

# TONIA HOLMES-SUTTON, ED.D., NBCT

EDUCATION CONSULTANT | EXECUTIVE DIRECTOR | ADVOCATE | MENTOR

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## PROFESSIONAL PROFILE

Solutions-driven advocate with 20+ years of experience conceptualizing and implementing program vision and overseeing complex milestones while adapting to changes and shifting priorities. Designs and facilitates targeted training programs on unconscious bias, cultural competence, and inclusive leadership, empowering employees to embrace diversity and drive positive change. Cross-functional collaborator with the ability to understand stakeholder needs and develop interventions to ensure successful program implementation. Excellent at monitoring program progress, identifying challenges, and executing corrective actions to meet project deliverables.

## SKILLS

- Program Management
- Relationship Building/Networking
- Strategic Relationship Management
- Stakeholder Engagement
- Needs Analysis and Assessment
- Program Development and Implementation
- Resource Management
- Leading Initiatives
- Process Improvement
- Change Management
- Instructional Leadership (K12/Adult/General/Special Education)
- Professional Learning Facilitation
- Data Analysis
- Program Evaluation

## WORK EXPERIENCE

### [Nevada Future of Learning Network](#) Community Engagement Manager | Knowledge Works | 2023 - Present

- Orchestrate recruitment and leadership for a team of 7 diverse teacher leaders, including mentoring 2 Nevada Teachers of the Year (2022, 2024) as Network Ambassadors focused on representing historically marginalized communities within urban and rural school districts.
- Jointly lead a committee of 10 prominent community leaders to drive pivotal policy and advocacy initiatives for the Nevada Future of Learning Network, influencing educational reform and strategic direction.
- Support(ed) the direct organization and strategy for state educational convening with 300+ educators, community members, and youth leaders to promote student-centered, competency-based learning.
- Champion community engagement initiatives, fostering collaboration among educators and families to support the collective leadership of state collaborators of the Portrait of a Nevada Learner initiative.

### Executive Director | [Teach Plus Nevada](#) Teaching Policy Fellowship | 2019 – 2023

- Facilitate leadership development programs focused on driving innovative improvements in educational practices and policies to improve learners' performance and achievement.
- Collaborate with education leaders, community partners, policymakers, and legislators in advocating for and legislating equitable and inclusive learning programs, enabling implementation of educational initiatives for 487,000+ students.
- Advance teaching colleagues' capacity to develop and advocate for policies that strengthen diversity, equity, inclusion awareness in commitment to fostering a culturally responsive learning environment integrated with applicable principles and practices.
- Create a network of 125+ teacher leaders to initiate and strengthen educator voice to influence education policies and enhance student learning outcomes in the state.
- Consult with state legislators, teacher leaders, and students to advocate for college and career-ready diploma (AB241) and financial literacy learning (AB274) for all Nevada students during most recent state legislative session (2023).

### Fellowship Director | [NV Succeeds Inspired Global Fellowship](#) | 2021 –2022

- Led education practitioners in investigating Nevada education challenges and creating student-centered learning solutions that enhance learning experience, retention, and engagement through design thinking.
- Facilitated professional learning of state education leaders and students in collaboration with national consultants and education experts in initiating change and innovation in education by reconceptualizing leadership and learning through the Portrait of a Nevada Learner (initially envisioned as the Profile of the Nevada Graduate), aimed at enhancing diverse student learning skills statewide.

## **Founder & Executive Director | Nevada National Board Professional Learning Institute | 2017 - Present**

- Strategically implemented targeted teacher support and development programs that enhanced the learning experience for 60K students, transforming Nevada's educational environment.
- Manage a \$1.3+ M grant to drive professional learning on improving teacher preparation, recruitment, retention, and leadership per initiatives and priorities of Nevada State Board of Education and within Nevada State Improvement Plan.
- Collaborate with state and national education leaders to provide inclusive support and services to 400 National Board certification candidates during all stages of the National Board certification procedure.
- Partner with education leaders at the state/national level to guide the National Board certification candidates throughout the certification process, focusing on student differentiation, teaching practice, learning environment, content knowledge, and practical and reflective practitioner engagement.
- Guide a dynamic team of 25 teacher leaders by driving innovative professional learning initiatives to foster a culture of educational excellence and collaboration.
- Execute 100+ innovative in-person and virtual professional learning workshops totaling 450 hours, contributing to the professional growth of National Board certification candidates.
- Engage in a groundbreaking collaboration with UC Berkeley to establish a National Board Resource Center, focusing on uplifting teachers of color in the Oakland School District, championing diversity and inclusivity in education.

## **ADDITIONAL WORK EXPERIENCE**

### **Education Consultant | University of California, Berkeley**

- Spearheaded a comprehensive program to assist educators in pursuing National Board certification.
- Inform ongoing development of the National Board Resource Center at UC Berkeley to support teachers' professional growth, emphasizing educators in California.
- Collaborate with UC, Berkeley in response to California's significant investment in education (\$250 million) to advance the quality and reach of teaching statewide via National Board certification.
- Lead efforts to mentor and guide teachers through the certification process, contributing to elevating educational standards and teacher effectiveness across the state, prioritizing teachers of color in Oakland Unified School District.

### **Education Consultant | National Board for Professional Teaching Standards**

- Design and staff professional learning opportunities for National Board candidate colleagues of color via national affinity groups for up to 750 educators of color.
- Manage project plan and project cost expenses for \$400,000 contract to facilitate affinity groups for teachers of color in pursuit of National Board certification.
- Cultivate and foster connection and community among teachers of color as National Board candidates in targeted teaching communities/networks across the country.

## **EDUCATION & CERTIFICATIONS**

Doctor of Education, Educational Leadership | University of Nevada, Las Vegas

Master of Education, Special Education; Early Childhood Special Education | University of Nevada, Las Vegas

Bachelor of Arts, Liberal Arts, Social Science | Hawaii Loa College

National Board Certification, Early Childhood Generalist | National Board for Professional Teaching Standards

K-8 Teaching Certification, Urban Teaching Partnership | University of Nevada, Las Vegas

## **COMMUNITY INVOLVEMENT**

Nevada State Public Charter School Authority Board, Chair

National Board for Professional Teaching Standards Board, Board Director

WestEd Board of Directors, Board Director

United States Department of Education Regional Advisory Committee (RAC), Leadership Member

Coaching and Mentorship of Nevada State Teacher(s) of the Year (2019, 2020, 2021, 2022, and 2024) and National Teacher of the Year (2021)

Mentorship of Educators' Leadership Endeavors (through the pursuit and achievement of National Board certification)

Nevada Promise Scholarship Mentor (College of Southern Nevada)