

RHONDA S. JONES HOWARD, BSN, MPH
Instructional Leader | Equity Advocate | Advanced Academics Leader |
Haymarket, VA • (336) 362-1376
rhondajoneshoward@gmail.com • rsjoneshowar@fcps.edu

PROFESSIONAL SUMMARY

Collaborative and equity-focused educational leader with more than 20 years of experience across Fairfax County Public Schools, eastern Virginia, North Carolina and diverse educational settings. Demonstrated success leading instructional initiatives, coaching teachers, facilitating professional learning, supporting school improvement efforts, and promoting equitable access to rigorous learning opportunities. Experienced in curriculum development, implementation, data-driven decision-making, program management, student intervention, community engagement, and building positive school culture. Recognized for fostering strong relationships with students, staff, families, and community partners while advancing academic achievement and organizational excellence.

EXPERIENCE

ADMINISTRATION INTERN & BIOLOGY TEACHER

Credit Recovery Westfield High School, FCPS | Summer 2026

- Support summer school operations, staff supervision, and program implementation.
- Partner with instructional and counseling teams to increase student engagement, attendance, and course completion.
- Utilize student performance data to support continuous program improvement and equitable access to credit recovery opportunities.

SCIENCE 7 TEACHER & STUDENT SUPPORT

O.W. Holmes Middle School, FCPS | August 2025 – Present

- Provides targeted academic intervention through small-group and individualized instruction in science 7, Honors Life Science, and Reading.
- Collaborates with special education and general education staff to implement differentiated instructional practices and monitor student progress.
- Supports Honors Life Science students through rigorous instruction emphasizing critical thinking, scientific reasoning, and SOL readiness.
- Delivered Tier II and Tier III reading interventions resulting in 5 of 9 identified students meeting end-of-year reading goals, with four students exceeding growth targets.
- Utilizes assessment data to develop interventions, monitor achievement, and support MTSS implementation.
- Build collaborative partnerships with families, teachers, and support staff to improve student outcomes.

BIOLOGY TEACHER

Edison High School, FCPS | 2024–2025

- Achieved a 91.5% Biology SOL pass rate through data-driven instruction and targeted intervention.
- Modeled effective instructional practices and classroom management for colleagues.

ADVANCED ACADEMICS RESOURCE TEACHER

Hayfield Secondary School, FCPS | 2023–2025

- Served as liaison between school leadership and the FCPS Advanced Academic Programs Office.
- Led implementation of advanced academic services aligned with the FCPS Strategic Plan, Portrait of a Graduate, and Learning Model.
- Provided instructional coaching and professional learning focused on rigor, differentiation, and honors-level instruction.
- Planned and facilitated professional development, EdCamps, and teacher learning experiences.
- Managed and advocated for Young Scholars programming to expand access to advanced academic opportunities.

EQUITY LEAD & SCIENCE 7 CLT LEAD

Rachel Carson Middle School, FCPS | 2019–2023

- Led schoolwide equity initiatives and professional learning aligned with culturally responsive practices.
- Facilitated collaborative team planning, data analysis, and instructional improvement efforts.
- Partnered with staff and administrators to strengthen inclusive practices and improve student outcomes.
- Served on Mission and Vision Committee and Cultural Equity Team.
- Coordinated STEAM guest speakers and community partnerships supporting student engagement and career exploration.

HOMEBOUND EDUCATOR

FCPS | 2012–Present

- Provides individualized instruction and educational continuity for students with medical and emotional challenges.
 - Collaborates with school teams and families to ensure academic success and access to services.
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SCIENCE EDUCATOR

Fairfax County, Norfolk, Elizabeth City-Pasquotank, and Guilford County Public Schools | 1999–2025

- More than two decades of experience teaching secondary science and supporting diverse student populations.
- Developed innovative instructional programs, intervention initiatives, and STEM career awareness opportunities.

EDUCATION

**DOCTOR OF EDUCATION (ED. D) IN SUPERVISION AND LEADERSHIP
CANDIDATE**

Liberty University, Lynchburg, VA

Expected graduation Dec 2027

BACHELOR OF SCIENCE IN NURSING (BSN)

Old Dominion University, Norfolk, VA

Dec 2011

POST-BACCALAUREATE MEDICAL SCIENCE PROGRAM

May 2005

Hampton University, Hampton, VA

MASTER OF PUBLIC HEALTH (MPH), EPIDEMIOLOGY & MANAGEMENT

Eastern Virginia Medical School / Old Dominion University, Norfolk, VA Dec 2003

BACHELOR OF SCIENCE IN BIOLOGY

North Carolina A&T State University, Greensboro, NC

May 1999

CERTIFICATIONS

- Postgraduate Professional License Biology, PGP-0620819
- Advanced Academics Certification 2017

PROFESSIONAL LEARNING & PRESENTATIONS

- Aspiring Assistant Principal Cohort (2026)
- FCPS Co-Presenter, *Applying the Honors Framework to Cultivate Advanced Academic Strategies for Student Success* (2025)
- Co-Presenter, *Meeting the Needs of Advanced Learners* (2024)
- Presenter, *Engaging Twice Exceptional Learners* (2024)
- Presenter, *Advanced Academics Through a Different Lens* (2024)
- Inspire Conference Planning Team (2024)
- FCPS Winter Inservice Presenter, *Balanced Assessments* (2022)
- FCPS Advanced Academic Certification Cohort
- Project-Based Learning Training
- Cultural Proficiency Training

- Coaching Skills Development Series
- Nonviolent Crisis Intervention Training (2005)

AWARDS, ACCOMPLISHMENTS & RECOGNITION

- FCPS CARES Recipient (2020, 2024, 2025)
- Delta Kappa Gamma Society International Grant Recipient
- Central Virginia's Most Inspirational Women Nominee
- Equity Leader Culturally Based Proficiency Award
- Alpha Kappa Alpha Sorority, Inc. Soror of the Year
- Outstanding Teacher Award, Norfolk Public Schools

PROFESSIONAL AFFILIATIONS

- National Association of Secondary School Principals (NASSP)
- Delta Kappa Gamma Society International
- Kappa Delta Pi Honor Society in Education
- Alpha Kappa Alpha Sorority, Inc.

CORE LEADERSHIP SKILLS

Instructional Leadership • School Improvement Planning • Teacher Coaching • Equity & Inclusion • MTSS Implementation • Data Analysis • Professional Learning Facilitation • Curriculum & Assessment • Community Engagement • Strategic Planning • Program Evaluation • Conflict Resolution • Team Building • Grant Management

REFERENCES

Kelly Cosgrove
Principal, Credit Recovery Westfield Site
(703)326-3100
kmcosgrove@fcps.edu

Warren Carrington
Associate Principal, Hayfield Secondary School
(703)924-7440
wpcarrington@fcps.edu

Dr. Lawrence W. Randolph
Senior Manager 1 Advanced Academics Services
(571)423-4746
lwrandolph@fcps.edu