide staff professional development
- Distribute weekly culturally relevant training through CRTuesday blog.
- Work with building leadership teams (BILT, SIT, SST, PBIS) to analyze school data and develop action plans to ensure educational equity for each student.
- Act as a consultant to teachers, administrators, and other staff regarding the culture, heritage, and background of students and families
- Facilitate student-to-staff mediation as needed to ensure educational success.
- Collaborate with staff to provide culturally relevant learning practices.

Academic-Behavioral Manager, Rum River Special Ed Coop, Cambridge MN, December 2007- 2017

- Determined the behavior capabilities of students as they function in school
- Design behavioral interventions for students and implement behavior support plans.
- Measured goals and objectives of a behavior support plan to ensure student needs are being met
- Coordinated between teachers and parents to implement behavioral interventions.
- Communicated with parents, case managers, and mainstream school staff regarding students' progress.
- Analyze the behavioral interventions to determine their success.
- Assists students in identifying inappropriate behaviors and developing better behavior alternatives.
- Monitors and adjusts special education programs designed for each child.
- Served as an advocate for students and families during the reintegration process

Director of Sales And Marketing, Corporate Graphics, MN, June 2001 - July 2007

- Works with the Executive Director and sales & marketing consultants to develop a marketing strategy for the community.
- Supervises, trains, and manages the performance of the sales and marketing team, ensuring proper sales & marketing protocols are being followed.
- Maintains excellent business relationships with area service agencies to facilitate referrals to the community.
- Meets prospect calls, tours, and sales goals monthly
- Monitors the efforts of a sales team
- Develops and monitors sales & marketing budget, works with the executive director to create competitive incentives for prospects and the sales team.

COACHING EXPERIENCES: MSHLS Certified Head Coach

Head Football Coach, Minneapolis Edison Varsity Football, Edison High School, MN February 2020-Current
Offensive Coordinator/Assistant Head Coach, Forest Lake Varsity Football, Forest Lake High School, MN September 2018-2020

Horizontal Jumps Coach, Forest Lake Varsity Track, Forest Lake High School, MN March 2018-Current

Sophomore Head Coach, Forest Lake Basketball, Forest Lake High School, MN November 2019-Current

Assistant Offensive Coordinator, Bluejacket Football, Cambridge-Isanti High School, MN September 2007-2018

Assistant Horizontal Jumps Coach, Blue Jacket Track, Cambridge-Isanti High School, MN March 2010-2018

Freshman Head Coach, Bluejacket Basketball, Cambridge-Isanti High School November 2016-2017

Defensive Coordinator, Bluejacket Varsity Hockey, Cambridge-Isanti High School, MN November 2012-2014

Grad Assistant Coach, Greyhound Varsity Football, Duluth East High School, MN September 1996-1999

ADDITIONAL INFORMATION:

- 13 Senior Educational Consultant
- Metro Area Equity Leadership Collaborative
- IDI Qualifies Administrator
- Educational Professional Development Facilitator
- Ted-Ed Masterclass Participant
- Sports Psychology Coach Certification
- Alpha Sigma Lambda, National Honor Society
- CRTuesday Blog: sites.google.com/moundviewschools.org/highviewequityteam/home