

Jasmine R. Bates, M.Ed.

batesjr2@vcu.edu | www.linkedin.com/in/jasminebates

EDUCATION

Virginia Commonwealth University Ph.D. Student, Educational Leadership, Policy & Justice	Anticipate graduation, May 2025
Virginia Commonwealth University Post Master's Certificate, Educational Leadership	August 2021
Virginia State University M.Ed., Counselor Education	May 2009
Virginia Union University B.A., English	May 2005

RESEARCH INTEREST

My research examines the impact of hypersegregated school environments on the academic, personal and social experiences of Black, high school students.

AWARDS AND RECOGNITIONS

AACTE Holmes Scholar, Virginia Commonwealth University	September 2022-present
Chi Sigma Iota, Sigma Upsilon Tau Chapter (Virginia State University)	Spring 2008

LICENSES AND CERTIFICATIONS

Pupil Personnel Services License, Virginia Department of Education

PROFESSIONAL EXPERIENCE

Henrico County Public Schools, Richmond, Virginia
High School Counselor August 2021 – Present

- Manage a diverse caseload of 250 students, to include collecting, interpreting and analyzing trends in data to determine efficiency of counseling program
- Analyze student performance quarterly to determine positive or negative progression towards academic goals and communicate outcomes with building leaders and parents/guardians
- Create, coordinate and manage student centered activities, professional development and other projects, using human centered design practices and adult learning theories
- Counsel and consult with students, parents and other stakeholders individually and in groups on various topics, with appropriate follow-up and support as necessary
- Interpret and utilize trends in data in order to develop comprehensive programs that meet student and school-wide needs
- Wrote and received 2 grants: 2022 recipient of the Henrico Education Innovative Grant (\$5,660); 2023 Recipient of the SisterFund Grant (\$9,000)
- Coordinate, plan and implement first HBCU College and Career Fair, exposing over 300 students to post-secondary opportunities

Student and Behavioral Health Specialist

- Led the Positive Behavior Intervention and Support (PBIS) team to foster a positive and inclusive school environment, promoting student well-being and academic success, to include developing and implementing a comprehensive PBIS program aligned with school, district and statewide goals and initiatives
- Facilitated improved student behavior and interpersonal skills through functional behavioral assessments, conferences, home visits and referring families for services
- Promoted educational excellence and student achievement by leading faculty and staff in establishing clear behavior expectations and guidelines for students, reinforcing positive behaviors and addressing challenging behaviors through evidence-based interventions
- Coordinated data collection and analysis to monitor the effectiveness of behavior support strategies, using the findings to guide ongoing program refinement and improvement
- Identified, developed and delivered aligned resources, professional development opportunities and programs to support faculty and staff on behavioral and mental health topics, including positive behavioral interventions and tiered approaches to behavioral expectations
- Provided leadership to individual schools on crisis prevention and management, de-escalation protocols, and threat/risk assessments through continuous professional development
- Developed and delivered educational presentations to community groups and schools, raising awareness about the organization's mission and services

Success Coach

- Facilitated improved student behavior and interpersonal skills through functional behavioral assessments, conferences, home visits and referring families for services
- Improved student behavior and interpersonal skills by providing intensive support and connecting students and families to community resources
- Adapted to meet virtual needs of students during remote learning by conducting virtual meetings, classroom lessons and home-visits
- Identified, developed and delivered aligned resources, professional development opportunities and programs to support faculty and staff on behavioral and mental health topics, including positive behavioral interventions and tiered approaches to behavioral expectations
- Provided leadership to individual schools on crisis prevention and management, de-escalation protocols, and threat/risk assessments through continuous professional development

March 2014-June 2016: School Counselor, Wakefield High School

July 2016-July 2017: Dean of Students, Wake Forest High School

August 2017-July 2018: School Counselor & Acting Dean of Students, Wakefield High School

Dean of Students

- Led the student services department in upholding, the mission, vision and goals of the department, school, district and those outlined in the ASCA national model
- Developed and maintained a written plan for effective delivery of the school counseling program based on the North Carolina Comprehensive School Counseling Standard Course of Study and current individual school data.
- Provided leadership and coordination of a comprehensive student services program to include: supervising the collection, access and maintenance of student records; developing an annual plan for effective delivery of the school counseling program; managing departmental budget; and preparing and distributing appropriate student services information to school staff
- Led school wide restorative justice initiatives with faculty and staff, to include professional development and implementation with students
- Counseled students individually and in groups on personal growth and development, educational/academic and career planning, and post-secondary opportunities, with appropriate follow-up to monitor student progress

- Coordinated and organized school-wide registration process with Assistant Principal for Curriculum Instruction to include: presenting information to students and parents at school wide curriculum fair; informing students of their course and credit standing at appropriate intervals; and providing input to school curriculum planning
- Developed and implemented developmentally appropriate and prevention-oriented group activities to meet student needs and school goals, specifically those related to on-time graduation
- Assisted with the standardized testing program, to include coordination of College Board's Advanced Placement Testing
- Provided professional development opportunities for counseling staff, school faculty and other stakeholders as needed

School Counselor

- Provided direct services through the Guidance Curriculum, Individual Student Planning and Preventive and Responsive Services for a caseload of 450 students in grades 10-12
- Counseled students individually and in groups on personal growth and development, educational/academic and career planning, and post-secondary opportunities, with appropriate follow-up to monitor student progress
- Interpreted and utilized student data in order to develop comprehensive programs that meet student needs
- Coordinated senior student services related activities to include fall senior night, College Admissions 101 spring session, College Week, College Acceptance Week, on-site admissions visits and distribution of pertinent materials
- Served as coordinator of the Positive Behavior Intervention and Support (PBIS) Initiative; member of the school's leadership and intervention teams; and coordinated and created Operation Graduation initiative

Granville County Public Schools, Oxford, North Carolina

June 2013-March 2014

Online School Counselor, Grades 6-12

- Served as a counseling administrator, coordinator, and liaison, servicing 3 middle schools and 4 high schools in Granville County
- Applied knowledge of concepts, principles and methodologies of instruction in an online teaching and learning environment to deliver services to students in grades 6-12 via individual or group counseling, specifically in areas of personal, academic and career development
- Maintained digital student information and records system for every student enrolled in one or more online courses, ensuring the division's guidelines and expectations were met and maintained
- Supported students, faculty, and staff by ensuring proper student placement and enrollment; provided crisis intervention strategies; promoted healthy and safe online school climate and learning environment; monitored and reported students' deficiencies
- Drafted, coordinated and publicized information to students, parents, and school counseling departments regarding matters relating to online learning opportunities; learning strategies; and best practices for students with special needs

Chesterfield County Public Schools, Chesterfield, Virginia

August 2011 – June 2013

Online School Counselor

- Served as a counseling administrator, coordinator, and liaison, servicing 11 high schools to include 71 professional counselors
- Provided direct consultation and guidance to students as necessary on matters relating to online courses, internet safety, learning strategies and other specific education needs
- Publicized and coordinated information to students, parents, school and community/government officials regarding online learning opportunities for students seeking completion of their high school diploma
- Served as co-chairperson of the Leadership for 21st Century Scholarship and a member of the Crisis Response Team for Chesterfield County Public Schools

Williamsburg-James City County Public Schools, Williamsburg, Virginia

August 2009-July 2011

High School Counselor

- Assisted students with course and subject selection; career selection, evaluations and inventories; school's varied opportunities for diversified and individualized learning; and personal and academic development
- Provided awareness and professional development opportunities for teachers, administrators, and other school counselors in the areas of education, human services, and multicultural awareness

- Collaborated with community agencies in order to provide appropriate placement and assistance to students and their families in order to maximize success

Henrico County Public Schools, Richmond, Virginia

August 2005-July 2008

English Teacher

- Designed, implemented, and presented English curriculum as stated by the Virginia Standards of Learning
- Provided a stimulating learning environment and employed a broad range of instructional techniques to retain student interest and maximize individual learning within a group environment
- Evaluated student progress through data collection and communication with other professionals, in order to determine individual student needs

INVITED PRESENTATIONS, WORKSHOPS & PROFESSIONAL DEVELOPMENT FACILITATION

2023 : Metropolitan Education Research Consortium, Richmond Virginia

Topic: Unveiling the Power of Black Women in Educational Leadership: Shifting Paradigms through Personal Narratives (Moderator)

2023: American Educational Research Association Annual Meeting (Chicago), Research In Progress

Topic: Separate and Unequal: A Qualitative Study of Black Students' Academic Experiences in a Hypersegregated Environment

2023: American Association of Colleges for Teacher Education Pre-Conference (Indianapolis) Poster Presentation

Topic: One School, Three Populations: A Demographic Analysis by Race of the Student Population at a Virginia Public High School

2021 Virginia Commonwealth University, Counselor Education Graduate Students

Topic: Engaging Students in a Virtual Setting as a School Counselor

2020 Virginia School Counselor Association Fall Conference (postponed until March 2021)

Topic: Understanding the Effects of Implicit Bias in the School Environment

2020 Capital University, School Counseling Graduate Students

Topic: Multi-Tiered Systems of Support (MTSS)

2020 Capital University, School Counseling Graduate Students

Topic: Opportunities in the School Counseling Profession

2017 North Carolina School Counselor Association Fall Conference

Topic: Seniors 101: The Cure for Senioritis

2013 Virginia School Counselor Association Annual Conference

Topic: Ensuring Student Success in Online Courses: Our Role as School Counselors

2012 National Conference for the International Association for K-12 Online Learning (iNACOL)

Topic: Creating and Executing an Online Health and Physical Education Course

MEDIA IMPACT

Difficult Conversations, Race In Richmond Series

Topic: Exploring Race, Identity and Relationships, December 12, 2023

The Gary Flower Radio Show (Live Broadcast)

Topic: The Impact and Importance of Historically Black Colleges and Universities (HBCU), February 2023

Virginia Union University Professional Development Mentorship Series (Live Broadcast), February 17, 2022

Innovative Strategies *Saturday School* (Live Broadcast), January 23, 2021

Topic: Navigating COVID as a Student, Educator and Parent

School Counselor Opportunities and Professional Engagement (SCOPE) Podcast, August 19, 2020

Topic: Another Crucial Conversation about Race

EDUCATIONAL RESEARCH PUBLICATIONS

February 2023, Metropolitan Educational Research Consortium

Report: Throwing Solar Shade-Year Two Evaluation Report

Role: Conducted focus groups, transcribed and coded data, contributing author

PROFESSIONAL & COMMUNITY SERVICE ORGANIZATIONS

American School Counselor Association, Member (2009-present)

Virginia School Counselor Association, Member (2008-2012, 2018-present)