

Regina Armour Ed.D.

Director of Diversity, Equity & Inclusion
Concept Schools



Professional Affiliations

American Educational Research Association (AERA)
Learning Forward
National Coalition for Dialogue & Deliberation (Chicago)
Illinois Art of Hosting Community of Practice
Dialogue & Deliberation Community of Practice
Black Women in Education
Chicago United for Equity
The Public Narrative @ Columbia College

Introduction

An experienced and accomplished senior leader with a highly tuned executive and administrative skill set. Committed to a leadership practice built around equity, social justice, and design thinking with a bold vision. Looking to leverage 20+ years of experience in education, coaching, adult facilitation, organizational development, and sustainable practices that transform education and servant leadership grounded in data and research while embracing and affirming the cultural capital of the communities served.

Background

Dr. Regina Armour is currently the Director of Diversity, Equity & Inclusion for Concept Schools. She started 10 years ago as the Director of Community Engagement & New School Development. She received her doctorate from National Louis University's National College of Education and her research focuses on equity, instructional & organizational coaching and culture transformation. Her work in schools began with becoming an intermediate and upper grade teacher of biological sciences and math. She has also taught high school, community college, university undergraduate, graduate & doctoral students.

Dr. Armour's primary focus is equity, cultural responsiveness, and leadership and organizational development primarily in education and NPOs using a multi-faceted, systems approach. By crafting relevant, engaging learning experiences for all students—both young and adult, she has provided professional development for teachers and leadership development for principals and districts. She has extensive experience in building collaborative relationships with the community and families by doing numerous workshops and outreach initiatives on social justice; high-achieving instructional school cultures; cultural proficiency in schools and organizational literacy for educators. Dr. Armour was instrumental in obtaining the approval for two charter schools in the City of Chicago and the charter renewal for four others. One renewal set for an unprecedented 7 years. (Chicago Math & Science Academy)

She was one of the first Districtwide Equity Leaders for Evanston Township High School - (District 202- Illinois) as a part of a transformational multi-year de-tracking process for freshmen that resulted in more equitable access for students of color to honors and Advanced Placement courses.

Dr. Armour has worked with numerous public schools, school districts, universities, municipal agencies, and other organizations to facilitate their respective equity journeys. She is also a certified Evocative Coach through The Center for School Transformation (Boston), which espouses a protocol to expedite individuals and organizations in re-writing their own stories and demonstrate authentic diversity,

inclusion, belonging and welcomes multiple perspectives.

Core Proficiencies

- Experience working with schools, school districts, not-for-profit- organizations and their leaders to provide resources, partnerships and support for their respective improvement and change efforts through: robust professional learning experiences, leadership & instructional coaching, community partnership building; marketing, public relations, social media, fundraising and other successful strategic planning efforts
- Experience developing, managing and negotiating organizational networks accomplished through successful relationship building between and among: primary, secondary and tertiary community & business partners in school improvement efforts
- Experience as a group facilitator, project manager, program director; fundraiser, and equity specialist to both internal and external stakeholders
- Educational experience as an elementary and secondary teacher and of high-risk youth; higher education program coordinator, NFP executive director, and community outreach administrator
- Leadership philosophy and decision-making grounded in equity and social justice that directly addresses poverty, exclusion and the opportunity gap.

Professional Highlights

Appointed to the Board of Directors for Horizons National Chicago (2024) - *"Serving students on the South and West sides of Chicago"*

Loyola University Women's Leadership Forum (2022) - Keynote Speaker: *"Equity Focused Leadership"*

All Ohio Counselors' Conference (2022) - Keynote Speaker: *"Can You Feel It? Resilience, Recovery, Opportunity!"*

National Louis University Doctoral Cohort (Leadership Series) Speaker (2019): *"Growing Equity - Investigating How to Create Cultural Proficiency Across Your District"*

National School Public Relations Association Seminar (NSPRA 2016 - Speaker): *"Community Involvement in Difficult Times"*

Carnegie Foundation Summit on Improvement in Education (Conference Presenter, 2016)
"Cultivating Community Voice is a Strategic Networking Move for Great Schools"

Educational Equity Leadership Conference (2016)
Co-coordinator, planner & facilitator: *"Addressing the Social Emotional Needs of Students of Color/Black Boys"*

The Chicago School of Professional Psychology (2012) Guest Speaker: *"The Coaching Relationship: Navigation to Transformation - Tools & Strategies"*

National Louis University Research Symposium Publication - Article (2006): *"Urban Students, School and a Sense of Belonging - A Case Study"*

Ongoing Education

Northwestern University - Kellogg School of Management (2024) - The Impact of Equity: Leaders Activating Change

Equity Literacy Institute (2023): Understanding & Managing Resistance to Racial Equity

University of Illinois @ Chicago - Institute for Research on Race & Public Policy (2022): Advancing Racial Justice in Schools

Harvard Graduate School of Education (2021): Building Your Entry Plan to Lead for Equity in Education