

**Jaime E. Welborn, Ph.D.**

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**CURRENT POSITION**

**Assistant Professor, Saint Louis University, Education Leadership  
Assessment & Accreditation Coordinator, School of Education  
Educator Certification Officer, School of Education**

**EDUCATION**

- 2018 Harvard CAEL Module Program  
Post Doctoral In Progress, Leading for Excellence and Equity
- 2012-2016 St. Louis University Ph.D. Program  
Doctor of Philosophy, Educational Leadership
- 2008-2010 Southern Illinois University Edwardsville Graduate Program  
Masters of Science, Education Administration
- 2001-2005 Southern Illinois University Carbondale Undergraduate Program  
Bachelors of Science, Elementary Education

**RESEARCH EXPERIENCE**

- Welborn, J.** (2022). *Culturally proficient educational practice in public schools across the United States.*
- Welborn, J.** & Warren, M. (2022). *Value and use of culturally proficient practices in human resources.*
- Soles, B., **Welborn, J.**, & Anan, P. (2020). *Perceptions of formal and nonformal leaders on Cultural Proficiency in educational practice and organizational change.*
- Welborn, J.** (2019). *The tenets of school change for culturally proficient practice: A case study.*
- Welborn, J.** (2016). *Culturally competent schools and leadership of elementary principals.* (Doctoral Dissertation). Retrieved from ProQuest Database. (No. 10124756).

**BOOKS**

- Welborn, J.**, Casey, T., Myatt, K., Lindsey, R. (2022). *Leading change through the lens of Cultural Proficiency: An equitable approach to race and social class in our schools.* Thousand Oaks, CA: Corwin Press, Inc.

## REFEREED PUBLICATIONS

- Welborn, J. & Lindsey, R. (2020).** A descriptive study of the case of Eaveston School District: Core values from deficit-based to asset-based. *Journal of Leadership, Equity, and Research*, 6(1), 1-25.
- Welborn, J. (2019).** Increasing equity, access, and inclusion through organizational change: A study of implementation and experiences surrounding a school district's journey towards culturally proficient educational practice. *Education Leadership Review* 20(1), 167-189.

## PUBLICATIONS

- Welborn, J. & Casey, T., (2020).** Cultural proficiency as an advocacy tool to build a diverse workforce. *ACSA Leadership Magazine*.
- Welborn, J. (2017).** Cultural proficiency: A new feeling for school leaders. *The Missouri Elementary Principal*, 22-23.
- Welborn, J. (2016).** *Culturally competent schools and leadership of elementary principals*. (Doctoral Dissertation). Retrieved from ProQuest Database. (No. 10124756).

## INVITED PRESENTATIONS

- Welborn, J., Casey, T., Myatt, K., & Lindsey, R. (2021).** Book Talk: Leading change through the lens of Cultural Proficiency. Cultural Proficiency Convocation: San Marcos, CA.
- Welborn, J. (2021).** An introduction to Cultural Proficiency: Beginning conversations starts with you. Gateway Leadership Institute. Saint Louis University, St. Louis, MO.
- Welborn, J. (2019).** Supporting our work: Individuals and teams on the Cultural Proficiency journey. Cultural Proficiency Convocation: San Marcos, CA.
- Welborn, J. (2018).** Implementing the Tenets of School Change for Culturally Proficient Practice. Gateway Leadership Institute. Saint Louis University, St. Louis, MO.
- Welborn, J., and Gilb, M. (2018).** The Role of outcome-based professional learning experiences (PLEs) and substantive school immersion in professional development for selected Saudi educators who will lead the national reform initiative: A "Khbrat" program model at Saint Louis University. Ministry of Education, Riyadh, Saudi Arabia.
- Welborn, J. (2017).** School leaders perception and practice of cultural proficiency: Beginning the journey in your school. Gateway Leadership Institute. Saint Louis University, St. Louis, MO.
- Welborn, J. (2017).** School leaders' perception and practice of cultural proficiency: Beginning the journey in your school." Corwin: Cultural Proficiency Institute, Rohnert Park, CA.
- Welborn, J. (2016).** *Culturally competent schools and leadership of elementary principals*. Corwin: Cultural Proficiency Institute, San Marcos, CA.

## CONFERENCE PRESENTATIONS

Soles, B., **Welborn, J.**, & Anan, P. (2022). *Perceptions of formal and nonformal leaders on Cultural Proficiency in educational practice and organizational change*. AERA Conference.

**Welborn, J.** (2022). *Leading change through the lens of Cultural proficiency: A journey for educating our students*. Learning Forward: Show-Me Professional Learning Conference, Springfield, MO.

Flores, P., **Welborn, J.**, Lindsey D., & Lindsey, R. (2021). *Your equity action plan and beyond*. Q10 Equity Conference.

Smith, O. & **Welborn, J.** (2021). *A journey to Cultural Proficiency to transform library culture*. MASL Conference, Virtual.

**Welborn, J.** (2021). *Embedding Cultural Proficiency in all aspects to increase equity and access*. MACTE Conference, Virtual.

Furjes, D., Hiripitiyage, C., Plummer, T., & **Welborn, J.** (2019). *Using Cultural Proficiency to support equity*. MSBA Annual Conference, Osage Beach, MO.

**Welborn, J.** (2018). *Cultural proficiency: Beginning the journey*. Learning Forward: Show-Me Professional Learning Conference, Camdenton, MO.

**Welborn, J.** (2016). *Culturally competent schools and leadership of elementary principals*. Graduate Student Association Symposium, Saint Louis University GSA, St. Louis, MO.

**Welborn, J.** (2016). *Culturally competent schools and leadership of elementary principals*. 21<sup>st</sup> Century Academic Forum at Harvard, Boston, MA.

## INVITED PANELS

Hall, K., Ambers-Phillips, S., Hardin-Bartley, S., Hogan., B. & **Welborn, J.** (2021). *Addressing diversity, equity, and inclusion issues in schools*. FocusSTL.

**Welborn., J.** (2020). *More than a number: Making students, schools, and districts “whole” at the urban education symposium*. Institute for Student Achievement. Saint Louis University.

## CURRENT GRANTS

(\$4,050) Addressing Culturally Proficient Educational Practices in Educational Leadership to Create and Sustain Change Processes (April 2020 – March 2021)

## PREVIOUS GRANTS

**(From its beginning, Dr. Welborn has served as the Grant Program Director for a large grant from the Saudi Arabian Ministry of Education. This work includes program development, program evaluation with data analysis and reporting, monitoring outcomes, and budget management.)**

(\$4,277,758) Kingdom of Saudi Arabia, Ministry of Higher Education, “Building Leadership for School Change through School Immersion” Grant. This grant supports two cohorts of selected Saudi professional educators to participate in a one-year school immersion program to enhance their educational leadership capacity. Experiences to enhance their cultural awareness and English language skills are included in the experience. (June 2018 – August 2019).

(\$2,883,704) Kingdom of Saudi Arabia, Ministry of Higher Education, “Building Leadership for School Change through School Immersion” Grant. This grant supports three cohorts of selected Saudi professional educators to participate in a six-month school immersion program to enhance their educational leadership capacity. Experiences to enhance their cultural awareness and English language skills are included in the experience. (January 2017 – May 2018).

## **GRANTS APPLIED FOR**

(\$847,859) Lyle Spencer Awards Program, Implementation, Evaluation, and Sustainability of a Reform Initiative to Support Cultural Proficiency in PK-12 Schools and Higher Education Institutions (August 2020 – July 2025). This pending grant focuses on a research initiative to transform education by studying Culturally Proficient Educational Practice linked to increasing equity, access, and inclusion for all students.

(\$198,665) Saint Louis University Growth Fund, Implementation, Evaluation, and Sustainability of Practices to Support Cultural Proficiency in P-12 Schools and Higher Education Institutions (January 2020 – December 2021). This pending grant focuses on an initiative to investigate the development of professional learning for educators from preschool to higher education. The content focus is equity, access, and inclusion using the *Tools of Cultural Proficiency*.

(\$5,000) NASPA Innovative Grants Program, University Cultural Proficiency Development Pilot Program (August 2019 – July 2020). This pending grant focuses on planning for a pilot program to increase the knowledge and skills of Saint Louis University (SLU) faculty members, student affairs professionals, and students related to *The Tools of Cultural Proficiency*.

## **TEACHING AND MENTORING EXPERIENCE**

2016 – Present      **Saint Louis University**, School of Education, Assistant Professor  
School of Education

### **2016 – 2017**

Seminars for Building Leadership for Change through School Immersion

### **2017 – 2018**

Seminars for Building Leadership for Change through School Immersion

### **2018 – 2019**

EDL 5100 – Foundations of Education Administration

### **2019 – 2020**

EDL 5100 – Foundations of Education Administration

EDR 6970 – Ph.D. Research Topics in Education

EDR 5500 – Evaluation of Education Programs

## **2020 – 2021**

EDL 5100 – Foundations of Education Administration

EDR 6970 – Ph.D. Research Topics in Education

## **2021 – 2022**

EDI 6480 – Culturally Responsive Curriculum

EDL 5100 – Foundations of Education Administration

EDR 6970 – Ph.D. Research Topics in Education

2016 - 2016	<b>Rockwood School District</b> , Wildwood, MO Babler Elementary School (Fifth Grade Teacher)
2015 – 2016	<b>Saint Louis University</b> , School of Education, Teaching Graduate Assistant School of Education (Research Topics for Ph.D. Graduate Students)
2012 – 2015	<b>Rockwood School District</b> , Ballwin, MO Ballwin Elementary (Administrative Intern / Assistant Principal)
2006 – 2012	<b>Belleville School District #118, Belleville, Illinois</b> Franklin School (Fourth and Sixth Grade Teacher) Central Junior High School (Seventh and Eighth Grade Math Teacher)
2006 - 2006	<b>Massac County Unit #1, Metropolis, Illinois</b> Unity School (Sixth, Seventh, and Eighth Grade Language Arts Teacher)

## **DISSERTATION CHAIRS/COMMITTEE MEMBERS**

### In Progress Chair

### In Progress Committee Member

Burke, J. (2021). *The inclusion of teacher traits that foster positive relationships with students and the degree to which districts focus on traits during recruitment, hiring, and onboarding*. Saint Louis University.

Cabellero, R. (2021). *Special education teachers' and school administrators' perceptions regarding role conflict in special education case management and administrator support of this role*. Saint Louis University.

Cao, Y. (2021). *An investigation of public middle school leaders' perceptions of educational practices regarding preventing school bullying in northwest China schools*. Saint Louis University.

Cheatam, A. (2021). *Social media and the social identity importance of college sophomores*. Saint Louis University. [Reader]

Herbst, M. (2021). *Degree to which cultural competence themes exist in the materials used in the required teacher education courses to prepare primary classroom teachers to manage special educational referrals and placement documents used in elementary schools in which these teacher candidates may work*. Saint Louis University.

Peoples, M. (2021). *Trauma informed care program documents and the degree to which they address cultural competence*. Saint Louis University.

### Chair

## Committee Member

- Warren, M. (2019). *An investigation of masters' level principal preparation curriculum materials regarding the degree to which they address cultural competency*. Saint Louis University.
- Barker, J. (2019). *Financial aid literacy of Latino students in higher education*. Saint Louis University.
- Parker-Gills, A. (2021). *Black male excellence: the academic and social experiences and perceptions of professional identity of first-generation Black male McNair scholars during their first-year of doctoral studies at predominantly White institutions*. Saint Louis University. [Reader].
- Green, M. (2020). *The political-legal feasibility of the inter-district socioeconomic integration of St. Louis school districts as a tool for education reform*. Saint Louis University.
- Wang, Z. (2021). *An investigation of public elementary school teachers' and leaders' perceptions of educational practices regarding educating students with autism spectrum disorders in regular classrooms in northwest China*. Saint Louis University.

## **ASSISTANTSHIPS AND AWARDS**

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|------|--|
| 2016 | J.J. O'Brien Outstanding Graduate Student Award, Saint Louis University    |
| 2015 | Graduate Assistantship, Saint Louis University School of Education         |
| 2014 | MAESP Assistant Principal Award Nominee                                    |
| 2013 | Rockwood School District Rose Award Nominee                                |
| 2005 | Top 25 Distinguished Senior Award, Southern Illinois University Carbondale |

## **SERVICE AND PROFESSIONAL AFFILIATIONS**

- Saint Louis University Assessment Committee  
Saint Louis University Governance Committee of Faculty Senate  
American Education Research Association, Member  
American Education Research Association Open Journal Reviewer  
Learning Forward, Member  
Missouri Association of Elementary and Secondary Principals, Member  
Certified FEMA Emergency Response Team  
Mid Rivers Elementary PTO President  
Valley Park School District Comprehensive School Improvement Plan Team Community Member  
Pattonville School District Cultural Proficiency Committee Community Member  
Franklin Neighborhood Association Volunteer  
Susan G. Komen Teams Liaison Committee  
St. Louis Final Four Volunteer  
Big Brother – Big Sister Mentor  
St. Vincent De Paul Soup Kitchen Volunteer  
Valley Park School District Math Fact Scholars Volunteer  
*Brown vs. Board of Education* Discussion Leader  
Global Alliance for the Education of Nations, Education Summit Committee Member

## **OTHER PROFESSIONAL EXPERIENCE**

Cultural Proficiency Certified Training Associate  
JWE Education Consulting, President  
Midwest Collaborative for Cultural Proficiency in Schools, Executive Director  
Concinnity Collaborative Solutions, Executive Director  
Center for Culturally Proficient Educational Practice, Senior Associate  
Leading Change through the Lens of Cultural Proficiency Podcast, Co-Host  
Educational Leadership on the Go Podcast, Co-Founder  
Cultural Proficiency Academy, Online Certification Designer & Facilitator