

KéShawn L. Golson

Edgewood, Maryland • 410.258.0634 • keshawngolson2@gmail.com

PROFESSIONAL PROFILE

Education systems and community-impact leader with more than 20 years of progressive leadership across large urban school districts, state education agencies, higher education, and nonprofit organizations. Experienced in supervising and coaching managers, staff, and cross-functional teams, strengthening operations, and translating complex requirements into effective programs. Builds partnerships that expand educational opportunities and connect individuals and families with mental health services, community resources, and other supports during challenges and transitions. Experience spans student advising, mentoring, family and community engagement, resource navigation, and initiatives serving justice-impacted individuals.

SELECTED LEADERSHIP & COMMUNITY IMPACT

- Directed children and youth services across 17 Elev8 Baltimore partner schools, supervising and coaching program staff, supporting professional development, and coordinating partnerships addressing student and family needs.
- Supervised and coached approximately 12 teacher candidates per semester at Morgan State University through clinical placements, feedback, and evaluations; advised young adults navigating academic pressures, family responsibilities, and personal or mental health challenges.
- Coached and supervised BEARS Den lead mentors and student mentors, guiding support for university peers and middle school youth experiencing mental health and substance use concerns, with emphasis on mentoring boundaries and appropriate referrals.
- Trained 80+ participants in Adult and Youth Mental Health First Aid through workplace, community, and contractual partnerships, strengthening their ability to recognize concerns, respond appropriately, and connect people with resources.
- Developed community partnerships and connected students and families with mental health, substance use, prenatal care, parenting, and other supports through community-school work and NESI family engagement initiatives.

CORE COMPETENCIES

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| ■ Supervision & Coaching | ■ Training & Technical Assistance |
| ■ Mental Health First Aid Instruction | ■ Mentoring & Student Support |
| ■ Family & Community Engagement | ■ Strategic Partnerships & Resource Development |
| ■ Program Planning & Evaluation | ■ Grants Management |

PROFESSIONAL EXPERIENCE

Director of Professional Development & Strategic Partnerships

10/2021–Present

Iconic Learning & Analytics LLC

Contractual

- Lead contractual engagements across education, workforce development, behavioral health, correctional education, and nonprofit sectors, providing professional development, program planning, and implementation support.
- Deliver training and technical assistance and coordinate partnerships supporting mental health literacy, coaching, access to services, and opportunities for justice-impacted individuals.
- Develop correctional education and reentry-related learning materials, including the Joint Skills Training Partnership Program Independent Study Workbook and tutor and aide training resources.
- Research trends in mental health, substance use, and community supports to inform training, program planning, and partnership development.
- Identify grants, philanthropic investments, sponsorships, and other funding opportunities aligned with organizational priorities and program sustainability.
- Coached and supervised BEARS Den lead mentors and student mentors supporting university peers and Baltimore City middle school youth, guiding recognition of mental health and substance use concerns, mentoring boundaries, and appropriate referrals.

Senior Director, Children and Youth Services

12/2023–07/2026

Elev8 Baltimore

- Provided strategic and operational leadership for children, youth, and family services across 17 Baltimore City partner schools, including community schools, extended learning, summer literacy, mentoring, college and career readiness, and family advocacy.
- Directly supervised five to seven program leaders and administrative staff and provided divisional leadership for approximately 50–75 staff, coordinators, learning coaches, national service members, and contractors; supported staff development through coaching, performance guidance, mental health education, and recovery-friendly practices.
- Oversaw more than \$4 million in grant-funded programming, monitoring implementation, budgets, reporting, and continuous improvement; supported 10 Freedom School-inspired summer literacy sites, specialized programming at the Maryland School for the Blind, and mentoring expansion from one to five middle schools.
- Cultivated cross-sector partnerships connecting students and families with educational opportunities and community supports; established a Morgan State University undergraduate internship pathway and expanded funded Maryland Corps/Service Year positions from five to seven.
- Supported the Elev8 4 Justice Community Fellowship Program with the Reimagine Youth Justice Coalition, providing paid youth and community leadership opportunities focused on organizing, advocacy, and issues affecting their communities.
- Delivered Youth Mental Health First Aid training to staff, Maryland Corps and Service Year Option cohort members, and community partners, including through the 2025 ENOUGH zone work in Sandtown-Winchester and Harlem Park.

Secondary Education Coordinator & Adjunct Faculty

10/2021–08/2023

Morgan State University

- Supervised and coached approximately 12 teacher candidates per semester through clinical placements, performance feedback, evaluations, and professional development.
- Advised young adults navigating academic pressures, caregiving responsibilities, identity-related concerns, trauma, and mental health challenges; provided individualized support and referrals to counseling and qualified services, including when concerns involved potentially harmful or addictive coping behaviors.
- Coached student mentors and coordinated near-peer mentoring through BEARS Den and departmental initiatives connecting university students with Baltimore City middle school youth.
- Participated in Adverse Childhood Experiences (ACEs) training and Morgan State's Mental Health First Aid partnership; delivered instructor-led training to strengthen staff and faculty recognition of concerns, appropriate response, and connections to support.
- Taught graduate coursework on school–community relations and fostered collaboration among university faculty, schools, and community partners.

Community School Site Specialist

10/2019–09/2021

Baltimore City Public Schools, Garrett Heights Elementary/Middle School

- Conducted a comprehensive needs assessment integrating student, family, staff, and community perspectives with school data and resource mapping to establish priorities for the Community School Action Plan.
- Used identified needs, stakeholder feedback, and performance indicators to advise school leadership on program priorities, resource allocation, partnerships, and student and family supports.
- Built partnerships with universities, public agencies, nonprofits, faith communities, businesses, and neighborhood organizations; established Professional Development School agreements with Morgan State University and Walden University.
- Connected families with mental health and substance use services through partners including Above It All and Harbel Community Organization; coordinated a Mental Health Wellness Family Series.
- During COVID-19, coordinated partners to distribute meals and learning materials, conduct family outreach, and connect students and families with educational and community resources.

ADDITIONAL LEADERSHIP EXPERIENCE

Director, State & Federal Programs Prince George's County Public Schools	2017–2018
School Improvement Coordinator Maryland State Department of Education	2016–2017
Executive Director, Federal Programs and Design & Implementation School District of Philadelphia	2014–2016
Program Officer, Grants Management & Compliance DC Office of the State Superintendent of Education	2013–2014
Educational Specialist, Title I Baltimore City Public Schools	2008–2013

- Directed and influenced more than \$190 million in federal and state investments, guiding program strategy, staff development, implementation, technical assistance, evaluation, and accountability.
- Supported 63 local education agencies through DC OSSE grant-management work and provided training and technical assistance to schools and partners, translating complex requirements into practical guidance and implementation tools.
- Led planning and continuous improvement for statewide School Improvement Grants, districtwide ESSA implementation, and Title I supplemental services reaching more than 5,000 students.
- Managed staff hiring, evaluation, professional development, and performance; developed monitoring tools and reporting systems to strengthen program quality.
- Directed approximately \$1 million in Title I, Part A funding for two juvenile detention institutions in Philadelphia, supplementing Title I, Part D resources and supporting educational services, college and career readiness, and transition planning for justice-impacted youth.

Regional Project Director, Trainer, Quality Control Specialist & Title I Instructional Supervisor <i>NonPublic Educational Services, Inc. (NESI)</i>	2006–2008
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Held progressively responsible regional positions overseeing multisite program implementation, staff supervision and coaching, professional learning, quality assurance, and Title I instructional services.

- Coordinated with schools, districts, universities, community organizations, staff, and families to support responsive educational services.
- Facilitated family engagement activities and Family Café conversations to identify needs, strengthen relationships, and connect caregivers with educational and community supports.
- Connected families with prenatal care, parenting and fatherhood supports, and preventive services through community resources including Bronx CAPC, ACS, and Friends to Fathers.

EDUCATION

Master of Arts, Instructional Systems Development | University of Maryland, Baltimore County
Bachelor of Science, Political Science | Lincoln University, Pennsylvania

CREDENTIALS & RECOGNITION

- Certified Mental Health First Aid Instructor: Adult, Youth, and Correctional Professionals
- Registered Peer Supervisor Training — Completed 08/2026
- Recipient, 1879 Faculty Excellence Award, Morgan State University

PROFESSIONAL SERVICE & COMMUNITY ENGAGEMENT

- Community Fellow, SOURCE, Johns Hopkins Bloomberg School of Public Health
- Second Vice President for Membership, Baltimore County Chapter, Continental Societies, Incorporated
- Peer Reviewer, Full-Service Community Schools Grant Program, U.S. Department of Education
- Member, Alpha Kappa Alpha Sorority Incorporated Rho Xi Omega Chapter