

JONATHAN KENT PASCHAL, Ed.D.

DISTRICT EXECUTIVE | STRATEGIC LEADERSHIP | ORGANIZATIONAL IMPROVEMENT

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EXECUTIVE PROFILE

District-level educational leader with 18 years of experience spanning classroom teaching, virtual education, school administration, principalship, and executive leadership. Proven record of building systems that strengthen student achievement, leadership capacity, school culture, accountability, college and career readiness, and organizational performance. Leadership is grounded in Serve, Inspire, Trust, Empower (S.I.T.E.) and the belief that high expectations communicate value.

STRATEGIC PLANNING • TEACHING & LEARNING • PRINCIPAL DEVELOPMENT • ACCOUNTABILITY • CTE / CCP / WORKFORCE • STUDENT SERVICES • SAFETY • POLICY • COMMUNITY PARTNERSHIPS

SELECTED LEADERSHIP IMPACT

- Helped lead district improvement as schools meeting or exceeding expected growth increased from 8 of 20 to 14 of 20 (40% to 70%) and low-performing schools decreased from five to two; in 2025-26, 18 of 20 schools increased performance-grade scores and seven improved a grade or designation.
- Led secondary attendance improvement efforts as the percentage of high school students unlawfully absent at least 10% of the year decreased from 26.9% to 9.2%.
- Led secondary instructional improvement as 2025-26 proficiency increased across all four EOC areas: Biology 52.6% to 61.3%, English II 53.8% to 64.0%, Math 1 34.9% to 47.6%, and Math 3 71.1% to 72.9%.
- Expanded Career & College Promise enrollment from 481 students in 2023-24 to 636 in 2025-26, a 32% increase, while broadening college-transfer, technical, healthcare, and workforce pathways.
- Expanded career readiness as graduating CTE concentrators increased from 359 students (35.9%) to 626 (54.7%); in 2025-26, students earned 4,588 industry credentials and completed 61 internships supported by 50 employer partners.
- Expanded rigorous-course access while outcomes improved: AP exams increased from 564 in 2022 to 862 in 2026, while the share earning a qualifying score rose from 48.9% to 78.5%.
- Directed the planning and launch of Brunswick Virtual Academy, a state-approved grades 1-12 virtual option, while strengthening district alternative-education and student-support pathways.

PROFESSIONAL EXPERIENCE

BRUNSWICK COUNTY SCHOOLS | Assistant Superintendent – Secondary Education & Accountability — Bolivia, NC 2023–Present

Cabinet-level executive providing leadership for secondary education and district functions including middle and high school instruction, Career and Technical Education, testing and accountability, athletics, fine arts, AVID, alternative education, virtual education, and long-term student disciplinary processes. Collaborates across Cabinet on strategic planning, finance, human resources, safety, policy, facilities, and long-range growth.

- Lead and support principals and district leaders in translating strategic priorities into measurable school-level action and continuous-improvement systems.
- Lead secondary instructional improvement through Professional Learning Teams, common formative assessments, targeted intervention, standards mastery, walkthrough expectations, and collective teacher efficacy.
- Provide executive leadership for CTE, Career & College Promise, workforce development, advanced studies, athletics, fine arts, AVID, and multiple secondary pathways.
- Lead development of pathway-planning tools that connect BCS courses to credentials, internships, BCC/CCP opportunities, and postsecondary destinations; partner with Brunswick Community College and employers to expand access.
- Oversee accountability and testing functions while helping schools use achievement, growth, attendance, assessment, and implementation data to identify priorities and measure impact.
- Lead complex student-placement, discipline, appeals, alternative-education, policy, safety, and cross-department decisions requiring collaboration among school leaders, families, legal guidance, and district administration.

PROFESSIONAL EXPERIENCE — CONTINUED

WEST BRUNSWICK HIGH SCHOOL | Principal — Shallotte, NC

2020–2023

- Led a comprehensive public high school with responsibility for instructional leadership, personnel, student achievement, culture, safety, budgeting, operations, athletics, community engagement, and school improvement.
- Established clear expectations for teaching and learning, strengthened professional collaboration, and led data-informed improvement processes focused on achievement and growth.
- Recruited, selected, coached, evaluated, and developed faculty and staff while building a culture centered on relationships, accountability, and continuous improvement.

BRUNSWICK COUNTY SCHOOLS | Assistant Principal — Shallotte, NC

2017–2020

- Provided instructional and organizational leadership supporting faculty development, student achievement, discipline, safety, scheduling, and daily operations.
- Supervised and evaluated staff, led professional learning, and collaborated with school leadership to implement district and school priorities.

NORTH CAROLINA PRINCIPAL FELLOWS PROGRAM | Principal Fellow / Administrative Intern

2015–2017

Completed full-time administrative internships at Williston Middle School and Lincoln Elementary School with experience in instructional leadership, MTSS, PBIS, professional development, student support, operations, and community engagement.

EARLIER EDUCATIONAL EXPERIENCE

Instructor, Florida Virtual School (2013–2020) • Mathematics Teacher, North Carolina Virtual Public School (2012–2017) • Course Revision Lead, NCVPS (2014) • Teacher, Cape Fear Academy (2011–2014) • Teacher & Program Coordinator, Lyceum Academy / New Hanover High School (2008–2011)

EDUCATION

Doctor of Education (Ed.D.), Educational Leadership | University of North Carolina Wilmington

2026

Master of Science, School Administration | University of North Carolina Wilmington

2017 | North Carolina Principal Fellow

Bachelor of Arts, Mathematics | University of North Carolina Wilmington

2008 | North Carolina Teaching Fellow

HONORS & PROFESSIONAL RECOGNITION

40 Under 40 Award, Wilmington Chamber of Commerce (2022) • Future Ready Leader (2019) • North Carolina Principal Fellow • North Carolina Teaching Fellow

PROFESSIONAL & COMMUNITY LEADERSHIP

State and local leadership includes service on the NCDPI Chronic Absenteeism Committee, district strategic planning, chamber and child-advocacy board service, and regular collaboration with higher education, business, public-safety, and community partners.