



Gregory C. Hutchings, Jr. Ed.D.

EDUCATOR / LEADER / DEIA ADVOCATE / AUTHOR

Dr. Gregory C. Hutchings, Jr. is an accomplished educational leader, scholar, and former superintendent with more than 27 years of experience across PreK–12 and higher education. He currently serves as Assistant Professor and Ed.D. Program Coordinator at Howard University, where he provides leadership for doctoral education, program development, accreditation efforts, and leadership pipeline initiatives.

Previously, Dr. Hutchings served as Superintendent of Alexandria City Public Schools (VA) and Shaker Heights City School District (OH), leading strategic planning, organizational transformation, and student achievement initiatives. He is also the Founder and CEO of Hutchings & Associates, a national consulting firm specializing in executive coaching, governance, strategic planning, and leadership development.

A nationally recognized speaker, author, and scholar of educational leadership, Dr. Hutchings' work focuses on leadership, governance, educator preparation, and advancing student success. He is the author of *Getting Into Good Trouble at School* and has presented nationally on educational leadership, organizational effectiveness, and transformative change.

Dr. Hutchings serves on several national boards and has been recognized for his leadership with honors including Virginia Region IV Superintendent of the Year and National Alliance of Black School Educators Superintendent of the Year. He brings a unique combination of executive leadership, academic expertise, and a deep commitment to preparing the next generation of educators and educational leaders.

Gregory C. Hutchings, Jr., Ed.D.

Curriculum Vitae

LEADERSHIP PROFILE

Transformational educational leader, scholar, former superintendent, and higher education administrator with more than 27 years of experience across PreK–12 and higher education systems. Demonstrated expertise in academic leadership, doctoral program administration, strategic planning, accreditation, executive leadership development, governance, and equity-centered institutional transformation. Proven record of leading complex organizations, developing innovative leadership pipelines, securing external funding, strengthening community partnerships, and advancing research and public scholarship focused on leadership, governance, and the Black educational experience.

EDUCATION

Doctor of Education (Ed.D.)

Educational Policy, Planning, and Leadership
The College of William & Mary, Williamsburg, VA, 2010

Master of Education (M.Ed.)

Educational Leadership
George Mason University, Fairfax, VA, 2003

Bachelor of Science (B.S.)

Interdisciplinary Studies – Mathematics and Science Education
Old Dominion University, Norfolk, VA, 2000

LICENSURES & CERTIFICATIONS

- Virginia Division Superintendent License (Active through 2030)
 - Virginia Postgraduate Professional License (Active through 2030)
 - Intercultural Development Inventory (IDI) Administrator (2022–Present)
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ACADEMIC LEADERSHIP & HIGHER EDUCATION ADMINISTRATION

Howard University – School of Education

Assistant Professor and Ed.D. Program Coordinator

Educational Leadership and Policy Studies Department | 2023–Present

Provide executive and academic leadership for the Ed.D. Program in Educational Leadership and Policy Studies within the School of Education. Lead strategic planning, program operations, doctoral student success initiatives, accreditation alignment, and leadership pipeline development.

Key Leadership Responsibilities & Accomplishments

- Provide academic and operational leadership for the Ed.D. Program in Educational Leadership and Policy Studies.
- Lead doctoral recruitment, admissions coordination, enrollment management, and student retention initiatives.
- Coordinate accreditation reporting, doctoral program assessment, institutional effectiveness documentation, and continuous improvement initiatives aligned with educator preparation standards.
- Manage program operations including course scheduling, dissertation systems, faculty collaboration, advising, and program evaluation.
- Worked collaboratively with ELPS faculty to redesign and propose a revised Ed.D. Program scheduled for implementation in Fall 2026.
- Support strategic program development aligned with executive leadership preparation and national educational trends.
- Mentor doctoral students through comprehensive examinations, dissertation completion, and leadership preparation.
- Advise approximately 15 graduate students annually regarding academic progression and graduation requirements.
- Participated in faculty development and accreditation training through the Council for the Accreditation of Educator Preparation (CAEP).

Strategic University Leadership Initiatives

- Executive Lead, Howard University–Hazard, Young, Attea & Associates Superintendent Academy
- Lead development of the Howard University Executive Ed.D. Program scheduled to launch Fall 2028
- Lead planning and implementation of the inaugural Howard University–NABSE Black Women Superintendents Academy launching Fall 2026
- Founder and Executive Lead, Black Women Educational Leaders Conference and Black Women Superintendents Convening at Howard University (March 2026)
- Founder and Executive Lead, Black Male Education Summit at Howard University (February 2026)

Teaching Responsibilities

Courses taught include:

- ELPS 521 – Educational Administration and Governance
 - ELPS 455 – Ethics of Decision Making
 - ELPS 584 – Internship in Educational Administration
 - ELPS 506 – Independent Study
 - ELPS 600 – Dissertation Research
 - ELPS 284 – Public Administration
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American University – School of Education

Executive in Residence

2022–2023

- Advised the Dean and faculty on leadership preparation, organizational strategy, program development, and equity-centered leadership frameworks.
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Georgetown University

Adjunct Faculty

Master of Education Program in Educational Leadership | 2021–2022

DISSERTATION COMMITTEE LEADERSHIP & DOCTORAL ADVISING

Dissertation Committee Chair

- “The Current State of the Black Superintendency in the United States.” (2025–Present). Advised: Rebekah Jackson
- “Program Evaluation of Mobile Technology and its Impact on Student Achievement and Student Attendance in Title I Middle Schools in Large Urban School District.” (2024–Present). Advised: Ronald Miller
- “A Narrative Examination of the Impacts of Virginia’s African American History and Studies Courses on African American Students.” (2024–Present). Advised: Sean Miller

- “Post-COVID-19: An Investigation of Professional Development for Urban Middle School Principals.” (2024–2025). Advised: Melissa Russell

Dissertation Committee Member

- “Exploring First-Generation Black and Latino/a/x Graduates’ Perceptions of a K–12 District-Led College Persistence Program: A Qualitative Descriptive Study.” (March 2026–Present). Advised: Shajena Cartagena
- “Sacred Souls in a Secular School: An Investigation of Faith in Black Adolescents’ Educational Experiences.” (March 2026–Present). Advised: Tribuana Jones
- “Narrative Inquiry Approach Grounded in Critical Race Theory and Black Masculinity Theory.” (February 2026–Present). Advised: Joshua Middleton
- “Uplifting the Voices of Black Students in Dual Language Immersion Programs.” (February 2026–Present). Advised: Jessica Morales
- “Ubuntu: Urban School Leaders’ Perception of Collective Teacher Efficacy.” (January 2026–Present). Advised: Latisha Coleman
- “Intersectionality in Leadership: Leveraging Mentoring and Black Feminist Thought to Overcome Race and Gender Challenges for Black Female Principals.” (January 2026–Present). Advised: Terri Fuller
- “Go for Broke: Urban Principals Leading for Equity through Culturally Responsive School Leadership.” (December 2025–Present). Advised: Jessica Johnson
- “Leading Like Hillman: Student Leadership at HBCUs and Its Impact on Black Student Growth and Success.” (2025–Present). Advised: Walter Servance
- “We All We Got: The Essential Role of Black Male Principals as Role Models for Black Boys in K–12 Education in the DMV Region.” (2025–Present). Advised: Sean Walker
- “Arts Integration and School Leadership: An Investigation of Principals’ Roles and Experiences in Leading and Sustaining Arts-Integrated Programming for Black Students at Title I Elementary Schools.” (2024–Present). Advised: Asia Goode
- “Voices of the Yard: Exploring the Lived Experiences of Student Activists at Historically Black Colleges and Universities.” (2024–Present). Advised: Isaiah Lucas
- “An Extension to the Multidimensional Conceptual Framework of Servingness to Support Black Students: A Contribution to the Literature of Predominantly Black Institutions.” (2024–Present). Advised: Jessica Stamp
- “Assistant Principals as Social Justice Leaders Closing the Racial Gap from Exclusionary Discipline Practices.” (2025). Advised: Adaarema Kelly
- “Novice Charter School Principals’ Preparation to Educate Black Students and Administer Culturally Responsive Leadership in Charter Systems Serving Predominantly Black Students.” (2024–2025). Advised: Nicoisa Jones
- “Elevating Equity: An Exploratory Inquiry of Promising Approaches to Mental Health Supports in Predominantly Black Elementary School Communities.” (2024–2025). Advised: Khiana Clemons
- “No Excuses, No Effects? An Analysis of the Impact of Punitive Disciplinary Practices on Black Boys.” (2024–2025). Advised: Royce Sarpy

- “HOME: A Case Study on American Public Stakeholders’ Identification of and Responses to Student Homelessness.” (2023–2024). Advised: Shaina Thomas
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EXECUTIVE LEADERSHIP EXPERIENCE

Alexandria City Public Schools Superintendent of Schools

2018–2022

- Led a diverse urban school division serving more than 15,000 students.
 - Achieved full division-wide accreditation for all schools for the first time in more than 20 years.
 - Advanced a comprehensive strategic plan aligned with instructional improvement and community engagement.
 - Oversaw a robust capital improvement program modernizing facilities and infrastructure.
 - Strengthened governance coherence and superintendent-board relations.
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Shaker Heights City School District Superintendent of Schools

2013–2018

- Led one of only five International Baccalaureate (IB) PreK–12 school districts in North America at the time.
 - Guided districtwide strategic planning focused on instructional coherence and culturally responsive practice.
 - Advanced graduation outcomes and systemic improvement initiatives.
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SCHOLARSHIP, RESEARCH & PUBLICATIONS

My research examines race, leadership identity, governance, and power in public education, with particular emphasis on the Black superintendency and executive leadership in politically complex PreK–12 systems.

Peer-Reviewed Publications

- Hutchings, G. C. (in press). *The Unspoken Truth of the Black Superintendent in America*. Journal of Negro Education.

- Hutchings, G. C. (2025). *Crossing Boundary Leadership in Times of Resistance*. In *Anti-Racist Practices in K–12 Schools and Systems: Perspectives from Justice-Seeking Leaders*. Routledge/Taylor & Francis.
- Hutchings, G. C., & Ishibashi, D. (in press). *Black Women Superintendents: The Most Disrespected Educator in America*. AERA.

Scholarly Books

- Hutchings, G. C. (2022). *Getting Into Good Trouble at School: A Guide to Building an Antiracist School System*. Corwin Press.

Current Research Activity

- *The Unspoken Truth of the Black Superintendent in America*: Examining the impact of Diversity, Equity, Inclusion, and Antiracism efforts on the lives of Black school superintendents.
 - *The Potential and Challenges of the Black Superintendent Today*.
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GRANTS, FELLOWSHIPS & SPONSORED RESEARCH

Principal Investigator

Re-Convening for Black Women Superintendents: Restoring Power and Purpose—Healing Through Rest, Community, and Leadership
Howard University, 2025
Funded Amount: \$155,000

Faculty Scholar

Junior Faculty Writing and Creative Works Summer Academy
Andrew W. Mellon Foundation, 2025

Senior Leadership Fellow

Innovation for Equity, 2023–2024

PRESENTATIONS, MEDIA & PUBLIC SCHOLARSHIP

- Hutchings, Gregory Carl, Ishibashi, Danita (co-author), AERA Conference 2026, “Black Women Superintendents: The Most Disrespected Educator in America,” Los Angeles, CA, United States. (April 2026).
- Hutchings, Gregory Carl, Virginia Alliance of Black School Educators, “Unmasking: Authentic Black Leadership in Education,” Norfolk, VA, United States. (January 2026).
- Hutchings, Gregory Carl, NASBE National Conference 2025, “Beyond Buzzwords: How Strategic Planning Can Transform Equity Without Saying A Word,” National Alliance of Black School Educators, Chicago, IL, United States. (December 12, 2025).
- Hutchings, Gregory Carl, NABSE 2025, “The Black Woman Superintendent: America’s Most Disrespected Educator,” National Alliance of Black School Educators, Chicago, IL, United States. (December 11, 2025).
- Hutchings, Gregory Carl, AMPLIFY, “Pathways in Education: Cultivating and Sustaining Diverse Talent Inside and Beyond the Classroom,” Kauffman Foundation, Kansas City, MO, United States. (November 9, 2025).
- Hutchings, Gregory Carl, Podcast – Mornings with Muva, “Leadership Journey,” A. LawfulTruth Enterprises, Philadelphia, PA, United States. (November 3, 2025).
- Hutchings, Gregory Carl, Podcast – The North Star, “Good Trouble in School,” Oberlin College, Oberlin, OH, United States. (October 17, 2025).
- Hutchings, Gregory Carl, NBCSL on the Hill 2025, “Putting the Pieces Together: Teachers, Students, and School Performance” Panel, National Black Caucus of State Legislators, Washington, DC, United States. (June 2025).
- Hutchings, Gregory Carl, Annual Regional Professional Day, “Promoting Belonging, Inclusion, and High Expectations for All Students,” Horizons Greater Philadelphia, Philadelphia, PA, United States. (May 17, 2025).
- Hutchings, Gregory Carl, 11th Annual Regional Conference, “Getting Into Good Trouble at School: Advancing Black Excellence Through Antiracist Leadership,” Ohio Alliance of Black School Educators, Columbus, OH, United States. (April 26, 2025).
- Hutchings, Gregory Carl, HU-AASA Urban Superintendents Academy, “Strategic Thinking and Strategic Planning,” American Association of School Administrators (AASA), Alexandria, VA, United States. (April 12, 2025).
- Hutchings, Gregory Carl, Panel on Antibullying in Education, “Antibullying in Education,” United Nations with World Mission Society Church of God, Washington, DC, United States. (February 24, 2025).
- Hutchings, Gregory Carl, Big Read CommUNITY Conversation, “PTRD: The Health Crisis of Racism and Getting Into Good Trouble,” Old Dominion University, Norfolk, VA, United States. (February 6, 2025).
- Hutchings, Gregory Carl, ECPI Regional Meeting, “Six Steps to Getting Into Good Trouble,” District of Columbia Public Schools, Baltimore, MD, United States. (December 12, 2024).
- Hutchings, Gregory Carl, NABSE Conference 2024, “Should I Go or Should I Stay Now? Navigating the Decision to Leave the Superintendency,” National Alliance of Black School Educators, Atlanta, GA, United States. (November 22, 2024).

- Hutchings, Gregory Carl, NABSE Conference 2024, “The Unspoken Truth of the Black Superintendent,” National Alliance of Black School Educators, Atlanta, GA, United States. (November 22, 2024).
- Hutchings, Gregory Carl, Social Justice Institute Think Tank, “Social Justice Institute Think Tank,” Case Western Reserve University, Cleveland, OH, United States. (October 12, 2024).
- Hutchings, Gregory Carl, 15th Annual National Summit, “Good Trouble at School,” Courageous Conversations, Chicago, IL, United States. (October 7, 2024).
- Hutchings, Gregory Carl, Congressional Black Caucus Fall 2024 Conference, “The State of Education with Rep. Bobby Scott,” CBC, Washington, DC, United States. (September 12, 2024).

Media & Interviews

- Mentor Sessions: Q&A with Gregory C. Hutchings. AASA, 2026.
 - Debunking the Political Context of Diversity, Equity and Inclusion. Voices for Excellence, 2024.
 - A Book About Rebuilding the Soul of America Through Schools. WKYC Cleveland, 2024.
 - Advocacy in the Face of Erasure. Alfred Street Baptist Church Education Series, 2024.
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UNIVERSITY SERVICE & PROFESSIONAL LEADERSHIP

School of Education & University Service

- Faculty Advisor, Graduate Student Advisory Council
 - Committee Member, Academic Standards Committee
 - Committee Member, SOE Curriculum Committee
 - Committee Member, SOE Appellate Committee
 - Ed.D. Program Coordinator, Educational Leadership and Policy Studies
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PROFESSIONAL CONSULTING & EXECUTIVE PRACTICE

Founder & Chief Executive Officer

Revolutionary ED LLC and Hutchings & Associates | 2022–Present

Provide executive coaching, governance facilitation, superintendent evaluation, and strategic planning for school districts, boards of education, and educational organizations nationally.

BOARDS & PROFESSIONAL ORGANIZATIONS

Board Leadership

- Board of Directors, National Association for the Education of Young Children (NAEYC)
- Board of Directors, Richmond Education Fund
- Board of Directors, EduTutorVA
- Board of Directors, Intercultural Development Research Association (IDRA)
- Board of Directors, The Source for Learning
- Board of Directors, National Children's Museum

Professional Memberships

- American Educational Research Association
 - American Association of School Administrators
 - National Alliance of Black School Educators
 - Sigma Pi Phi Fraternity
 - Alpha Phi Alpha Fraternity, Inc.
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HONORS & RECOGNITION

- Virginia Region IV Superintendent of the Year, 2022
- National Alliance of Black School Educators Superintendent of the Year, 2018