

Eric D. Harris, EMBA, MSEL

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Career Profile

Twenty four years of experience leading multiple projects and teams, improving processes, enhancing performance, increasing productivity, and making a positive impact within varying communities, public/private schools, and non-profit organizations. A proven history of people operations, professionalism, project management, executive problem solving and the ability to successfully motivate others to achieve higher levels of success while maintaining principles of efficiency and fiscal responsibility.

Professional Highlights

- Created *Equity-2-Prosperty*®, a first of its kind program that delivers Pre-K instruction to 2-year-olds and a monthly Guaranteed Income stipend to the families of those students ([ABC 24 news feature](#))
- Created *Elevate 2 Primary*® at *The E2P Center*, unique program that delivers Pre-K instruction to children aged 2 to Kindergarten entry.
- First Eight Memphis Leadership Council
- Shelby County Mayor Lee Harris' Committee on Gun Safety
- State of Tennessee Department of Education Turnaround Superintendent Interview Panel
- Tennessee Principals' Association Nomination Committee for the Office of Association President and Vice President
- Founding Principal of [Shelby County Schools's first fully trauma-informed school](#), which utilized a holistic approach to academics and [resulted in dramatic reduction in the chronic absenteeism rate while increasing academic performance](#)
- Managed design, construction, curriculum development and implementation of Shelby County Schools' first Socio-Emotional Learning and Trauma-Informed Student Center
- [Shelby County Schools Spotlight 901 Principal](#) for school culture turnaround
- Administrator and inaugural Instructional Leadership Team member of the Whitehaven Empowerment Zone, a vertically aligned, K-12 school improvement model based on feeder patterns
- First African American faculty member in the history of Evangelical Christian School in Memphis, TN
- First Alumni Principal in the history of East High School in Memphis, TN
- Awarded \$1.3 million grant for Innovative Technology Experiences for Teachers and Students (ITEST) from the National Science Foundation
- Managed design, construction, and implementation of state-of-the-art STEM Academy Lab Facilities which served 400 students from 25 different high schools in a first of its kind virtual STEM program
- New Leaders for New Schools Resident Principal Mentor
- Led faculty members awarded Milken National Educator Award, and District Teachers of the Year

Experience

JESSRAN Non-Profit Corporation

May 2021 – Present

Founder, President

- Purpose is to reduce poverty's effect on communities through academic, economic, cognitive, and social support programs.

- Founded the [Equity 2 Prosperity Program](#) (E2P) which establishes realistic pathways to prosperity, beginning with a focus on early childhood education. The program identifies 2 year olds and their families living below federal guidelines for poverty. The [children are subjected to a specialized curriculum](#) that focuses on the core components of foundational reading skills, basic math, scientific discovery, motor skills, emotional regulation, cognitive, social, and physical development. Wrap-around services are provided to the families to supplement classroom activities. E2P also consists of a Guaranteed Income (GI) program for enrolled families that addresses economic instability in participant homes by providing a basic income payment of \$500/month.

JRLLC Limited Liability Company

June 2021 – Present

Founder, Owner

- Provides consumer services and consulting in educational, creative, transportation, sales, and other professional needs.

Tunica Voice Newspaper

June 2022 – February 2023

Founding Sales Director, Contributing Editor

- [Lead](#) sales of subscriptions and advertising of digital and print editions, in addition to [editorial contributions](#) and community relations for a start up weekly publication.

Uplift Westwood Community Development Corporation

October 2020 – Present

Founding Board Member

- Enable and support community members in their efforts to revitalize the Westwood community in Memphis, TN. UWCDC serves as a vehicle through which residents and businesses can work together to solve problems and improve all aspects of the quality of life of its residents, business owners, and visitors.

Carolina Lofts Homeowners Association

January 2017 – Present

President, Board of Directors

- Responsible for overseeing and handling of HOA board's procedural duties
- Serves as the authority on all association rules and governing documents, and appoints committees as necessary
- Leads community and association meetings
- Sign official association documentation
- Responsive mediator to both association management company and residents

Shelby County Schools System

June 2016 – July 2021

Principal, Assistant Principal

- Served as academic and operational lead for approx. 700 Pre-Kindergarten-8th grade students
- Oversaw the merger of Manor Lake Elementary and Geeter Middle School in 2018, creating the new Geeter K-8 School
- Created Shelby County Schools' first fully trauma-informed school, implementing socio-emotional learning and RTI-B
- Developed cultures of leadership, stability, and accountability
- Led student academic development, performance, and extracurricular activities
- Oversaw professional development, coaching, and performance evaluations of teachers
- Created processes and procedures with integrity and discipline for students, faculty and staff

- Implemented continuous program improvement through analysis and academic excellence
- Served as Assistant Principal and Eleventh Grade Administrator
- Managed school-wide literacy instruction and professional development
- Created and monitored School-Wide Discipline Plan
- Oversaw several administrative processes including student registration and enrollment; custodial, facilities, and grounds management; Student Performance-Based Intervention System (PBIS); *Zeros Aren't Permitted (ZAP)*; and teacher attendance

State of Tennessee Achievement School District

August 2015 – June 2016

Director of School Operations

- Oversaw and implemented processes for multiple schools, educators, and leadership teams, focused on student achievement, growth and development
- Managed various business operations for multiple schools including budgeting, procurement, facilities management, technology implementation
- Performed administrative duties, including logistical planning, safety, and compliance
- Consulted and advised District Leadership on developing and designing culture, recruitment, and retention strategies

Memphis City Schools/Shelby County Schools System

August 2006 – June 2015

Principal, Assistant Principal, Teacher

- Oversaw daily operations and academic processes
- Developed and implemented strategic plans which improved student attendance, academic performance, standardized test scores and interpersonal skills
- Led seasonal planning and activities effecting business operations, e.g., teacher recruitment, staffing needs, analyzing and improving educational curriculum, student testing and evaluations
- Managed fiscal budget for the school, facilities, Federal Title 1 and Race to the Top budgets
- Counseled teachers, faculty and staff regarding difficult situations, conflict resolution, student behavior, health, and safety issues
- Created progress reports and made presentations to Executive Directors and School Board Members
- Designed all operational procedures in accordance with School District polices, regulations and goals
- Recruited, hired, trained, and evaluated faculty and staff members
- Served as 11th Grade Principal over approximately 2400 students, teachers, and faculty
- Managed curriculum, activities and instruction of Social Studies, Physical Education and ROTC departments

- Oversaw several administrative processes, including report cards, progress reports, weekly Administrative Professional Learning Committee
- Director of Student Management System overseeing all student information and performance data
- Oversaw logistical and administrative processes for ASVAB, PSAT testing and TCAP Writing Assessments
- Created and administered Advanced Placement classes (AP), teacher training and student enrollment
- Led Adopt-a-School program building relationships with local businesses, securing funds, resources, and job shadowing opportunities
- Developed and organized Safety, Hazard, and Emergency Management Evacuation Plan for all students in multiple zones
- Redesigned cumbersome school transportation/busing processes which saved time, increased efficiency, and on-time drop-offs
- Taught United States History, World History and African American History
- Head Basketball Coach for Boys' Varsity team

Tipton County Schools System

August 2003 – July 2006

Teacher

- Taught World History, United States History and Geography; monitored and evaluated students
- Cross-Country Coach and Head Basketball Coach for Boys' Varsity team

Evangelical Christian Schools

August 1999 – July 2003

Teacher

- Taught World History and U.S. History
- Head Coach Boys' Varsity Basketball and Assistant Football Coach

Honors and Awards

TSSAA Region 8 Principal of the Year | A.F. Bridges Sportsmanship Award Semifinalist | Governor Haslam and TN Promise Kick-Off School | New Leader for New Schools Effective Practice Incentive Community (EPIC) Silver Gain Award Winner | University of Tennessee Health Science Center – Center for Health in Justice Involved Youth Community Champion Award | Shelby County Schools Empowerment Zone Most Resilient Principal Award | Shelby County Schools and Germantown TV Featured Spotlight Program | Shelby County Schools Board Legislative Advisory and Community Committee Recognition | Shelby County Schools RTI-B² Feature School | Tennessee Department of Education Model of Demonstration School | [Fox13Memphis Featured ReSET Room Program](#) | [SCS Spotlight 901 School](#)

Professional Associations

National Educators Association | National Alliance of Black School Educators | Tennessee Educators Association | Tennessee Principals Association | Tennessee Principals Association Nominating Committee | Tennessee Athletic Coaches Association | West Tennessee Alliance of Black School Educators | Memphis Educators Association | Professional Education Accreditation Council of Christian Brothers University | West Tennessee STEM Collaborative Advisory Board | Memphis City Schools Student Health Advisory Council | West Tennessee STEM Hub Steering Committee | West Tennessee STEM Hub Sustainability Committee | Shelby County Schools Career, Technical and Adult Education Advisory Board | Shelby County Schools Response to Instruction and Intervention (RTI²) Committee | Shelby County Schools Student Health Advisory Council | National Science Foundation-University of Memphis Discovery Research K-12 “Enhancing Grades 6-8 Learning of 21st Century STEM Skills through a Civil Engineering Context” Project Advisory Board | National Science Foundation-University of Memphis-Shelby County Schools Innovative Technology Experiences for Students and Teachers (ITEST) Advisory Board | Southwest Center of Regional Excellence Principals’ Council | University of Memphis Association of Fundraising Professionals | Region IV Head Start Association | First Eight Memphis Leadership Council

Community Associations

Carolina Lofts Homeowners Association President | Uplift Westwood Community Development Corporation Board Member | South Main Neighborhood Association | Downtown Neighborhood Association | Shelby County Council on Gun Safety

Education

Candidate - Urban Affairs and Public Policy PhD, University of Memphis
Executive Master of Business Administration, University of Memphis
Master of Science in Educational Leadership, Christian Brothers University
BA in History – Minor in Secondary Education and Political Science, University of Tennessee at Knoxville