ERICA N. DAVIS

INSTRUCTIONAL LEADER • EDUCATION ADVOCATE • SYSTEMS BUILDER

LEADERSHIP *Portfolio*

DEVELOP PEOPLE. ELEVATE INSTRUCTION.
EXPAND OPPORTUNITY.

INSTRUCTIONAL EXCELLENCE

ADVANCED ACADEMIC PATHWAYS

EQUITABLE EDUCATION

SCHOLAR SUCCESS

A Showcase of Leadership, Innovation, and Impact

EDUCATOR • LEADER • CHANGE AGENT

CURRICULUM • INSTRUCTION • PROFESSIONAL LEARNING • SCHOLAR ACHIEVEMENT

THE LEADERSHIP POINT OF VIEW

Stronger adults. *Stronger schools.*

I believe instructional leadership is measured by the quality of teaching it develops, the opportunities it opens and the growth scholars experience.

My work begins with relationships and becomes meaningful through execution. I listen closely, examine evidence with teachers and turn instructional priorities into practical support that can be seen in classrooms.

PEOPLE

Build trust and teacher ownership

PRACTICE

Make rigorous instruction teachable

POSSIBILITY

Expand access to advanced learning

A CAREER BUILT IN CLASSROOMS AND TEAMS

Leadership in motion

Experience across charter and traditional public school settings in Memphis and metro Atlanta.

2026 / PRESENT

ATLANTA PUBLIC SCHOOLS

Gifted Lead and advanced academics educator

At Coretta Scott King Young Women's Leadership Academy, coordinate gifted services and strengthen advanced instruction through collaboration and enrichment.

2022 / 2026

KIPP ATLANTA COLLEGIATE

Social Studies Department Chair and Instructional Leadership Team

Facilitated PLCs, curriculum alignment, common assessment review and educator coaching while AP U.S. History and EOC outcomes advanced.

2015 / 2022

KIPP MEMPHIS COLLEGIATE

History Department Chair and Grade Level Chair

Guided instructional planning, academic culture routines, interdisciplinary collaboration and aligned student supports.

THE THROUGH LINE

Teacher development, curriculum coherence, academic access and a commitment to follow through.

ADULT LEARNING AND COACHING

Develop the teacher.

Improvement becomes durable when instructional feedback is specific, collaborative and revisited.

Change the practice.

01 IDENTIFY THE NEED

Begin with student work, assessment trends, classroom observations and teacher reflection. Name the instructional move that matters most.

02 PLAN WITH PURPOSE

Co plan for standards, task quality, disciplinary thinking, academic discourse and accessible rigor. Model when useful.

03 COACH IN CONTEXT

Observe what scholars actually experience. Give timely feedback with a manageable next step and an opportunity to rehearse.

04 REVISIT THE EVIDENCE

Return to classroom practice and scholar work. Monitor implementation, refine support and acknowledge improvement.

My aim is not simply a better lesson plan. It is stronger pedagogical thinking and more purposeful instruction when the lesson begins.

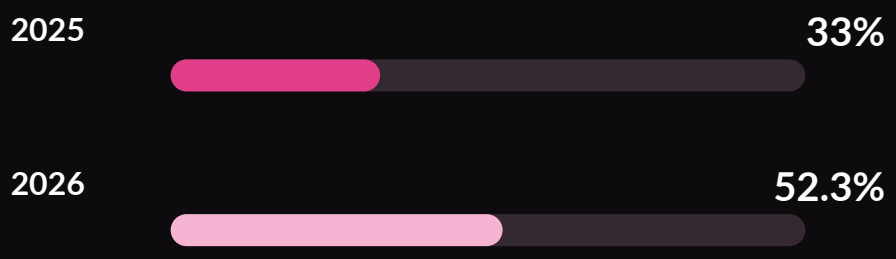
DOCUMENTED GROWTH / ADVANCED PLACEMENT

AP U.S. History

Two distinct performance measures. Both improved during the 2025 to 2026 instructional leadership period.

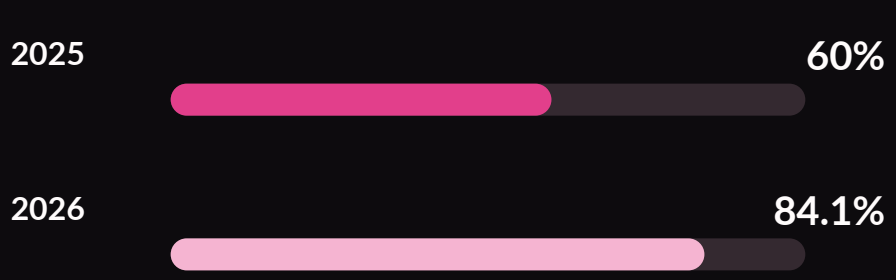
SCORES OF 3 OR HIGHER

+19.3 percentage points



SCORES OF 2 OR HIGHER

+24.1 percentage points



Evidence note

2025 percentages are from the school report. 2026 percentages are from the College Board results for Davis taught AP U.S. History sections. The reporting scopes differ.

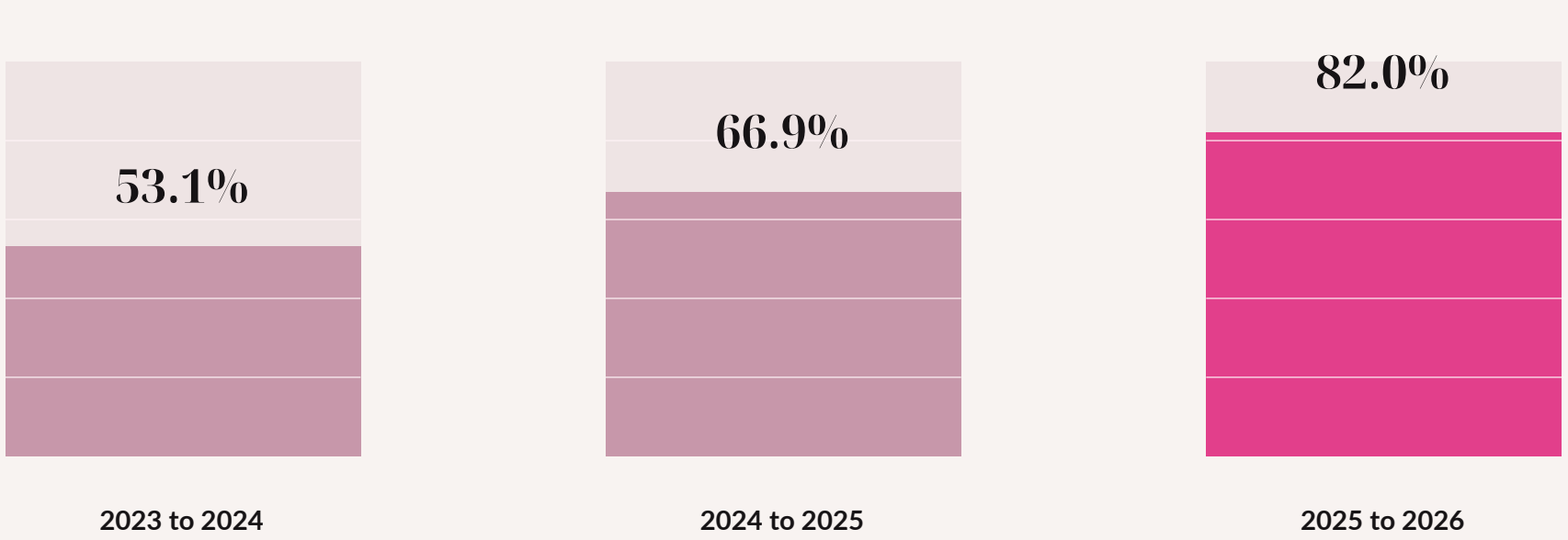
DOCUMENTED GROWTH / GEORGIA MILESTONES

Three cohorts. One direction.

U.S. History EOC performance at Developing or above during Davis's instructional leadership period.

CUMULATIVE CHANGE FROM 2024 TO 2026

+28.9 percentage points



2024 established the baseline following a course recovery period. Subsequent cohorts reflect continued collaboration on planning, instructional support and assessment response.

Source: KIPP U.S. History content team reports for the earlier cohorts and updated 2026 totals confirmed by the former manager. This measure is not a student growth percentile.

CURRICULUM / INSTRUCTION / CONTINUOUS IMPROVEMENT

Systems that outlast

a single classroom.

BUILDING CONSISTENCY WITHOUT LOSING TEACHER AGENCY

01

COHERENT PLANNING

Align standards, course frameworks, pacing, instructional tasks and expectations across classrooms.

02

USEFUL ASSESSMENT

Use common assessments, item analysis and student work to determine what scholars understand.

03

PRACTICAL ADULT LEARNING

Make PLCs and feedback conversations places where teachers leave with a strategy they can use.

04

RESPONSIVE SUPPORT

Connect tutoring, targeted reteaching, writing practice and progress monitoring to identified needs.

A plan describes the intention.
Instruction reveals the impact.

GIFTED EDUCATION / ADVANCED ACADEMICS

Opportunity by design.

Access to advanced academics is built through intentional support and meaningful opportunity.

CORETTA SCOTT KING YWLA

Gifted services require more than identification.

They require coordination, communication and learning experiences that honor scholarly potential.

GIFTED PROGRAM LEADERSHIP

Coordinate referrals, eligibility planning, service alignment and partnerships that support advanced learners.

ADVANCED COURSE DESIGN

Design AP U.S. History and other inquiry driven courses that center sources, reasoning and evidence based writing.

AUTHENTIC ENRICHMENT

Support initiatives including Attorney for a Day, mock trial preparation, civic engagement and the Social Studies Fair.

No scholar has to arrive ready. Our work is to help them grow into the opportunity.

ACCESS WITH EXPECTATION / RIGOR WITH SUPPORT

PREPARATION / NATIONAL SERVICE / RECOGNITION

The foundation.

The next chapter.

EDUCATION

EDUCATION SPECIALIST
Instructional Leadership | Freed Hardeman University
Expected December 2026

MASTER OF ARTS IN EDUCATION
Union University
2017

BACHELOR OF ARTS
History | University of Memphis
2015

ASSOCIATE OF SCIENCE
History | Southwest Tennessee Community College
2014

PROFESSIONAL PRACTICE

College Board AP U.S. History Reader since 2024. Experience with national scoring rubrics, calibration and analysis of evidence based historical writing.

CERTIFICATION

Georgia Level 5 Professional Educator Certificate. Gifted In Field Endorsement. AP U.S. History and AP Seminar training.

RECOGNITION

2026 STAR Teacher recognition. 2026 Golden Apple recognition.

I develop people so they can develop others.

ERICA N. DAVIS / ATLANTA, GEORGIA

901 565 4855 / enicole07@gmail.com