Curriculum Vitae

Robert L. Kirton, Ed.D.

Professional Profile & Education

701 Gervais Street, Suite 177, Columbia, SC 29201
(855) 518-1777 | Kirton@DNAsupport.us

Educational leader, author, consultant, and U.S. Navy veteran with more than three decades of experience in public education, higher education, and community development. Helped establish Richland One Middle College and led work that secured and implemented more than $100 million in grants and resources across schools and communities.

ACADEMIC CREDENTIALS

Dec 1999 — **Doctor of Education in Educational Administration**
South Carolina State University, Orangeburg, SC

Dec 1998 — **Educational Specialist in Educational Administration**
South Carolina State University, Orangeburg, SC
Cognate in Special Education Administration. GPA 3.5.

May 1996 — **Master of Education in Educational Administration**
University of South Carolina, Columbia, SC
GPA 3.5.

Dec 1993 — **Bachelor of Arts in Interdisciplinary Studies**
University of South Carolina, Columbia, SC
GPA 3.3.

Nov 1984 — **Associate of Business in Business Management and Marketing**
Midlands Technical College, Columbia, SC
GPA 3.5.

TECHNICAL TRAINING & LICENSURE

Jun 1979 — **Maintenance Certificate**
U.S. Navy “A” School, Memphis, TN
Graduated in the top 10% of the class.

Jan 2000–Present — **Licensed Residential Builder**
South Carolina Residential Builders Commission
License number available on request.

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Executive, Consulting & District Leadership

2012–Present

Chief Educational Officer
DNA Educational Solutions | Greensboro, GA
Advises educational leaders on leadership and team development, curriculum design, facilities and technology planning, and resource development.

2012–2016

Youth Development & School Climate Consultant
Ripple Effects Whole Spectrum Intervention System | San Francisco, CA
Provides consulting and implementation support in youth development and school climate. Certified national trainer and Scientific Advisory Council member.

2014–2024

Certified Leadership Behavior Consultant
Leadership Behavior DNA™ | Atlanta, GA
Provides executive coaching, team development, and training in the use of leadership behavior assessments.

2009–2012

Executive Director of Schools / Area Superintendent
Richland County School District One | Columbia, SC
Supervised principals, directors, and coordinators. Led secondary education programs, curriculum development, and budget planning. Worked with district leaders, board members, industry partners, and the public.

2004–2012

Chief Educational Officer / Executive Director
Richland One Middle College and Richland One Middle College Foundation | Columbia, SC
Supervised school administrators and support staff, managed budgets and grants, and worked with students, families, boards, college and district administrators, and business and community partners.

2000–2009

Director of Career and Technology Education
Richland County School District One | Columbia, SC
Directed district career and technical education programs, supervised consultants and staff, supported curriculum development, and managed program budgets and partnerships.

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Academic, School & Technical Experience

1999–2016
Contributing Adjunct Professor, Educational Leadership
South Carolina State University | Orangeburg, SC
Served as professor of record, doctoral committee member, and field mentor. Designed and taught graduate courses and helped develop and implement grants.

1997–2000
Principal
Heyward Career and Technology Center, Richland One | Columbia, SC
Led daily operations, supervised faculty and staff, managed the budget, provided professional development, and coordinated occupational programs with the district.

1995–1997
Assistant Principal
Eau Claire High School, Richland One | Columbia, SC
Oversaw vocational education, Tech Prep, student activities, discipline, safety, and public relations. Supported staff supervision, curriculum, and instruction.

1992–1995
STEPS Coordinator, Job Coach & Teacher
Olympia School, Richland One | Columbia, SC
Established Student Training Employment Programs, coordinated vocational staff, and taught employment skills to students from ten districts. Published the curriculum manual, developed grants, and led workshops.

1990–1992
Master Class I Instructor / Teacher
Lower Richland High School, Richland One | Columbia, SC
Taught industrial technology, building construction, and cabinetmaking. Expanded and improved prevocational programs.

1988–1991
Trades Craftsman
South Carolina Educational Television | Columbia, SC
Performed skilled building construction and maintenance in electrical systems, HVAC, plumbing, and carpentry.

1982–1991
Construction Superintendent / Foreman
Midlands Human Resources | Columbia, SC
Supervised crews restoring and remodeling housing for people with low incomes and older adults.

1978–1981
Aviation Maintenance Mechanic
United States Navy
Performed aviation and aircraft structural maintenance.

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Graduate Teaching & Educational Initiatives

SOUTH CAROLINA STATE UNIVERSITY COURSES

EAM 731	School Community Relations
EAM 736	Personnel Administration
EAM 737	School Building Planning
EAM 738	Schools and the Law
EAM 799	Planning and Managing Educational Technologies
EAM 821	Educational Leadership
EAM 834	Policy Formulation and Analysis in Educational Administration
EAM 843	Law and Educational Policy
EAM 849	Analysis of Planning Models in Education

SELECTED PROGRAMS DESIGNED, IMPLEMENTED, OR SUPPORTED

Richland One Middle College Early college charter high school developed with Midlands Technical College and community and business partners.

Heyward Career and Technology Center Career programs linking technical instruction with industry needs and postsecondary pathways.

Challenger Learning Center Simulated space missions that engage students in applied mathematics, science, and technology.

Mobile Electronics Program Best Buy and Heyward partnership integrating electronics and automotive technology instruction.

Motorsports Certificate Program of study developed with the North Carolina Motorsports Association.

School improvement frameworks High Schools That Work, Making Middle Grades Work, and Technology Centers That Work.

Richland One Works School-based enterprise and transition support for students with disabilities.

Career academies Engineering at Columbia High with Project Lead The Way, Finance at Columbia and Dreher, and Information Technology planning at Columbia High.

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Grants, Research & Publications

SELECTED GRANTS AND FUNDING INITIATIVES

2012	School Improvement Grant and Early Connections Grant
2011	Early Connections, South Carolina School Improvement, and Project Lift grants
2010	South Carolina School Improvement Grant, Supplemental Educational Services Provider, and Education and Economic Development Act Grant
2009	21st Century After School, City of Columbia Empowerment Zone, and Fast Track grants
2008	City of Columbia Empowerment Zone Grant
2007	South Carolina Charter School Dissemination and South Carolina Youth Work Association grants
2005	Partners in Education Grant
2004	National Tech Prep Demonstration Grant
2003	South Carolina Charter School Grant
2000	Student Training Employment Programs (STEPS) Grant

SELECTED PUBLICATIONS, CURRICULA & RESEARCH

2026	The DNA Blueprint for Educational Leaders
2015	BEAST Leadership Corporate Professional Development Module
2014	The Beast and the Least
2013	Project Build USA Character and Community Service Curriculum
2012	The Brotherhood Mentor and Character Challenge Curriculum
1999	African American Male Achievement
1997	A Study of Conflict Resolution in High Schools
1996	The Impact of Tech Prep
1995	A Study of School-to-Work Transition Services
1993	A Study of Technology Integration in the Classroom

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Conferences, Honors & Professional Service

SELECTED WORKSHOPS & CONFERENCES

2026	Southern Regional Council on Educational Administration, Huntsville, AL. "From Mission to Measurable Impact: The DNA Blueprint for Leading Innovation and Change."
2026	TAEA keynote. "A Journey from Risk to Resilience."
2016	National Title One Conference, Houston. National Youth Alternative Conference. National Alternative Education Association.
2015	AGC Educators Conference, Augusta, GA. High Schools That Work National Conference.
2012	Southeast Black Male Summit.
2010–2011	Richland One Close the Achievement Gap Conference. South Charter School Presentation (2011). Project Adventure Executive Workshop, Benedict College Mentoring and Service Learning Conference, and South Carolina Association of Black Educators (2010).
2007–2009	High Schools That Work, 21st Century State Conference, S.C. AME, Southern Growth Policy Board, National Tech Prep Network, and South Carolina school administrator, educator, and school board conferences.
2004–1997	The Citadel, "Contextual Learning" (2004). National Tech Prep Network, "Innovative Tech Prep Strategies for the New Millennium" (1999). South Carolina State University Annual Special Education Workshop (1997).

SELECTED HONORS

2011–12	FBI Director's Community Leadership recognition, national and South Carolina
2010	Richland One Community Coalition Award
2007	Southern Growth Policies Innovator Award
2004	South Carolina Occupational Information System Career Development Award
1993–94	South Carolina Council for Exceptional Children Vocational Educator of the Year

CREDENTIALS & CAPABILITIES

Grade A endorsements in high school principal and supervisor, vocational director, prevocational education, building construction, and cabinetmaking. Certified Ripple Effects trainer and leadership behavior consultant. Project Adventure ropes course certification and High Schools That Work team leadership.

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Professional Affiliations & Advisory Service

ADVISORY, COMMUNITY & PROFESSIONAL AFFILIATIONS

2016	Ripple Effects Scientific Advisory Council
2014	Midlands Business and Educational Alliance Committee
2009	100 Black Men of Greater Columbia
2007	Education and Economic Development Act Committee
2002	Black Achievers Determined to Be Different
2000	Midlands Educational Business Alliance Governing Board
1999	Contributor, South Carolina 2020 Vision for Career and Technology Education
1997	South Carolina Vocational Directors Association
1996	South Carolina Alliance of Black School Educators
1996	South Carolina Association of School Administrators
1995	Council for Exceptional Children
1994–1998	South Carolina Youth Workers Association. Vice President (1996), President (1998).
1993–1995	Richland One Special Needs Advisory Committee
1996	Richland One Community Coalition
2023–Present	South Carolina Department of Juvenile Justice College & Career Advisory Council

ADDITIONAL AREAS OF PRACTICE

Grant development, educational technology and multimedia, public speaking, communication, conflict resolution, and team development.

References and supporting documentation are available on request.