

Curriculum Vitae

Catherine D. Netter, BA, MAEd

Texas Center for the Advancement of Literacy & Learning (TCALL)
College of Education & Human Development
425 Ross St., Milner Hall 301 | Texas A&M University
College Station, TX 77843
Phone: (979)709-2591, Fax: (979)845-0952
Email: cdnetter@tamu.edu

EDUCATION

- | | |
|------|--|
| 2003 | M.S., Adult Education
Concentration in Counseling
North Carolina Agricultural and Technical State University
Greensboro, NC |
| 1993 | B.A., Political Science
North Carolina Agricultural and Technical State University
Greensboro, NC |

EXECUTIVE LEADERSHIP EXPERIENCE

2020-Present

Chief Executive Officer

Netter Strategic Resources & Consulting, Sacramento, CA

- Provide strategic leadership and long-range planning for a consulting firm specializing in cultural literacy, leadership development, and organizational effectiveness.
- Direct business development, client engagement, cross-sector partnerships, and oversee operations, fiscal management, and compliance to ensure sustainable growth.
- Lead the design and delivery of consulting services, training programs, curricula, and thought-leadership content.
- Strengthen brand visibility through public speaking, marketing strategy, and representation at professional events.
- Recruit, mentor, and supervise staff and contractors, fostering a culture of innovation, accountability, and mission alignment.
- Guide research, program evaluation, and the development of proprietary frameworks, publications, and leadership models.

2018-2019

Executive Administrative Director

Guilford County Sheriff's Office, Greensboro, NC

- Served as principal advisor to the Sheriff, supporting fellow leadership and executive oversight of a 500-member law enforcement agency responsible for enforcing federal, state, and local laws and ensuring county-wide safety.
- Directed civilian staff and oversaw multiple operational command-level divisions while managing the Administrative Bureau, including research and planning, crime analysis, community resources, reentry services,

human resources coordination, accreditation, public information, front-desk operations, and administration of a \$68M dollar budget.

- Expanded the Reentry Council Program through collaboration with state prison partners, strengthening reentry pathways and advancing strategies to reduce recidivism.
- Delivered briefings and presentations to departmental personnel, county commissioners, media representatives, and community stakeholders; coordinated the Sheriff's schedule for conferences, press engagements, and facility tours.
- Monitored and analyzed legislative developments impacting public safety, advising executive leadership on policy implications, and providing recommendations aligned with community needs and agency priorities.

TEACHING & INSTRUCTIONAL LEADERSHIP EXPERIENCE

2025-Present

Professional Development Center Specialist

TCALL | Texas A&M University, College Station, TX

- Support the statewide adult education and literacy (AEL) system by developing and implementing professional development plans, coordinating the delivery of evidence-based training, and assessing the needs of local AEL providers.
- Facilitate and/or deliver statewide PD activities—including in-person, online, and training-of-trainer events while collaborating with consortium partners and community organizations to strengthen instructional quality and program performance.
- Schedule contract trainers, analyze training data, and contribute to continuous improvement initiatives aligned with Texas Workforce Commission (TWC) goals.
- Provide resources, technical assistance referrals, and programmatic support to assigned AEL grantees and practitioners across Texas, ensuring access to high-quality professional learning and capacity-building opportunities.

2024-Present

Adjunct Criminal Justice Instructor

Law Enforcement Academy | Tarrant County College, Fort Worth, TX

- Deliver classroom and scenario-based instruction to Basic Peace Officer cadets, emphasizing effective policing practices, correctional techniques, and ethical decision-making in accordance with academy and state standards.
- Integrate tactical (hard) skills with communication-centered (soft) skills instruction to promote professional, lawful, and respectful officer-citizen interactions.
- Develop and deliver lesson plans, instructional materials, and assessments aligned with the College Master Syllabus, academic curricula, and learning outcomes.
- Create and maintain an active, safe, and disciplined learning environment, ensure proper use of facilities, equipment, and educational resources.
- Evaluate cadet performance, provide timely feedback, and support achievement of course learning objectives.

2024-2025

**Substitute Teacher | Grades k-12
Keller Independent School District, Keller, TX**

- Provided instructional support across K-12 classrooms by filling in for teachers during absences and delivering grade-level content in History, English/Language Arts, Theatre, Reading, Mathematics, Science, Geography, and related subjects.
- Assumed full classroom management responsibilities, implementing lesson plans as directed while ensuring student safety and continuity of learning.
- Graded assignments and documented instructional progress to support effective teaching practices.

2019-2025

**Training Specialist
Racial Equity Institute (REI), Greensboro, NC**

- Delivered intensive two-day Phase 1 racial equity training across the United States —both in person and virtually—focused on developing participants' capacity to understand racism in its institutional, structural, historical, and cultural forms.
- Provided instruction on key analytical frameworks—including the Groundwater Analysis, fish/lake system models, and markedness theory—to explain how systems produce racially inequitable outcomes.
- Taught the historical development of race in the United States, the legacy of racialized economic and policy structures, and the relationship between race, poverty, and place.
- Facilitated learning on implicit bias, institutional power arrangements, racial identity, and the interaction between culture and systems.
- Guided participants in building shared language, analyzing data, and understanding how structural forces shape contemporary racial disparities.

2017-2018

**Adjunct Criminal Justice Instructor
Randolph Community College, Asheboro, NC**

- Delivered continuing-education instruction to law enforcement officers seeking General Instructor Certification under NC Criminal Justice Training & Standards and NC Sheriff's Training & Standards guidelines.
- Facilitated learning modules on instructor credibility, leadership practices, cultural competency, curriculum design, lesson-planning strategies, and adult-learning methodologies.
- Prepared and submitted course syllabi, maintained accurate attendance and grade records, and met all reporting and survey-submission deadlines.
- Advised the Program School Director regarding scheduling needs and adhered to all institutional policies and procedures.

2016-2018

**Substitute Teacher | Grades k-12
Guilford County Schools, Greensboro, NC**

- Provided instructional support across Guilford County Schools by filling in for grade-level teachers during absences and delivering standards-aligned content in History, English/Language Arts, Theatre, Reading, Mathematics, Science, Geography, and additional K-12 subjects.
- Assumed full classroom management responsibilities, implementing lesson plans as directed while ensuring student safety and continuity of learning.

- Graded assignments and documented instructional progress with clear feedback to support effective teaching practices.

2002-2016

**Adjunct Criminal Justice Instructor
Guilford Technical Community College, Jamestown, NC**

- Taught criminal justice and law-enforcement focused coursework, including instruction for sworn officers pursuing North Carolina General Instructor Certification and associate-degree students enrolled in Victimology.
- Facilitated professional training in jail operations, surveillance and monitoring procedures, detention services, and adult-learning instructional practices, supporting both pre-service and in-service law enforcement professionals.
- Supported the School Director in planning course content, coordinating logistics, and organizing graduation events for the Detention Officer Certification Course (DOCC) program.
- Designed and enhanced learner-centered lesson plans across criminal justice topics, including mental illness in corrections, investigative processes, professional ethics, regulatory standards, and management of special-needs populations.
- Designed instructional strategies, workshops, and assessments to strengthen adult teaching practices, prepared officers for the North Carolina DOCC State Examination, and evaluated instructor performance and course effectiveness.
- Conducted public and community presentations addressing law enforcement roles, women in policing, and detention operations, supporting community education and outreach efforts.
- Maintained a structured, inclusive, and safe learning environment, managed instructional materials, facilities, and equipment: and complied with college, state, and accreditation requirements.
- Participated in professional curricular relevance, instructional quality, and compliance with GTCC policies and standards.

LAW ENFORCEMENT EXPERIENCE

2006-2012

**Background Investigator & Recruiter
Guilford County Sheriff's Office, Greensboro, NC**

- Conducted end-to-end recruitment and selection process for sworn, non-sworn, civilian, and lateral-entry personnel, including application screening, structured interviews, supplemental inquiries, and comprehensive suitability evaluations.
- Administered and reviewed academic assessments and psychological examinations.
- Completed detailed background investigations with written reports and hiring recommendations submitted to personnel administration and the Sheriff.
- Performed in-depth background investigations encompassing employment history, criminal and financial records, reference checks, and character assessments to ensure compliance with agency standards and state requirements.

- Represented the Sheriff's Office at recruitment fairs, community events, churches, schools, and civic organizations, promoting law enforcement career pathways and strengthening community-based recruitment pipelines.
- Traveled to partner and feeder agencies to review personnel and Internal Affairs files for lateral candidates, coordinating findings with Internal Affairs units and command staff.
- Assisted patrol officers with field operations including DWI security checkpoints and US Presidential motorcade security, maintaining perimeter integrity and public safety.
- Developed and implemented recruitment and retention strategies to reduce attrition, address workplace shortages, and meet hiring goals in a competitive market.
- Advised executive leadership on hiring policies, compliance requirements, background standards, and employment law, supporting risk management and legally defensible personnel decisions.
- Encouraged compliance with Equal Employment Opportunity (EEOC) standards and Title VI and Title VII of the Civil Rights Act of 1964.

1997-2016

**Detention Service Sergeant
Guilford County Sheriff's Office, Greensboro, NC**

- Supervised detention operations within a high-risk, fast-paced jail environment, leading a shift of approximately 50 detention officers, civilian staff, and contracted personnel while ensuring the safety and security of incarcerated individuals, staff, and facilities.
- Managed multiple simultaneous operational demands, responding to critical incidents, de-escalating conflicts, and resolving complex emergencies in accordance with policy, legal standards, and best practices.
- Communicated effectively with staff and incarcerated individuals using approved communication systems.
- Assisted street patrol officers in detaining individuals under involuntary commitment (IVC) orders and mental health security operations.
- Directed training, mentoring, and supervision of newly hired personnel; conducted performance evaluations, prepared formal appraisals, and facilitated educational forums to strengthen staff proficiency and operational readiness.
- Oversaw daily administrative and supervisory functions, including shift scheduling, post assignments, timekeeping (Kronos), uniform inspections, housing-unit checks, and review of incident and disciplinary reports for accuracy and compliance.
- Investigated incarcerated individuals and staff complaints, monitored classification and gang-related issues, and recommended appropriate corrective or disciplinary actions consistent with policy and due process.
- Supervised incarcerated individuals processing and custody functions, including court dockets, releases, fingerprinting, property control, searches, crisis intervention, and routine surveillance rounds.
- Developed and updated Standard Operating Procedures (SOPs), designed training materials, drafted operational improvement proposals, and created promotional and leadership development content.
- Created and coordinated the production of the in-custody orientation video and prepared monthly operational statistics and shift summaries for command-level review and decision-making.

1994-1996

**Adult Probation & Parole Officer
State of North Carolina | Charlotte, NC**

- Supervised adult probationers and parolees, ensuring compliance with court-ordered conditions while maintaining accurate records, timely case files documenting progress, violations, and supervision activities.
- Prepared comprehensive investigative reports, violation summaries, and sentencing recommendations for District and Superior Court and provided sworn testimony as required.
- Conducted home visits to verify residence information, assess living conditions, install electronic monitoring equipment, and evaluate compliance with supervision requirements.
- Performed criminal record checks, gathered victim and witness information, and evaluated risk factors to inform supervision strategies.
- Screened, interviewed, and matched defendants with appropriate community-based alternative programs while providing crisis intervention and routine counseling to support rehabilitation.

COUNTY GOVERNMENT EXPERIENCE

2000-2001

**Child Support Enforcement Agent
Guilford County, Greensboro, NC**

- Located noncustodial parents and established paternity.
- Secured Voluntary Support Agreements (VSAs) or initiated court action to ensure financial support for children.
- Prepared court orders and presented cases before judges to obtain approval or support agreements through formal proceedings.
- Investigated and analyzed financial records to determine equitable child-support obligations
- Monitored delinquent accounts, collaborating with parents to bring balances current.

FEDERAL GOVERNMENT EXPERIENCE

SUMMER 1992

**Student Intern, US State Department
Bureau of Economic Affairs, Washington, DC**

- Assisted in negotiating multilateral and bilateral treaties for the Bureau of Economic and International Affairs, collaborating with federal agencies and participating in high-level political conferences.
- Conducted research on international laws governing U.S. economic relations and drafted the 1992 Investment Climate Report.
- Attended Congressional hearings and prepared analytical reports on legislative and policy developments.
- Delivered presentations to academic and student organizations, including the Model United Nations and Political Science Society, to share insights on State Department operations and internship experiences.

CONFERENCE | SYMPOSIUM | WORKSHOP PRESENTATIONS

Professional Development (Adult Learning)

- Mastering Communication for Workplace Success (Windham School District)
- Trauma-Informed Teaching Strategies for Justice-Involved Learners (CPPDC)
- Unlocking Potential: Strategies for Teaching Justice-Involved Individuals (TCALL)
- Bridging the Gap: Supporting Workforce Reentry for Justice-Involved Learners (TCALL)

Professional Development (Youth & Adult Learning)-Racial Equity Institute (REI)

- **Phase 1 Training Workshop (2 Days-8 hours):**
 - Fish/Lake/Groundwater Analysis
 - Implicit Bias
 - Power Analysis & Structural Racism Frameworks
 - Construction of Race
 - Historical Legacy of Land and Labor
 - Social and Economic Impacts of Race
 - Community Equity and Organizational Change
- **Training delivery across the United States:**
 - Government agencies (local, state, and federal)
 - Public Health Agencies (e.g., AMA, NIH, CDC, etc.)
 - Law Enforcement Agencies & Legal Services
 - Colleges and Universities
 - Library Associations
 - Nonprofit Organizations
 - Community-based Organizations & Grassroots Coalitions
 - K-12 School Districts and Educational Institutions
 - Corporate and for-profit organizations
 - Foundations, Civic Groups, and Faith-based organizations

ACADEMIC COURSES TAUGHT

Criminal Justice & Adult Education-Community Colleges

- Jail Operations & Surveillance
- General Instructor Certification Exam Prep
- Lesson Plan Preparation: Professional Resources
- Active Learning: Demonstration & Practical Exercises
- Interpersonal Communication in Instruction
- Communication Skills
- Instructional Practices of Adult Learning
- Adult Learning Principles
- Classroom Management
- Victimology (Associate Degree Program)

- Criminal Justice Fundamentals
- Criminal Justice Instructional Leadership
- Supervision & Management
- Ethics in Criminal Justice
- Investigative Processes in the Jail
- Notetaking & Report Writing
- Processing Incarcerated individuals into Jail Facilities
- Transportation of Incarcerated individuals
- Key & Tool Control
- Mental Illness & Special Populations
- Medical Care in Jail
- Suicide & Crisis Management
- Stress Management
- Crisis Management Scenarios
- Arrest, Search, and Seizures
- Contraband Detection in Jail Facilities
- Juvenile Minority Sensitivity Training

K-12 Substitute Teacher –Guilford County Schools & Keller ISD

- History
- English/Language Arts (K-12)
- Theatre
- Reading
- Mathematics
- Science
- Geography
- Criminal Justice
- Additional Grade-Level Subjects as Assigned

TECHNICAL SKILLS

Instructional & Learning Platforms

- Canvas, Learning Management System (LMS)
- Zoom, Microsoft Teams, virtual training platforms

Productivity & Data Tools

- Microsoft Word, Excel, PowerPoint, Outlook
- Data entry, tracking, and reporting for program evaluation

Program & Administrative Systems

- Windows operating system
- Kronos (timekeeping), Spillman (jail management records)
- NCIC & DCI (law enforcement records)
- ACTS (child support case management)

Professional Competencies

- Curriculum development and instructional design
- Training facilitation (in-person, virtual, and hybrid)
- Data-informed decision-making and needs assessment
- Technical assistance and stakeholder support

PROFESSIONAL AFFILIATIONS

- Literacy Texas
- Coalition on Adult Basic Education (COABE)
- Texas Association for Literacy & Adult Education (TALAE)
- Correctional Education Association (CEA)
- Association for Talent Development (ATD)

CIVIC ENGAGEMENT

- Delta Sigma Theta Sorority, Inc.
- National Association for the Advancement of Colored People (NAACP)
- Law Enforcement Male Mentors (LEMM) Founder (2008-2016)
- Big Brothers Big Sisters of the Central Piedmont (2008-2016)
- Mayoral Campaign Manager (2019)
- Congressional Campaign Manager (2019)
- Sheriff Campaign Manager (2018)

CERTIFICATIONS

- 2002-2017 Criminal Justice Instructor & Evaluator, NC Criminal Justice Academy & NC Sheriff's Training & Standards Division
- 1997-2016 First Aid & CPR, American Heart Association

ACKNOWLEDGEMENTS & AWARDS

Civic and Community

- Unsung Hero Recipient Award | NAACP Greensboro Branch, NC (2022)
- Greensboro City Council Report Card | NAACP Greensboro Branch, NC (2018)

Law Enforcement Recognitions, Awards, Bars, and Medals

- '98 Rookie of the Year Bar
- Field Training Officer Bar
- Law Enforcement Commendation Bar
- Law Enforcement Corporal Rank
- Law Enforcement Sergeant Rank

- First Line Supervision Training Certificate
- Background Investigation School Completion Certificate
- Law Enforcement General Instructor Certification
- Law Enforcement Meritorious Award Bar
- Law Enforcement Meritorious Certificate
- Detention Officer Certification School Completion Certificate
- Law Enforcement Public Service Award
- Law Enforcement Patrol Security Recognition-Presidential Detail
- Law Enforcement 10-Year Service Bar
- Law Enforcement 15-Year Service Bar
- Detention Officer Certification School Instructor Award
- Personnel & Training Division Background Investigative Award
- Instructor Writer's Academy Participation Recognition
- Keynote Speaker for Detention Officer Certification Graduation Recognition
- Panelist Recognition for Guilford County Emergency Services Hiring Board
- Public Service Community Project Service Award: "Bowl for Kids' Sake"
- Judge for 4-H Group Recognition by the NC Cooperative Extension
- Detention Facility ATM Proposal Recognition
- Detention Officer Retention Proposal Recognition
- Detention Services Standard Operating Procedures Recognition
- Inmate Orientation Video Preparation Recognition
- Law Enforcement Male Mentors Public Service Recognition
- Community School Supply Drive Recognition