

SUZAN SAMAHA

MINNESOTA LICENSES

English as a Second Language (K-12)
Arabic (K-12)
Administration/Principal License (K-12)

EDUCATION

University of Minnesota, College of Education and Human Development	Minneapolis, Mn
PhD Student; Department of Organizational Leadership, Policy and Development	2020-Present
University of Minnesota, College of Education and Human Development	Minneapolis, MN
K-12 Principal License	May, 2017
University of Minnesota, College of Education and Human Development	Minneapolis, MN
Masters of Education; English as a Second Language and Arabic	May, 2012
Bachelors of Art; Sociology	August, 2006

PROFESSIONAL EXPERIENCE

Assistant Director of the Equity, Diversity and Inclusion Center August 2022-Present
Minnesota Department of Education Minneapolis, MN

- * Direct the development and implementation of strategies and plans to achieve grant and program objectives related to anti-bias and trauma-informed, non-exclusionary discipline, LGBTQIA+, Social Emotional Learning, Restorative Practice, Safe and Supportive School Act, and Violence Prevention.
- * Ensure effective design and delivery of professional development, facilitation, coaching and program implementation are centered in Equity, Diversity, Inclusion and Culturally Validating Pedagogy.
- * Identify, recommend and provide consultation to school, districts, and charter responding to equity, diversity and inclusion concerns through Culturally Validating Leadership strategies and practices.
- * Partner with enterprise, divisions and school leaders to plan, deliver and assess professional development and implementation of equity, diversity, inclusion, anti-bias and anti-racist, trauma-informed, Culturally Validating practices, strategies and systems.
- * Review legislation and policies affecting program and initiatives and act as the principal advisor to program staff and the EDI Director.
- * Engage with stakeholders to develop and continually update goals and plans, and strategies in response to feedback about effectiveness of programs, initiatives, trainings and support.

Equity and Inclusion Coordinator November 2018-July 2022
Fridley Public Schools Fridley, MN

- * Assist Superintendent in creating Equity and Inclusion Plan for the school district
- * Organized a district level equity focus group to create Equity and Inclusion Policy
- * Strategically embed Equity, Inclusion and Culturally Validating Leadership strategies across District Operational Plan
- * Collaborate with Human Resources on Hiring and Recruiting, Job Fair and Interview Processes
- * Present to school board updates on equity and inclusion and family engagement work
- * Advise and provide support to building administrators as they work to: develop

- cultural competencies through Culturally Validating Leadership strategies and practices, engage staff in conversations around race and equity, analyze student data, and develop action plans to ensure educational equity for all students
- * Manage, supervise, lead, coach and mentor Equity and Inclusion Specialist Team
 - * Provide and recommend staff training to increase cultural responsiveness. Provide assistance, coaching and consultation to individuals and groups regarding equity, inclusion and Culturally Validating pedagogy across district and sites

Equity Teacher

September 2017-November 2018

Osseo Public Schools

Osseo, MN

- * Coach teachers on providing lessons that are culturally responsive using the CLEAR Model
- * Design and lead Arabic Family Nights for the district
- * Develop the capacity of e-team members, through Culturally Validating Leadership strategies and practices, within buildings to engage in conversations with teachers about race in order to achieve equitable outcomes within schools
- * Coordinate site visits and participate in regular meetings in order to assess progress towards district priority goals
- * Provide high-quality coaching, through Culturally Validating Pedagogy, to administrators and teachers in seven buildings for e-team meetings, professional development days, staff meetings and specific teacher teams
- * Co-plan and facilitate monthly e-team meetings with principals/assistant principals
- * Design and create professional development workshops in collaboration with school principals, instructional coaches, and individuals within the equity department centered in the tools of Culturally Validating Pedagogy
- * Support equity specialists with REAL Talk student groups

Aspiring Principal

July 2016-July 2017

Minneapolis Public Schools

Minneapolis, MN

- * Work in collaboration with school principal in managerial and instructional leadership
- * Facilitate and lead Staff, Equity and Positive School Wide meetings
- * Plan, organize and lead Spring Parent/Teacher Conferences
- * Created a building-wide emergency plan for implementing school safety and security aligned to district policy
- * Implemented home-visits as a school by recruiting and collecting parent interests
- * Facilitate and model Restorative Circles for staff and students
- * Attend district meetings and participate in Principal PLC

English Language District Program Facilitator

August 2015-June 2016

Minneapolis Public Schools

Minneapolis, MN

- * Met with elementary teachers on GLAD implementation strategies
- * Facilitated a Mind Shift Cohort for district staff and EL teachers across the district
- * Supported the Arabic Pathway and Arabic teachers in MPS
- * Participated and engaged in all Racial Equity Leadership Team meetings and Summer Institute for Racial Equity meetings.

English Language Teacher on Special Assignment (TOSA)

Fall 2013–August 2015

St. Paul Public Schools

St. Paul, MN

- * Planned, organized and facilitated professional development trainings for teachers
- * Supported district initiatives with I pads, Culturally Relevant Teaching and the Equity Policy
- * Coached teachers one-on-one by modeling lessons
- * Participated in intensive SP/ELL trainings with PEG

English Learner Teacher and Coordinator, grades K-12

August 2011-August 2013

Learning for Leadership Charter School

Minneapolis, MN

- * Taught English Learners in small groups in multiple contents
- * Administered ACCESS two years
- * Coordinated with school interpreters and teaching staff weekly
- * Coached girls dance team

PROFESSIONAL AFFILIATIONS

- Minnesota Education Equity Partnership (2023)
- Metro Area Equity Leaders (2021)
- Council on American-Islamic Relations, Minnesota: Board of Directors (2020)
- Egyptian American Society: Board of Directors (2018)
- Learning for Leadership Charter School: Board of Directors (2015)

CONFERENCES/TRAININGS

- National Summit for Courageous Conversations (PEG)
- Advancement Via Individual Determination Training (AVID)
- Education, Excellence and Equity Training (E3)
- Council on American-Islamic Relations Conference (CAIR)
- Racial Equity Through a Growth Mindset Cohort

* References and Letters of Recommendation upon request