



Joy McCreary, PhD

Education Consultant

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EDUCATION

PhD, K–12 Education and Equity

Fall 2025

Claremont Graduate University

Dissertation: Creating & Validating a Teacher Resilience Scale in the U.S. Context

Committee: Dr. Gwen Garrison (Chair), Dr. Tom Luschei, Dr. Rebecca Hatkoff

Master's of Education

December 2024

Claremont Graduate University

Thesis: Teacher Resilience: Validating an Instrument in the US Context

Master of Arts in Urban Education, Emphasis in Policy & Administration

May 2020

Loyola Marymount University

Thesis: Fostering Resilience in Title I Middle School Classrooms

Clear Multiple Subject California Teaching Credential

May 2020

Loyola Marymount University

Subject Matter Authorizations in English & Social Science

Bachelor of Arts, International Development Studies, Political Science, & German

June 2018

University of California, Los Angeles

Thesis: Powerful Players in Seemingly Powerless Situations: The Role of Women in Refugee Crises

Departmental Honors, International Development Studies

ACADEMIC & PROFESSIONAL APPOINTMENTS

Adjunct Professor, School of Education

Aug. 2025 – Present

University of Massachusetts Global

Courses: TK–8 Mathematics Methods; Capstone Problem of Practice in Education; Paradigms, Practices, & Policies in Education

- Guide graduate candidates through the inquiry model to identify, research, and analyze complex instructional problems at local, national, and global levels
- Supervise data collection, literature synthesis, and application of causal and longitudinal reasoning in students' inquiry projects
- Evaluate signature assignments and video presentations to assess candidates' analytic rigor, data use, and understanding of policy implications
- Model scholarly writing and dissemination practices aligned with APA standards, preparing students for publication and conference presentation
- Design course content, assessments, and interactive learning activities aligned with program and course learning outcomes
- Provide individualized mentoring and feedback to graduate-level teacher candidates in a fully online learning environment

Consultant / Effectiveness Coach, LA Teacher Preparation Program

2026 – Present

TNTP

- Facilitate a semester-long Skills Building Experience (SBE) professional development program strengthening instructional strategies for multilingual learners
- Coach and develop educator participants through adult-centered learning, individualized mentorship, and ongoing feedback cycles
- Support participants through the California teacher credentialing process – advocacy, program-entry guidance, and assessment preparation
- Analyze participant performance data to identify trends and implement targeted supports improving individual and cohort outcomes
- Conduct on-site classroom observations across LA County and deliver strengths-based feedback aligned to multilingual learner pedagogy

IB HL Language & Literature, English Language Development, MYP English, MYP Seminar, Interventionist

2023 – 2026

Blair Middle & High School

- Planned and facilitated school-wide professional development on academic language and vocabulary instruction for English Learners
- Designed, differentiated, and delivered IB HL Language & Literature (grade 12), MYP English & Seminar (grades 6–8), and E3D curriculum for multilingual learners (grades 6–12)
- Collaborated on CAASPP, ELPAC, and iReady testing support, including data analysis and Interim Assessment Block usage
- Researched curriculum, standards, board policy, collective bargaining, and CA Ed Code to ensure alignment, legal compliance, and WASC/IB accreditation
- Instructional Leadership Team: created school-wide action plans for positive behavior, master calendar, and PD design
- Curriculum Pilot & Selection Team: piloted Amplify and StudySync, gathered student/parent feedback, and advised the district on curriculum selection

Intervention Support Coordinator, Literacy Department Chair, Literacy Teacher (English/History)

2020 – 2023

George Washington Carver Middle School

- Facilitated school-wide PD on literacy intervention and social-emotional learning; monitored staff progress toward PD goals
- Observed teachers and coached fellow educators cross-content on literacy strategies; reviewed and gave feedback on lesson plans
- Assessed and analyzed student performance data (ELPAC, SBAC, STAR) to identify students for literacy intervention and monitor progress
- Community School Teacher Representative: wrote a \$250,000 grant to establish a performing arts program; facilitated community partner contracts
- Local School Leadership Council Teacher Representative: set school calendar and policy; created and tracked an \$11M+ school budget

7th Grade English/History Teacher, Student Government Advisor

2019 – 2020

Alliance College-Ready Public Schools

- Differentiated and delivered Achievement First curriculum, aligned to California Common Core Standards
- Created synchronous and asynchronous learning opportunities to support students through the Covid-19 pandemic
- School Site Council Representative: provided input at monthly LCAP meetings; oversaw school budget
- WASC Teacher Representative: coordinated with the visiting committee and wrote four sections of the WASC report, earning 5-year approval

Inner City Education Foundation

- Differentiated and delivered Reading & Writing Workshop curriculum, including for students with special needs and English learners
- PBIS Team Member: attended LA County Office of Education trainings; planned and implemented school-wide PBIS strategies

CURRICULUM DESIGN & DEVELOPMENT**IB Middle Years Program Seminar Course Development Lead**

2024 – Present

Blair Middle & High School

- Authored the MYP Seminar course for UCOP — A-G compliant, Common Core aligned, UC Honors approved, and adopted by IB schools statewide
- Developed synchronous learning experiences and assessments differentiated for multilingual learners and students with disabilities
- Integrated IB Personal Project and Service-Learning Project components; embedded student supports and scaffolds throughout
- Model-taught the course to demonstrate effective use of the curriculum and promote a culture of peer observation

Intervention Support Coordinator

2020 – 2023

George Washington Carver Middle School

- Developed synchronous learning experiences and assessments for school-wide reading intervention curriculum
- Analyzed school-wide data to identify students for intervention and adjusted programming based on progress monitoring
- Planned and delivered literacy PD based on teacher feedback and student needs; integrated student feedback into course design

POLICY RESEARCH & ANALYSIS**Policy Advisor Fellow, Emeryville Rising**

Sept. 2025 – Dec. 2025

Leadership for Educational Equity

- Research community-driven ballot initiatives and provide contextual/background analysis
- Compare Emeryville's ethical and political climate to peer cities (Albany, Berkeley, Richmond, Oakland) on cultural, demographic, and economic factors
- Analyze gaps in existing checks and balances — campaign finance oversight, conflicts of interest, lobbying disclosure, and staff ethics enforcement
- Authoring "Why Emeryville Needs an Independent Public Ethics Commission," for publication by a local media outlet

Policy Fellow

2022 – 2023

TeachPlus California

- Interviewed K–12 educators and California Commission on Teacher Credentialing members to investigate adoption of the new California Standards for the Teaching Profession (CSTPs)
- Analyzed qualitative interview data from higher education professionals and wrote a published policy brief on the CSTP revisions
- Advocacy contributed to the CSTPs being updated and passed; collaborated with a statewide team of teachers

Policy Fellow for LAUSD Board of Education Member Nick Melvoin

Summer 2022

Leadership for Educational Equity

- Researched and published a policy recommendation to establish a Greening Tsar position in LA Unified
- Drafted and passed a Commemorative Resolution for Suicide Awareness Month; created a Commemorative Resolution Calendar
- Summarized research on greening, Covid-19 learning loss, and teacher retention to inform board priorities

PUBLICATIONS

- Transform California Teaching and Learning: Teach Plus California Policy Fellows on Supporting and Funding New Teacher Standards — state publication
- Greening Tsar Memo — policy recommendation to LAUSD Board Member Nick Melvoin

CONFERENCES & PRESENTATIONS

- Comparative International Education Society, Western Regional Conference — “Newcomer Education in California” (presentation)
- Building Bridges Summit California
- Political Leadership Conference

AWARDS & HONORS

- Tae Han Kim Award, Claremont Graduate University School of Education Studies — Spring 2024
- Education Fellow, Teach For America Corps Member
- Dean’s List: Fall 2014, Winter 2016, Fall 2017, Winter 2018
- Honors Societies: Alpha Lambda Delta, Phi Eta Sigma
- Departmental Honors, International Development Studies

CERTIFICATIONS & TRAININGS

- Certifications: CITI – Protection of Human Subjects in Research; Equity Grading & Instruction; Reading Fluency for Older Students; Science of Reading; CPR/First Aid
- Trainings: IB Theory of Knowledge (Category 1); IB MYP Language & Literature (Category 1); IB Language & Literature (Category 2); Anti-Racism; Blended Learning

SKILLS & QUALIFICATIONS

- Educational: Curriculum design & alignment, data review & analysis, assessment design, literacy specialist, Universal Design for Learning (UDL), differentiation, inquiry-based & project-based learning, culturally responsive teaching, distance learning strategies, data synthesis & presentation, project management
- Research & Applications: STATA, RStudio, MaxQDA, NVivo AI Assistant, Atlas.ti, GSuite, Microsoft Office, Canva, Adobe InDesign, Adobe Photoshop
- Learning Platforms: Canvas, Schoology, Google Classroom, Blackboard, PowerSchool, Nearpod, Edpuzzle, Turnitin

LANGUAGES

- German (proficient)
- Spanish (basic)

CIVIC & ADVOCACY LEADERSHIP

State Caucus Representative, Greater Pasadena Area

Aug. 2022 – Aug. 2026

National Women’s Political Caucus

- Collaborate with caucuses across California to advance NWPC’s policy priorities; serve as intermediary between state party and local caucus

Candidate

Nov. 2019 – March 2020

Glendale Unified School District Board of Education

- Earned 39.1% of the vote (4,554 votes) against a seated incumbent; fundraised over \$7,000
- Built and led a grassroots campaign — 7,000+ mailers, ~5,000 doors knocked, 12 outreach events, & 5 candidate debates; endorsed by the National Women’s Political Caucus