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I. EDUCATION

Ph.D.	2019	The University of North Carolina at Chapel Hill	Education
M.A.	2007	The George Washington University	Education (K-12 Admin.)
B.S.	2002	Kennesaw State University	Mathematics

II. PROFESSIONAL EXPERIENCE

2019-Present Assistant Professor of Educational Leadership PK-12
Curriculum Leadership Concentration Coordinator, M.Ed. in Curriculum
and Instruction, Independent Schools Concentration (2020-Present)
University of North Carolina at Charlotte Charlotte, NC

2014-2019 Instructor/Student Teaching Supervisor, M.A.T. & Elementary Education
University of North Carolina at Chapel Hill Chapel Hill, NC

2008-2014 Middle School Principal
The Alfred and Adele Davis Academy Atlanta, GA

Provided overall leadership, direction, supervision and accountability at The Davis Academy Middle School in the areas of instruction and curriculum, student educational development and achievement, safety and security, professional development and evaluation, community building, school plant, financial management and planning, student services and activities (e.g., student discipline, attendance, etc.) and coordination with the greater administrative team and k-5 division.

2004-2008 Middle School Dean of Students/Assistant Principal
The Alfred and Adele Davis Academy Atlanta, GA

Assisted the Middle School Principal by managing various student services and systems (student discipline, attendance, grade reporting, scheduling, etc.). Coordinated and led field trips (including over 30 domestic overnight trips and 10 international trips). Continued to teach mathematics in grades 6-8.

2000-2004 Math Teacher, Grades 4-8
The Alfred and Adele Davis Academy Atlanta, GA

III. TEACHING/CURRICULUM DEVELOPMENT

Courses Taught

The University of North Carolina at Charlotte (2019-Present)

ADMN 6100: Fundamentals of Educational Leadership

ADMN 6105: Legal Aspects of Schooling (sections for Public and Nonpublic School Law)

ADMN 6410/6420/6490/6491: Internship and Seminar: Administration and Supervision

ADMN 8120: Rethinking Education Reform: Law, Policy, and Public Schools

ADMN 8610: Interdisciplinary Seminar

MDSK 6691: Seminar in Professional Development

The University of North Carolina at Chapel Hill (2014-2019)

EDUC 685: Teaching Mathematics in the Elementary Grades

EDUC 493/593/685/693/746: Student Teaching Practicum

EDUC 521: Schools, Cultures, and Communities (Teaching Assistant)

Curriculum and Course Development

Contributed to the development of a new concentration in the M.Ed. in Curriculum and Instruction customized for independent school teachers.

Advising/Student-Directed Scholarship

Program Concentration Chair for the M.Ed. in Curriculum and Instruction, Independent School Cohort

Doctoral Dissertation Committees (Completed)

2023

Parsons, E.

Educational Leadership

Nash, S.

Educational Leadership

Allan, J.

Educational Leadership

Bryson-Evans, C.

Educational Leadership

2021

Wall, D.

Educational Leadership

Doctoral Dissertation Committees in Progress (=Chair/Co-Chair)*

Bayer, A.*

Educational Leadership

Blaydes, M.* (*University of Texas at Austin*)

Educational Psychology

Furr, D.

Educational Leadership

Garcia, A.

Educational Leadership

Jonassen, C.*

Educational Leadership

Leake, M.	Educational Leadership
Savage, S.	Educational Leadership
Shaw, E.	Educational Leadership
Simmons, K.	Educational Leadership

Master's Thesis Committees (Completed)

2022

Kulp, J.	Curriculum and Instruction
Velandia, C.	Curriculum and Instruction
Booker, T., Borowicz, P., & Fox, M.	Curriculum and Instruction
Coughlin, M., & Macdonald, L.	Curriculum and Instruction
Allensworth, A., & Keilty, S.	Curriculum and Instruction
Campbell-Patrick, D., Goeke, B., & Roark, M.	Curriculum and Instruction
Becker, A., Cudabac, A., & Harris, R.	Curriculum and Instruction
Bygum, Z., Heacock, P., & Stickler, L.	Curriculum and Instruction
Zelaya, M.	Curriculum and Instruction

IV. RESEARCH

Publications (* = data-based)

- ***Kudlats, J.**, & La Serna, J. (2023). Cultivating Leadership Identity: Exploring the Motivations and Experiences of Aspiring School Leaders. *European Journal of Educational Management*, 6(3), 179-189. <https://doi.org/10.12973/eujem.6.3.179>
- *Younis, M. C. Z., **Kudlats, J.**, Cox, K. T., Shore, R. A., La Serna, J. J., & Watson, J. R. (2022). Relating principals' invitational leadership to teacher job satisfaction and principal effectiveness in high-poverty rural elementary schools. *Journal of Applied Educational and Policy Research*, 7(1), 1-23.
- Kudlats, J.** (2022). The principal and the student: Uncovering the power and potential of meaningful interpersonal connections. In F. W. English (Ed.), *The Palgrave handbook of educational leadership and management discourse* (pp. 789-809). Palgrave Macmillan, Cham. https://doi.org/https://doi.org/10.1007/978-3-030-99097-8_56
- Walls, J., & **Kudlats, J.** (2022). Caring school leadership: From catchphrase to conceptual depth. In F. W. English (Ed.), *The Palgrave handbook of educational leadership and management discourse* (pp. 1891-1906). Palgrave Macmillan, Cham. https://doi.org/https://doi.org/10.1007/978-3-030-99097-8_109
- ***Kudlats, J.**, & Brown, K. M. (2021). Knowing kids makes a huge difference, part II: Advancing a conceptual framework for positive principal-student relationships. *Journal of School Leadership*, 31(5), 451-477. <https://doi.org/10.1177/1052684620935384> (originally published online in 2020)

***Kudlats, J.**, & Brown, K. M. (2021). Knowing kids makes a huge difference, part I: Exploring the principal-student relationship. *Journal of School Leadership*, 31(5), 428-450. <https://doi.org/10.1177/1052684620923080> (originally published online in 2020)

*LaGarry, A., Bausell, S., **Kudlats, J.**, & Taylor-Bullock, R. (2017). *A+ Schools program evaluation – Summative report (Evaluation Report)*. North Carolina State Department of Cultural Resources, Raleigh, N.C.

Kudlats, J. (2017). Uncovering the principal-student relationship. *Teachers College Record*. Date Published: April 10, 2017, <http://www.tcrecord.org>, ID Number: 21912.

Kudlats, J. (2016). From the Editorial Board: Aiming beyond success: Reinforcing the true potential of arts education. *The High School Journal*, 99(3), 191-192.

Manuscripts in Preparation

***Kudlats, J.**, & Zhang, S. *Building Meaningful Connections: Elementary Principals' Perceptions of their Relationships with Students*. Manuscript in preparation.

Kudlats, J., & Hachiya, R. Prohibitions on discrimination based on race and sex. In E. G. Everson, E. M. Krimbill, J. L. Surface, R. Muniz, C. D. Thomas, & R. Umpstead (Eds.), *The Principal's Legal Handbook* (7th ed.). Education Law Association. Manuscript in preparation.

*Blaydes, M., **Kudlats, J.**, Di Rienzo, F., McCarthy, C. & Weppner, C. H. *Principals' Experiences of Stress and Coping within COVID-19*. Manuscript in preparation.

*Lambert, R. G., McCarthy, C., Tian, T., **Kudlats, J.**, Huang H., Miller, T., Di Rienzo, F. *School leadership as a predictor of teacher stress during and coming out of COVID-19*. Manuscript in preparation.

***Kudlats, J.**, Blaydes, M., Weppner, C. H., Lambert, R. G., & McCarthy, C. *The needs of the many: Generating rich mixed methods studies through building and nurturing strong research-practice partnerships in education*. Manuscript in preparation.

*Blaydes, M., **Kudlats, J.**, Weppner, C. H., Lambert, R. G., & McCarthy, C. *Untitled manuscript about management strategies and school climate data*. Manuscript in preparation.

Kudlats, J. *Has anyone seen the kid? Looking for the student in the histories of the principalship*. Manuscript in preparation.

Conference Presentations (# = refereed, * = data-based)

National/International Presentations

#*Kudlats, J., & Zhang, S. (July, 2023). *Building Meaningful Connections: Elementary Principals' Perceptions of their Relationships with Students*. Paper presented at the Annual conference of the International Council of Professors of Educational Leadership, Orlando, FL.

#*Blaydes, M., Kudlats, J., Di Rienzo, F., McCarthy, C. & Weppner, C. H. (July, 2023). *Principals' experiences of stress and coping within COVID-19*. Paper presented at the Annual International Conference of the Stress, Trauma, Anxiety, and Resilience Society, Faro, Portugal.

#* Lambert, R. G., McCarthy, C., Tian, T., Kudlats, J., Huang H., Miller, T., Di Rienzo, F. (July, 2023). *School leadership as a predictor of teacher stress during and coming out of COVID-19*. Paper presented at the Annual International Conference of the Stress, Trauma, Anxiety, and Resilience Society, Faro, Portugal.

#*Lambert, R. G., McCarthy, C. J., Weppner, C. H., Blaydes, M., & Kudlats, J. & Huang, H. (2023, April). *Quality and stability of school leadership as longitudinal predictors of teachers' occupational health and stress*. Paper presented at the annual convention of the American Educational Research Association, Chicago, IL.

#*Lambert, R. G., McCarthy, C., & Kudlats, J. (2023, March). *Establishing a mutually beneficial research-to-practice partnership with a large education agency*. Invited presentation at the annual Meaning, Innovation, and Empowerment in Education conference, Achva Academic College, Arugot, Israel.

#*Kudlats, J., & LaSerna, J. J. (2021, November). *Cultivating Leadership Identity: Exploring the Motivations and Experiences of Aspiring School Leaders*. Paper presented at the annual convention of the University Council for Educational Administration, Columbus, OH.

#*LaSerna, J. J., Cox, K., Kudlats, J., Lambert, R., & Benson, T. A. (2021, November). *A Range of Influence: How Principals View their Impact on School Operations*. Paper presented at the annual convention of the University Council for Educational Administration, Columbus, OH.

#Kudlats, J. (2020, August). *The Principal-Student Relationship: Establishing a Foundation for Discourse*. Presentation at the annual convention of the International Council of Professors of Educational Leadership, Denver, CO.

#***Kudlats, J.**, & Brown, K. M. (2020, April). *Knowing kids makes a huge difference: Advancing a conceptual framework for the principal-student relationship*. Paper presented at the annual convention of the American Educational Research Association, San Francisco, CA.

#***Kudlats, J.**, & Brown, K. M. (2019, November). *Knowing kids makes a huge difference: Exploring the principal-student relationship*. Paper presented at the annual convention of the University Council for Educational Administration, New Orleans, LA.

#***Kudlats, J.** (2019, September). *Knowing kids makes a huge difference: An exploratory study of the principal-student relationship*. Paper presented at the Positive Leadership for Flourishing Schools conference, Kingston, Ontario, Canada.

#LaGarry, A., & **Kudlats, J.** (2016, November). *Aims and attenuation: Engaging critical and existential aims for arts education*. Paper presented at the annual conference of The American Educational Studies Association, Seattle, WA.

State/Regional Presentations

#Shore, R., & **Kudlats, J.** (2022, March). *Reading words or reading music: What's the difference?* Presentation at the Teacher to Teacher Conference, Charlotte, NC.

#Shore, R., & **Kudlats, J.** (2020, March). *School engagement through personalization*. Presentation at the Teacher to Teacher Conference, Charlotte, NC.

Dragnic-Cindric, D., Corbat, J., **Kudlats, J.**, & Lyons, K. (2017). *Learning through projects: Revival, rebranding, and resurgence through history*. Paper presented at the Southeastern Association of Educational Studies Conference, Chapel Hill, NC.

Grants and Other Funding

External

Morris, D. S., [Principal Investigator], D'Amico, M. M., Watson, J., Hart, W., Shore, R., La Serna, J., **Kudlats, J.**, & Greene, T. [Co-Principal Investigators]. (2023-2026). *Transforming principal preparation programs (TP3): UNC Charlotte & Southwest Regional Education Service Alliance collaborative project additional funding request*. North Carolina Principal Fellows Commission, North Carolina State Education Assistance Authority, and the University of North Carolina General Administration. Funded: \$406,557.

Morris, D. S., [Principal Investigator], D'Amico, M. M., Watson, J., Hart, W., Shore, R., La Serna, J., & **Kudlats, J.** [Co-Principal Investigators]. (2025-2026). *Transforming principal preparation program (TP3): UNC Charlotte and Southwest Regional Education Service Alliance collaborative project: 6th Year Funding*. North Carolina

Principal Fellows Commission, North Carolina State Education Assistance Authority, and the University of North Carolina General Administration. Funded: \$699,941.

Morris, D. S., [Principal Investigator], D'Amico, M. M., Watson, J., Hart, W., Shore, R., La Serna, J., & **Kudlats, J.** [Co-Principal Investigators]. (2020-2025). *Transforming principal preparation program (TP3): UNC Charlotte and Southwest Regional Education Service Alliance collaborative project*. North Carolina Principal Fellows Commission, North Carolina State Education Assistance Authority, and the University of North Carolina General Administration. Funded: \$3,748,616.

V. SERVICE

Service to the University

- 2023-2025 Departmental Representative, College of Education Faculty Council, University of North Carolina at Charlotte
- 2023-2025 College Representative, Faculty Information and Technology Services Advisory Committee (FITSAC), University of North Carolina at Charlotte
- 2020-2024 Library Departmental Representative, University of North Carolina at Charlotte
- 2021-2022 Member, Assist. Professor of Educational Leadership Search Committee, University of North Carolina at Charlotte
- 2020-2022 College Representative, Faculty Advisory Library Committee (FALC), University of North Carolina at Charlotte
- 2020-2022 Department of Educational Leadership Legacy for Leadership Award Committee, University of North Carolina at Charlotte (*Chair, 2020-2021*)
- 2020 Member, TP3 Coordinator Search Committee, University of North Carolina at Charlotte
- 2018 Member, Faculty Search Committee, University of North Carolina at Chapel Hill

Service to the Profession

Editorial and Review Service

- 2023-Present Manuscript Reviewer, Leading and Managing
- 2023-Present Manuscript Reviewer, The High School Journal
- 2023-Present Manuscript Reviewer, Mentoring and Tutoring: Partnership in Learning Journal

2022-Present Proposal Reviewer, National Youth Advocacy and Resilience Conference

2022-Present Member, Editorial Board, The High School Journal

2020-Present Manuscript Reviewer, Urban Education Journal

2023 Guest Editor, Journal of Applied Educational and Policy Research, Special Edition: *Educational Research in the Independent School* (Working title)

2022 Manuscript Reviewer, Professional School Counseling, Special Edition: *Creating Social Capital through School Counselor-Principal Collaboration*. 26(1c).

2015-2019 Graduate Student Member, Editorial Board, The High School Journal

Professional Leadership Positions

2023-Present Education Law Association

Member, Education Committee (2023-Present)

Member, Periodicals Committee (2023-Present)

Service to the Community and Practitioners

Media Development

Thomas, C., & **Kudlats, J.** (Hosts). (2023-Present). *Chalk & Gavel* [Audio podcast].
<https://podcasts.apple.com/us/podcast/chalk-and-gavel/id1712117845>

Leadership Positions

2019-Present Board Member, The Centre for Relationship-Based Education

2006-2014 Accreditation Team Member, Advanc-Ed (SACS/SAIS)

Invited Presentations

Kudlats, J. (2023, September). *Administrator perspectives on supporting EC educators*.
SPED 4270 guest lecturer, University of North Carolina at Charlotte. Charlotte, NC.

Kudlats, J. (2020, October). *An introduction to the legal aspects of schools and schooling*.
EDUC 1100 guest lecturer, University of North Carolina at Charlotte. Charlotte, NC.

Kudlats, J. (2020, November). *An introduction to the legal aspects of schools and schooling*.
EDUC 1100 guest lecturer, University of North Carolina at Charlotte. Charlotte, NC.

VI. PROFESSIONAL MEMBERSHIPS

American Educational Research Association
University Council for Educational Administration
International Council of Professors of Educational Leadership
Education Law Association
North Carolina Professors of Educational Leadership
North Carolina Association of School Administrators

VII. MEDIA INTERVIEWS AND MENTIONS

Thomas, C., & **Kudlats, J.** (Hosts). (2023, October 24). Charter schools and dress codes (No. 1) [Audio podcast episode]. In *Chalk & Gavel*.
<https://podcasts.apple.com/us/podcast/chalk-and-gavel/id1712117845>

Bolling, C. (2020, August 12). Crunch time for Charlotte's private schools. *The Charlotte Ledger Business Newsletter*. Retrieved from: <https://charlotteledger.substack.com>