

Tameka L. Payton, PhD

EDUCATION

- Doctor of Philosophy (Psychometrics) - Morgan State University, Baltimore, MD
August 2012 – December 2016
- Master of Science (Human Resource Development) - Towson University, Towson, MD
September 2010 – May 2012
- Master of Science (Mental Health Counseling) - St. Thomas University, Miami, FL
May 2004 – August 2007
- Bachelor of Art (Psychology/Minor-Business Admin) - St. Thomas Univ. Miami, FL
August 2001– May 2004

PROFESSIONAL EXPERIENCE

Psychometric Solutions, LLC

July 2015 – Present

Owner and Senior Researcher

- Directs marketing efforts to promote visibility and introduce services to clients
- Responsible for reviewing and coordinating responses to open bids posted to various state's open bids.
- Tracks the progress of work performed by researchers, psychometricians, content specialists, and other consultant personnel to ensure deadline compliance for tasks and milestones pertaining to the contractual projects.
- Develops and disseminates communications regarding ongoing contractual projects to all clients, contractors, and stakeholders.
- Responds to inquiries from all clients and stakeholders;
- Presents pertinent information and current research at local, national, and international conferences.
- Tracks expenditures and approves invoices in accordance with billing schedules and agreements for contractual projects.
- Contractual Career and Employment Counselor for VA Serious and Violent Offenders' Re-entry (VASAVOR) Program.
- Contractual External Program Evaluation Lead Consultant for state and local agencies.

Baltimore City Public Schools

August 2016 – June 2018

Coordinator of Assessment and Test Integrity

- Led a team to develop training and implementation plans for district and school staff that ensures a proactive approach to ensure adherence to federal and state regulations.
- Supervised the development and operations of the district's test security protocols for both test monitoring and testing investigations per the Test Integrity Policy of the Board of School Commissioners.
- Served as the primary point of contact for Maryland State Department of Education (MSDE) test security investigations and provides supervision and managerial oversight for all test security investigations as directed by MSDE and/or by Baltimore City Public Schools (City Schools).
- Worked with the Chief Legal Counsel Officer to prepare for administrative and court hearings. This included but is not limited to: case consultation, witness preparation, documentation and analysis.
- Worked with the Labor Relations Office on due process hearings and disciplinary dispositions related to non-compliance of *Federal Regulations: Title I, Title III, and Title VII*.
- Prepared high-level confidential reports and made recommended personnel sanctions against school-based and administrative staff.
- Provided communication to senior leadership, all City Schools' stakeholders, including school level staff, district office staff, senior management, media representatives, community groups, and other public officials regarding any assessment administration concerns.

Maryland State Department of Education (MSDE)

January 2015 – August 2016

Program Manager for High School Assessments

- Served as Program Manager of MSDE's high school assessment program, which includes the state mandated High School Assessment (HSA) Program and the Partnership for Assessment of Readiness for College and Career (PARCC) Mathematics and English assessments.
- Directed the implementation of activities in the MSDE/Vendor timeline for the development, administration, scoring, and reporting of results for the HSA.
- Tracked the progress of work performed by Division of Curriculum, Assessment, and Accountability (DCAA) personnel and contractors to ensure deadline compliance for tasks and milestones pertaining to the five HSA annual development, administration, scoring, and reporting cycles.
- Coordinated and lead communication and planning meetings.
- Developed and disseminated communications regarding HSA testing to state and local stakeholders.
- Responded to inquiries from stakeholders including parents, local school system and MSDE staff.
- Presented pertinent information at Local Accountability Coordinator (LAC) meetings.
- Tracked expenditures and approves invoices in accordance with the 52-million-dollar billing schedule

Baltimore City Public Schools

July 2013 – January 2015

Assessment Specialist

- Served as Project Manager of City Schools' testing program, which includes the state mandated High School Assessment (HSA) Program and other district-selected high school assessments.
- Assisted in the development, alignment and implementation of high-quality assessment items aligned to the Common Core State Standards.
- Managed pre-and post-test cycles of assessment activities.
- Developed and delivered training materials and professional developments for 300+ school-based test coordinators and central office staff.
- Provided professional and technical assistance to administrators, teachers, and staff in areas related to testing administration, contributing to the analysis of assessment results to identify strengths and areas of improvement across schools.

Harford County Public Schools

January 2012 – July 2013

Literacy Interventionist Specialist

- Determined appropriate assessments for students.
- Analyzed assessment data to determine appropriate steps.
- Evaluated the effectiveness of intervention for students.
- Supported teacher professional development on an individual and school wide basis.
- Observed student performance and instructional practices to provide insight to the Instructional Leadership Team.
- Developed and facilitated school and community-based enrichment programs.

Harford County Public Schools

August 2007 – January 2012

Special Education Teacher/Case Manager

- Created standard-based lesson plans, including modifications and accommodations to meet the needs of diverse student populations.
- Integrated technology and project-based learning into the prescribed reading program
- Collected, located, and analyzed data to guide instruction.
- Maintained confidential records and files, including Individualized Education Plans according to federal, state, and local mandates.
- Developed reading curriculum and assessments aligned to state standards to be used in reading intervention.
- Conducted grade level audits of Special Education files.

Miami-Dade County Public Schools

December 2006 – August 2007

Reading (Specialist) Coach

- Provided or facilitated professional development such as seminars, action research, or study groups designed to increase educators' knowledge of Scientifically Based Reading Research.
- Demonstrated and modeled lessons incorporating best reading strategies in classrooms for teachers.

- Held teacher-conferences to create, support, and critique lesson plans and implementation of plans.
- Developed classes and groupings as well as schedules ideal for differentiate instruction, intervention, and enrichment.
- Administered or coordinated district and school reading assessments to student body, which included managing student body logs in database.
- Coordinated school wide testing schedule.
- Participated in leadership meetings at the school, district, and regional level regarding reading issues.
- Selected, budgeted for, and delivered reading materials and resources school wide.

Reading Teacher

December 2006 – August 2004

- Provided individualized instruction and support to students with deficits in reading proficiency through various interventions.
- Collected and analyzed data to guide instruction to students in alternative education placements.

CERTIFICATE/SKILLS

- Graduate Certificate in Child and Adolescent Therapeutic Issues
- Graduate Certificate in Educational Leadership
- Maryland State Department of Education - Advanced Professional Certificate
Areas: Administrator I, Special Education 6-Adult, and Pupil Personnel Worker
- Statistical Software: SPSS, SAS, and Winsteps
- Microsoft Office Suite

PUBLISHED PAPERS

Payton, T. L. (2016). *The student scale of culturally responsive teaching: A development and validation study using the Rasch rating scale model* (Doctoral dissertation, Morgan State University).

RESEARCH EXPERIENCE

Payton, T.L. (2015). A Rasch Validated School Systems' District Office Survey. American Psychological Association Annual Convention.

Jackson, A., Beersingh, Y., Payton, T.L., Perinno, C., & Wright, F. (2015). An Engagement Model for Predicting Retention and Graduation. American Psychological Association Annual Convention.

Payton, T. L. (2015). The Student Survey on Culturally Responsive Teaching Practices: The Development of a Short Survey. Center for Culturally Responsive Evaluation and Assessment. Chicago, IL.