

JAY A. BUTLER

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Office of School Culture, Knox County Schools
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CURRENT APPOINTMENTS

Ph.D. Student, Special Education

Department of Theory & Practice in Teacher Education
College of Education, Health, & Human Sciences
University of Tennessee, Knoxville

School Culture Specialist

Office of School Culture
Knox County Schools District
Knoxville, TN

ACADEMIC BACKGROUND

Ph.D. 2026	Special Education, specialization in Applied Behavior Analysis University of Tennessee, Knoxville, TN
Ed.S. 2022	Instructional Leadership Lincoln Memorial University, Knoxville, TN
M.S. 2020	Special Education University of Tennessee, Knoxville, TN
B.S. 2016	Nonprofit Management, Bible and Theology (double major) Johnson University, Knoxville, TN
A.S. 2013	Associate of Science, Pellissippi State Community College, Knoxville, TN

CERTIFICATIONS

Expected 2026	Board Certified Behavior Analyst – Doctoral Behavior Analyst Certification Board
2022-current	Pre-K-12 School Administration, Tennessee Tennessee Department of Education

2020-current	Teaching License, Pre-K-12 English as a Second Language Tennessee Department of Education
2018	Building Strong Brains Trauma-Informed Practices Trainer, Tennessee Department of Education
2016-current	Teaching License, K-12 Interventionist, Tennessee

PROFESSIONAL EXPERIENCE

University

Fall 2023	Graduate Teaching Assistant University of Tennessee, Knoxville, TN, Roles: designing and delivering instruction under the supervision of Dr. Kristen Secora for the course, Psychology of the Exceptional Child
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K-12 Schools

2023-current	School Culture Specialist Knox County Schools, Knoxville, TN, Roles: district-wide programming, leadership mentoring/coaching, strategic planning, school turnaround, and professional learning/development
2020-2023	School Culture Facilitator Knox County Schools, Knoxville, TN, Roles: district-wide programming, strategic planning, and professional learning/development
2017-2020	Special Education Teacher and Case Manager Northwest Middle School, Knoxville, TN, Roles: self-contained program for students with Emotional Disturbance and building-level Trauma-Informed Practices trainer
2016-2017	Special Education Teacher and Case Manager Northwest Middle School, Knoxville, TN, Roles: case manager, 6 th grade English/Language Arts co-taught and resource settings, and reading intervention
2013-2016	Special Education Teacher Assistant Dogwood Elementary School, Knoxville, TN Roles: instructional support for students with Emotional Disturbance and

school-wide crisis support

Nonprofit Sector

2014-2015

Education and Youth Coordinator

Knoxville Area Urban League, Knoxville, TN,
Roles: recruiting, volunteer management, grant writing/reporting, and college/career readiness programming for students of color in middle and high school

2011-2013

High School and Young Adult Coordinator

Emerald Youth Foundation, Knoxville, TN,
Roles: recruiting, programming, volunteer management, and community liaison for Knoxville inner-city high school students and recently graduated young adults

HONORS & AWARDS

2022-2026

Research Interventions in Special Education (RISE) Scholarship Award
University of Tennessee at Knoxville
Office of Special Education, US Department of Education

2010-2011

Certificate of Urban Youth Work
AmeriCorps, Emerald Youth Foundation

RESEARCH AND/OR SCHOLARLY PUBLICATIONS

Manuscripts In-Progress

Butler, J. The impact of restorative practices of discipline outcomes for students with disabilities: a systematic review.

PRESENTATIONS

Regional/State Professional Conferences

Terry, M., Butler, J. (2023). Critical love in the classroom. Presentation at the annual Teaching Learning and Innovation Conference. University of Tennessee, Knoxville, TN.

Regional/State Training Provided to School and District Personnel

Butler, J. (2024). *Equity through student empowerment*. Professional development provided by the Office of School Culture in collaboration with the Knoxville Dr. Martin Luther King Jr. Commemorative Commission to the staff across all schools of Knox County Schools. Intellectual property of Knox County Schools.

Butler, J. (2023). *Got resilience?*. Professional development provided by the Office of School Culture

- to the staff of Vine Magnet Middle School of Knox County Schools. Provided weekly sessions for the spring semester. Intellectual property of Knox County Schools.
- Butler, J. (2023). *Establishing pathways to the ready-to-learn zone*. Professional development provided by the Office of School Culture to the staff of Maynard Elementary School of Knox County Schools. Provided weekly sessions for the spring semester. Intellectual property of Knox County Schools.
- Butler, J. (2023). *Everyone needs emotional safety*. Bullying and harassment prevention instruction provided by the Office of School Culture to elementary students of Knox County Schools. Intellectual property of Knox County Schools.
- Butler, J. (2023). *Equity through a sense of belonging*. Professional development provided by the Office of School Culture in collaboration with the Knoxville Dr. Martin Luther King Jr. Commemorative Commission to the staff across all schools of Knox County Schools. Intellectual property of Knox County Schools.
- Butler, J. (2023). *Positive interactions in the hallway*. Professional development provided by the Office of School Culture to the staff of Bearden High School of Knox County Schools. Intellectual property of Knox County Schools.
- Butler, J. (2023). *Building resilient communities with restorative practices*. Professional development provided by the Office of School Culture to the Knox County Schools Special Education Parent Advisory Council. Intellectual property of Knox County Schools.
- Butler, J. (2022). *Culturally responsive instruction: considerations*. Professional development provided by the Office of School Culture to high school students in the Teachers as Professions program at Hardin Valley Academy of the Knox County Schools district. Intellectual property of Knox County Schools.
- Butler, J. (2022). *Exploring your cultural lens*. Presentation for the Tennessee School Counselor Association. Intellectual property of Knox County Schools.
- Butler, J., Mitchell, L. (2021). *Exploring Diverse Perspectives*. Professional development provided by the Office of School Culture to K-12 teachers of the Knox County Schools district. Additionally presented in 2022, 2023, 2024. Intellectual property of Knox County Schools.
- Butler, J. (2022). *Leading to capacity through culturally responsive leadership*. Professional development provided by the Office of School Culture to Spring Hill Elementary leadership team of the Knox County Schools district. Intellectual property of Knox County Schools.
- Butler, J. (2022). *Social emotional challenges in the academic setting*. Professional development provided by the Office of School Culture to K-12 teachers of the Knox County Schools district at District Learning Day. Intellectual property of Knox County Schools.
- Butler, J. (2022). *Five strategies to prevent power struggles*. Professional development provided by the Office of School Culture to K-12 teachers of the Knox County Schools district. Intellectual property of Knox County Schools.

property of Knox County Schools.

Butler, J. (2022). *Creating culturally responsive classroom management: interpreting and responding to student behavior*. Professional development provided by the Office of School Culture to Pre-Kindergarten teachers of the Knox County Schools district. Intellectual property of Knox County Schools.

Butler, J. (2022). *Creating culturally responsive classroom management*. Professional development provided by the Office of School Culture to K-12 teachers of the Knox County Schools district. Intellectual property of Knox County Schools.

Butler, J. (2022). *Culturally responsive leadership in English Language Arts*. Professional development provided by the Office of School Culture to secondary English department chairs of the Knox County Schools district. Intellectual property of Knox County Schools.

Butler, J. (2022). *Applying a cultural lens to student behavior*. Professional development provided by the Office of School Culture to behavior support staff in the Knox County Schools district. Intellectual property of Knox County Schools.

Butler, J. (2022). *Stress and self-care: societal concerns*. Professional development provided by the Office of School Culture to Fulton High School staff in the Knox County Schools district. Intellectual property of Knox County Schools.

Butler, J., Mitchell, L. (2021). *Implicit bias from the organization view: brain science and strategic responses*. Professional development provided by the Office of School Culture to the Knox County Schools executive leadership board. Intellectual property of Knox County Schools.

Butler, J., Mitchell, L. (2021). *Evaluating the collective impact*. Professional development provided by the Office of School Culture to the Knox County Schools executive leadership board. Intellectual property of Knox County Schools.

Butler, J. (2020). *Fostering building-level inclusive cultural responses to your discipline data*. Professional development provided by the Office of School Culture to school administrators of the Knox County Schools district at the annual Principal Institute. Intellectual property of Knox County Schools.

Butler, J. (2020). *Exploring your cultural lens*. Training for school sites in the Knox County Schools District, including over 90 school sites and 3,000+ staff members. This training provided annually to incoming district site-based staff. Intellectual property of Knox County Schools. Additionally, presented in 2021, 2022, 2023, 2024.

Butler, J. (2020). *Pre-vocation embedded skills for students with emotional disturbance*. Knox County Schools District Learning Day.

Butler, J., Shirooni-Moore, S. (2019). *Effectively utilizing teaching assistants*. Knox County Schools District Learning Day.

Workshops and Consultant Work

- Butler, J (2024). Below the iceberg: understanding the impact of shallow and deep culture. Staff retreat and student learning for St. Mary's Catholic School in Oak Ridge, TN.
- Butler, J. (2024) *Examining your impact: four I's of oppression*. Annual diversity training for Harmony Family Center. East Tennessee Region, TN.
- Butler, J., Mencer, K. (2023). *Ubuntu, supported by the four agreements and four pivots*. Provided two professional learning sessions for the East Tennessee Freedom Schools staff in preparation of their academic enrichment summer program, serving diverse K-8 students.
- Butler, J., Douglas, A. (2023). *Transcultural adoption*. Foster and adoption parental training, provided by Harmony Family Center.
- Butler, J. (2023). *Community trauma and resilience*. Lunch and Learn Series by Harmony Family Center, funded by City of Knoxville Community Agency Grant.
- Butler, J. (2022). *Equity in education*. Presentation about current educational issues impacting marginalized communities provided to the Future of Hope program of Johnson University.
- Butler, J. (2021). *Examining your cultural filter*. Diversity training emphasizing the dynamics of culture and the implications of implicit bias in work with youth and families. Presented to the organizations: Harmony Family Center (spring 2023), SMART Institute (fall 2022), and YWCA (summer 2021)
- Butler, J. (2019). *The psychology behind the bystander effect*. Instruction provided to high school students on the implications and alternatives to the bystander effect. Virginia Avenue Justlead youth program.

GRANTS AND SPECIAL PROJECTS

- Mitchell, L., Butler, J. (August 2022 – May 2023). *Student-center Perspective-building Alliance for Collaboration, Education, and Self-Awareness (SPACES)* for Knox County Schools. SEL in Action Award, funded by the NOVO Foundation.
Award: \$30,000
Role in Project Management: Project Leader
Role in Proposal Preparation: Contributor
The purpose to equip students with multi-partial facilitation skills to engage in meaning dialogue about culture with their peers to create an inclusive media project celebrating the diversity in their school communities.
Funding was provided for three middle and three high school Knox County School teams.
- Mitchell, L., Butler, J. (August 2021 – May 2022). Conducting Courageous Cross-Cultural Conversations (5C) for Knox County Schools. Funded internally by the Office of School Culture.

Funding: \$13,500

Role in Project Management: Project Co-Leader

Role in Proposal Preparation: Co-Author

The purpose to equip staff members with multi-partial facilitation skills to engage in meaning dialogue about culture with their colleagues and embed these skills in decision-making processes in their roles.

Funding was provided for twelve cohort members.

TEACHING EXPERIENCES

Graduate Assistant, University of Tennessee, Knoxville

SPED 470: Psychology of the Exceptional Child

Addresses the characteristics and needs of students with disabilities and diverse learners, emphasizing implications and integrating techniques and resources for teaching and assessing individuals with diverse characteristics while complying with special education and relevant laws.

INSTITUTIONAL SERVICE

Knox County Schools

Chair, Knox County Schools Security Diversity Council (2023-current)

Member, Region Five Instructional Leadership Team (2022-current)

Member, Maynard Elementary Community Schools Steering Committee (2022-2023)

Member, Whittle Springs Middle Community Schools Steering Committee (2021-2022)

Co-Planner, Minority Advisory Council (2021-2022)

Co-Planner, Family Advisory Council (2021-2022)

COMMUNITY SERVICE

Member, Economic Justice Book Club (2024)

Guest speaker, Real Talk Mentoring, Inc. (2023)

Member, Three Rivers Collaborative of Johnson University (2022-current)

Mentor, GirlTalk Inc. (2019-current)

AmeriCorp Member, Emerald Youth Foundation (summer 2010, fall 2010, summer 2011)

CURRENT PROFESSIONAL AFFILIATIONS

Council for Exceptional Children (CEC)

Association for Behavior Analysis International (ABAI)