

# Bruce W. Thomas, Ed.D.

## Curriculum Vitae

### Education

- 1990-1993      **Ed.D.**, Nova Southeastern University, Fort Lauderdale, Fla., awarded November 1993  
**Major: Early and Middle Childhood Education**  
Dissertation Chair: Mary Ellen Sapp, Ph.D.
- 1979-1980      **M.A.**, Bowling Green State University, Bowling Green, Oh., awarded August 1980  
**Major: Counseling and Guidance**
- 1974-1978      **B.S.**, Bowling Green State University, Bowling Green, Oh., awarded August 1978  
**Major: Health Education**

### Professional Experience/Pre-k -12

- ✚ **Marietta City School District, Marietta, Ohio**
- July 2009-Current                      Superintendent of Schools
- ✚ **Cleveland Metropolitan School District, Cleveland, Ohio**
- July 2009-August 2010                      Regional Superintendent of Schools
- ✚ **Ohio Department of Education, Cuyahoga Falls, Ohio**
- August 2008 – July 2009                      School Improvement Coordinator: Akron City Schools,  
Cuyahoga Falls City Schools, Twinsburg City Schools, Barberton  
City Schools, Southeast Local Schools, and Kent City Schools.
- ✚ **South Euclid-Lyndhurst City Schools, Lyndhurst, Ohio**
- August 1989 to August 2008                      Coordinator, Alternative Education (2003-2007)  
  
Coordinator, Career Based Intervention (1999-2003)  
  
Director/School Counselor, k-12 (1989-1999)
- ✚ **Maple Heights City Schools, Maple Heights, Ohio**
- August 1986-1989                      Director, School Counseling
- ✚ **Southern Arizona Behavioral Health Clinic, Tucson, Arizona**
- August 1983-1986                      Counselor/Therapist & Coordinator of Student Interns

✚ **Diocesan Schools of Tucson Arizona**

August 1982-1983                      Principal (k-8). Tucson Diocesan Schools

✚ **Diocesan Schools of Toledo Ohio**

August 1980-1982                      Principal (k-8). Toledo Diocesan Schools

**Professional Experience/Higher Education**

✚ **The University of Akron, Akron, Ohio. Graduate Faculty Status**

Spring 2009-current    Senior Lecturer. College of Education/Curricular-Instructional Studies  
Summer 2008-current    Senior Lecturer. College of Education/Counseling Department.

✚ **Cleveland State University, Cleveland, Ohio. Graduate Faculty Status**

August 2007-2008        Visiting Assistant Professor, College of Education.  
August 2004-2007        Lecturer, College of Education/Curriculum Department.

✚ **Chapman University, Orange, California. Adjunct Graduate Faculty Status**

August 2000-2002        Lecturer, Adult Continuing Studies.

✚ **Walsh University, North Canton, Ohio. Adjunct Graduate Faculty Status**

August 1997-2000        Lecturer, College of Education/Field Based Programs.  
August 2000- 2001        Visiting Assistant Professor, College of Education.

✚ **John Carroll University, University Heights, Ohio. Term Graduate Faculty Status.**

June 1992-1992            Term Visiting Lecturer, Graduate College of Education.

**University of Akron Teacher Development:**                      *Institute for Teaching and Learning (2008-2011)*

- Eliminating Barriers to Learning: Mental Health Issues in the School Environment
- Strategies to Promote a Positive Classroom Environment: Classroom Climate that Promotes Learning
- Pearson Education Symposium: The Regional Learning Alliance. Moving from Teacher Preparation to the Creation of 21<sup>st</sup> Century Teaching Workforce. Engaging Classrooms: Meeting the Psychological Needs of teachers and Students.

**CSU Professional Teacher Development:**                      *CSU Center for Teaching Excellence (2007-2008)*

- An Urban Case for Professional Learning Communities.
- Application of "A Framework for Understanding Poverty" with Instructional Strategies.

- Beyond Diversity: Courageous Conversations about Race.
- Building Community, Transforming Urban Education and Cultural Competency.
- Creating a Course and Open Source Portfolio for First Year Students.
- Critical Thinking-Group Work and Informational Literacy.
- Funding Sources for eLearning.
- Podcasting, Clickers in the Classroom, Technology Enhanced Classroom Projects.
- Promoting Faculty-Student Engagement in Large Class Settings.
- The Web 2.0 Classroom: What's Available, Where to Begin, and Innovative Integrations?
- Quantitative Literacy. Writing and Oral Communication.
- What is it About Me You Can't Teach?

### University Teaching Experience

- **EDC 5610-604: Collaboration and Consultation Skills in Education (University of Akron, Spring 2009, Fall 2009, Spring 2010, Fall 2010, Spring 2011)**
- **EDC 5600-653: Group Counseling (University of Akron, Summer 2008, 2009, 2010)**
- EDB 200: Teaching as a Profession (CSU)
- EDB 301: Social Foundations of Education (CSU)
- EDB 302/502: Psychological Foundations of Education (CSU)
- EDB 400: Classroom Assessment (CSU)
- EDB 601: Educational Research (CSU)
- EDUC 9558: Cultural Diversity (CSU)
- EDUC 9561: Child and Adolescent Development (CSU)
- EDUC 9564: Early Childhood Programming (CSU)
- EDUC 9623: Creating Community While Managing Your Classroom (CSU)
- EDT 6425: Adapting and Modifying Instruction for Special Learners (CSU)
- EDT 6426: Child Development (WU-CU)
- EDT 6434: Conflict Resolution Programs (WU-CU)
- EDT 606: Teaching Special Learners In The Mainstream (WU-CU)
- EDUC 9374: 21<sup>st</sup> Century Teaching Strategies (WU)
- EDUC 9571: Educational Issues in the Early Childhood Classroom (WU)
- EDUC 9674: Schools and Communities as Partners in Learning (WU)
- EDT 6430: Teaching Seminar (WU)
- EDT 6431-32: Research and Practice (WU)
- EDT 6436: Utilizing Community Resources to Reinforce Instruction (WU)

### Scholarship

### Publications

**Thomas, B.** (1993). Increasing AIDS Awareness of Students in Grades 7-12 through the Design and Implementation of an AIDS Educational Program. Dissertation. Nova Southeastern University. Fort Lauderdale, Fla.

### *Submitted publication*

Boyle, R., **Thomas, B.**, Parr, P., Reech, J. (2009) A comparison of Alternative Education Students and Regular Education Students: One Alternative School's Success. *The High School Journal*. (August, 2009) (Copy attached)

### External Grants

- August 2010-Current     Project Director. Race to the Top (RttT). State Department of Education and the U.S. Department of Education. Total funds available for College and Career Readiness initiatives are \$463,211.
- August 2010-Current     Project Director. Teacher Incentive Fund (TIF). State Department of Education and the U.S. Department of Education. Total funds available for the design and implementation of "excellent teacher/teaching" awards are 428,344.
- August 2000-2008         Project Co-Director. Ohio Challenge Grant. State Department of Education. Total funds disbursed for design, implementation and support of an alternative education program for students in grades 9-12 exceeds \$600,000 as of the 2007-2008 school year.

### Video and Multimedia Productions

Thomas, B. (Author and Director). (2004). Arc Tech Academy: A Learning Community Beyond Brush High School [Multimedia]. Cleveland, Ohio. South Euclid-Lyndhurst City Schools.

### Service

- Thomas, B. (fall 07). Cleveland State University. COEHS 40<sup>th</sup> Anniversary Planning Committee. Curriculum and Foundations.
- Thomas, B. (fall 07). Whitney Young School for the Gifted and Talented (6-12). Cleveland Metropolitan School District.
- Thomas, B. (fall 07). Cleveland State University. Student Praxis Review Session.
- Thomas, B (January 2004). Law Enforcement: Managing Clients who are Mentally Ill. A course presented to the Western Reserve Law Enforcement Group in partial fulfillment of continuing education requirements. Chagrin Falls, Ohio
- Thomas, B (December 2004). Multi-age Classroom Learning. Symposium presented to classroom teachers at an ODE sponsored workshop. Cleveland, Ohio
- Thomas, B. (August 1999). Inclusion in the Classroom. A teacher education series presented to special education and regular education teachers for the Erie County Board of Education. Sandusky, Ohio
- Thomas, B. (October 1996). Creating a Better Collective Bargaining Agreement. A workshop presented at the annual conference of the Northwest Ohio Teachers Association (NWOTA), Toledo, Ohio

Thomas, B. (October 1995). Strategies to Support an Inclusive Classroom. A classroom instructional series presented through the Cuyahoga County Special Education Service Center (CCSESC), Maple Heights, Ohio

Thomas, B. (November 1995). Inclusion and the Law. Symposium presented at Kent State University at their Fall Educational Update Conference. Kent, Ohio

Thomas, B. (November 1994). Urban Education and Student Mobility. Symposium presented through Focus Educational Services at their fall conference. Chicago, Illinois

Thomas, B. (November 1993). The Connection between Student Discipline and Race. Symposium presented through Focus Educational Services at their fall conference. Chicago, Illinois

### **Professional and Scholarly Presentations**

#### **National**

Thomas, B. (Selected for presentation January 2010). Keeping Alternative Learners in School. Symposium presented at the National Alternative to Expulsion, Suspension and Dropping out Of School Conference. San Antonio, Texas.

Thomas, B. (March 2000). Interviewing Young Children in Crisis. Symposium presented at the annual conference of the National Association for the Education of Young Children (NAEYC), Columbus, Ohio

Thomas, B. (May 1996). Inclusion, Who and Why. Symposium presented at the annual conference of the National Association for the Education of Young Children. Columbus, Ohio

#### **Regional**

Thomas, B., Boyle, R. (April 2007). Managing Alternative Learners in an Urban High School. Symposium presented at the QUE Conference at Cleveland State University, Cleveland, Ohio

Thomas, B. (April 1997). Early Childhood Counseling Services. Symposium presented at the annual conference of the Northeast Ohio Education Association (NEOEA), Cleveland, Ohio

Thomas, B., Llewellyn, James. (November 1995). Technology in Your Special Education Classroom. A symposium presented at the Northeast Ohio Assistive Technology Conference. Akron, Ohio

#### **State and Local**

Thomas, B., Boyle, R (November, 2004). Homophobia, Not in my High School. Symposium presented at the annual conference of the Ohio School Counselors Association (OCA), Columbus, Ohio

Thomas, B. (November 1999). Inclusion or Intrusion. What's all the Complaining About? Symposium presented at the annual conference of the Ohio School Counselors Association (OCA), Columbus, Ohio

Thomas, B. (November 1998). Is There a Connection Between Social Maturity and Learning? Symposium presented at the annual conference of the Ohio Middle School Association (OMSA), Columbus, Ohio

Thomas, B. (October 1998). Understanding Depressive Illness in Families. Symposium presented at the annual conference of the Ohio School Counselors Association (OCA), Columbus, Ohio

Thomas, B. (May 1997). Too Scared to Cry. Post Traumatic Stress Disorder Diagnosis and Treatment in Young Children. Symposium presented at the State of Ohio Department of Education Conference. Columbus, Ohio

Thomas, B. (November 1996). Group Counseling in Grades 5-9. Symposium presented at the annual conference of the Ohio Counselors Association (OCA), Columbus, Ohio

Thomas, B. (October 1996). How Inclusive Practices Contribute to Middle School Learning. A symposium presented at the annual conference of the Ohio Middle School Teachers (OMST). Columbus, Ohio

Thomas, B. (October 1994). Making the Transition to a Multi-Age Primary Education. Symposium presented at the annual conference of the Ohio Early Education and School Age Child Conference. Columbus, Ohio

Thomas, B. (November 1994). Group Work with Children of Divorced Parents. Symposium presented at the annual conference of the Ohio School Counselors Association (OCA), Columbus, Ohio

Thomas, B. (May 1985). A Dilemma, Abuse of Children. Symposium presented at the annual conference of the Arizona Counselors Association (ACA), Phoenix, Arizona

### Areas of Knowledge

- **Education/Whole System and Building Reform/Special Education-** Familiar with district and school reform research and best practices and educational practices; understand the policies and inherent politics of education at the building, district, state and national levels; understand the roles of the central office and what works at the school level; understand effective school leadership, school board leadership and the strategies of instructional leadership.
- **Research and Evaluation-** Understand evaluations in school districts; understand data systems as they apply to organizations and their use for formative and summative evaluation; understand data analysis and collection procedures; understand the connection of evaluation and context; and understand student assessment approaches and technology used to develop an assessment system.
- **Policy and Government Relations/Operating Standards: Federal and State-** Understand educational politics at the building, district, state and national level; understand the connection between educational practice and policy; understand how networking and information exchange works; understand how to promote dialogue; understand how people in the field of education work and how to provide them with useful information.
- **Organizational Development-** Understand organizational development and leadership development; understand cultural transformation within organizations; understand how to create breakthrough and how organizations have achieved it; understand how to create and sustain a learning community.

### Specialized Credentials

Superintendent	State of Ohio	All levels
Administrative License	State of Ohio	Grades 4-9 and grades 7-12
School Counselor Certificate	State of Ohio	k-12
Teacher Certification	State of Ohio	Education k-12
Career Based Intervention License	State of Ohio	All levels

*Introducing...*

---

**Clifford T.  
Wallace, Ph.D.**

*"I leave you finally a responsibility to our young people...  
Our children must never lose their zeal for building a  
better world. They must not be discouraged from aspiring  
to greatness...."*

*Dr. Mary McLeod Bethune, Founder  
Bethune-Cookman College*

# Clifford T. Wallace, Ph.D.

## PERSONAL PROFILE

An Educational Administrator with 13 years of relevant experience in both K-12 Public Education and For-Profit Higher Education: Educational background includes a Doctorate Degree in Urban Education Administration: Comprehensive knowledge of the principles and practices of Education management and administration: Comprehensive knowledge of strategic planning and budgeting activities.: Proven ability to lead collaboratively with vision and practical perspective: Demonstrated ability to lead and manage the continuous improvement of responsive services and system changes; is professionally recognized as being a passionate, resourceful, innovative, collaborative leader with outstanding interpersonal, communication, strategic & creative problem solving abilities.

## AREAS OF STRENGTH

- Campus & Community Relationship Management
- Strategic Decision Making/ Established & Implemented Institutional Effectiveness Plan.
- School Improvement/Accountability
- Employee Relations & Performance Improvement/ Management
- School Based Budgets and Human Resources
- Student Retention / Innovation Strategies
- Curriculum Development & Educational Instruction
- Training, Compliance & Staff Development
- Facilities Management and Pupil Personnel

## EDUCATION

<i>Cleveland State University</i> Cleveland, Ohio December 18, 2004 Ph.D.—Urban Education	<i>Cleveland State University</i> Cleveland, Ohio August 15, 1998 Ed.S.—Administration	<i>Cleveland State University</i> Cleveland, Ohio August 15, 1996 M.Ed.—Administration	<i>Hampton University</i> Hampton, Virginia May 10, 1992 BS—Mathematics
--	---	---	--

## STATE OF OHIO CERTIFICATIONS

- High School Principal 8 Year Professional Certificate
- Middle School Principal 8 Year Professional Certificate
- Elementary School Principal 8 Year Professional Certificate
- High School Mathematics 8 Year Professional Certificate
- Business Manager's License
- School Superintendent License
- State Diagnostic Assessor Certificate
- Pathwise Training Professional Development Certificate

## EMPLOYMENT HISTORY

<i>Bryant &amp; Stratton College</i> Adjunct Instructor Associate Dean of Instruction Dean of Instruction	Cleveland,, Ohio Fall 2007 Parma Campus Winter 2008 Cleveland Downtown Campus Spring 2008—Present Cleveland Downtown Campus
--	--

- Taught Pre-College Mathematics and College Algebra
- Assist the Campus Dean of Instruction: Primary function oversee evening program
- As Dean of Instruction responsible for all aspects of the academic department
- Increased Enrollment for Fall 2008 (+24%) and January 2009 (+29%)

*Warrensville Heights City Schools*

Warrensville Heights, Ohio



Director of Business Affairs  
Elementary Principal, Middle School Principal

August 2004 to July 2007  
August 2000 to July 2004

- 
- Central Office Administrator Supervising the Following Departments  
Food Service, Transportation, Security and Custodians.
  - Instructional Leader of 5-6 School that was a middle school that converted to an elementary building during the 2003-2004 school year. During my four year tenure in the building the following occurred
    - Chairperson of three (3) Successful Levy Campaigns November 2004, May 2005 & May 2007.
    - School designation by the Ohio Department of Education went from Academic Emergency to Continuous Improvement
    - 6<sup>th</sup> Grade Proficiency Writing Scores went from 66% to 96% the highest in Northeastern Ohio during the 2002-2003 school year. 6<sup>th</sup> Grade Proficiency Math Scores went from 12% to 55%
    - Received Letter of Recognition from the State of Ohio Superintendent of Education for the marked improvement the school received during the four-year span that I was the instructional leader.

***Cleveland Municipal Schools***

Cleveland, Ohio

High School Unit Principal

Glenville High School August 1997 to June 2000

Middle School Unit Principal

Spellacy Middle School January 1997 to June 1997

- 
- At Glenville High School I was the 9<sup>th</sup> Grade Unit Principal responsible for all areas of instruction and discipline for ninth grade students.
  - At Spellacy Middle School I was the 7<sup>th</sup> grade Unit Principal responsible for all areas of instruction and discipline for seventh grade students.

***Baldwin-Wallace College Upward Bound Program***

Berea, Ohio

Summer Program and Weekend Program

Baldwin-Wallace College

Academic Supervisor

June 1995 to August 1999

- 
- Supervised 15 teachers during a six-week summer residential program and Saturday's during the school year for high school students with aspirations of attending college.
  - Monitored student discipline
  - Checked lesson plans
  - Provided professional development for teachers
  - Observed and evaluated all teachers
  - Modeled lesson for all math and science classes
  - Developed curriculum in the math, language arts and history departments

***Warrensville Heights City Schools***

Warrensville Heights, Ohio

7<sup>th</sup> Grade Mathematics Teacher

August 1992 to June 1996

9-12 Mathematics Teacher

August 1996 to December 1996

- 
- Preparing lesson plans for students
  - Preparing students for the Mathematics Proficiency Exam
  - Student Council Advisor
  - Boys Track Coach
  - Freshman Class Advisor
  - Student Teacher Coordinator

**PROFESSIONAL & PERSONAL AFFILIATIONS**

- Ohio Association of School Business Officials
- National Alliance of Black School Educators

- National Association of Elementary School Principals
- National Association of Secondary School Principals
- American Association of Higher Education
- National Middle School Association
- Member of Alpha Phi Alpha Fraternity, Inc.

## HONORS/AWARDS

- Congressional Black Caucus Scholarship Recipient
- United Negro College Fund Scholarship Recipient
- Baldwin-Wallace College Upward Bound Teacher of the Year 1996
- Principal's Award of Excellence Warrensville Middle School 1994 & 1995
- Trio Alumni of the Year Award 1998
- "Then and Now" Award for 100 Top African-American Male Educators presented by Phi Delta Kappa 2004
- Who's Who in American Education 2006

## ORGANIZATIONAL PLANNING & TEAM BUILDING

As a principal, I was directly responsible for the overall organization and team building at Randallwood School. My tenure at this particular school was 4 years. During that time span our performance index as it relates to NCLB was 57% during year one. The last year of me being the instructional leader of this school, the performance index was 80%. This is the year that we received recognition from the State of Ohio. A major emphasis in our school was the "Effective Schools Model" which assisted our staff in becoming data driven. Thus we were able to meet and surpass State Standards

*"At Randallwood School it is quite evident who the instructional leader is...from the moment you enter the building, this school has an environment that is warm and welcoming. I attribute this transformation of a once academic failing school to the leadership and dedication of the school's principal Clifford T. Wallace."*

Dr. Marc Gray Jr.  
Superintendent of Schools

## REFERENCES

Barbara Berry  
Director of Upward Bound  
Baldwin-Wallace College

[REDACTED]  
[REDACTED]  
[REDACTED]  
[REDACTED]

Anthony H. Brown  
Assistant Principal Hope Academy Chapelside

[REDACTED]  
[REDACTED]  
[REDACTED]  
[REDACTED]

Dr. Marc Gray Jr.  
Former Superintendent

[REDACTED]  
[REDACTED]  
[REDACTED]

Renee T. Cavor  
Deputy Pre-K—8 Schools  
Cleveland Metropolitan Schools

[REDACTED]  
[REDACTED]  
[REDACTED]  
[REDACTED]

Resume of Professional Qualifications for  
**Deborah Hunter-Harvill, Ed.D**

**OBJECTIVE:**

Serve as an executive (Superintendent, Chief Academic Officer or Deputy Superintendent) who will apply skills, school reform initiatives, talents, fiscal/business savvy, facilitate and build capacity within staff as well as strengthen student achievement, leadership, curriculum, instructional practices, parental involvement and teamwork skills through collaboration.

**EDUCATION:**

**MICHIGAN DEPARTMENT OF EDUCATION, LANSING, MICHIGAN**

**Certification Renewal**, November 2008 – June 2013, 24 Continuing Education Credits, State of Michigan (Superintendent, Central Office, Elementary and Secondary Administration endorsements)

**WAYNE STATE UNIVERSITY, DETROIT, MICHIGAN**

**Doctorate of Education** granted May 1994, Major areas of study include Educational Administration, Emphasis on Supervision, Instructional Leadership, and Mentoring, Educational Specialist degree granted December 1988 with an Emphasis on Curriculum, Planning and Urban Education.

**MARYGROVE COLLEGE, DETROIT, MICHIGAN**

**Master of Education** granted May 1986. Major areas of study include Emphasis on Education of Learning Disabled, Talented, Gifted, Emotionally and Educable Mentally Impaired students.

**Bachelor of Arts** awarded May 1977, Major area of study included Elementary and Middle School Education, Emphasis on Language Arts, Mathematics and Social Sciences in Grades 6 – 9.

**PROFESSIONAL WORK & CAREER ACCOMPLISHMENTS:**

**June 2010 – present**

**HUNTER-HARVILL EDUCATIONAL ASSOCIATES, INC.** A Consulting company which promotes leadership, school reform, parental involvement, student achievement, professional development and innovative opportunities for board relations, staff mentoring and professional movement for leaders.

- **School District Convocation speaker on Reform, Common Core standards reviewer, and provide Professional Development for teachers, administrators, educators and leadership mentor**

December 2010 – September 2011, Wayne County RESA and Michigan Department of Education. **High Priority Schools Initiative Process Coach/Consultant (Mumford High School, Central Collegiate High School and Southeastern High School)**

- **Coordinate and Collaborate with district staff, WCRESA Staff, Michigan Department of Education, DPS Schools and other designees**
- **Assist and Develop progress reports and school improvement for High Priority middle and high schools**

- Collaborate with school reform partners, central office district staff and building level staff
- Assist in the Development of Curriculum and Instructional Best Practice Strategies
- **Technical Assistance Implementation**
  - Detail Plan of Work that is aligned with school improvement framework for meeting the needs of the building and providing support for school improvement process
  - Attend Technology based, school improvement planning, curriculum and leadership workshops with DPS staff, external partners and mentors

**Professional Development**

- Working with school districts and staff to analyze data and convert needs to classroom level facilitation of successful instructional leadership strategies for assigned businesses

October 2010 – present

**Charter School Development-High School, Delta Sigma Theta Sorority, Inc. - Detroit Alumnae Chapter**, Budget Development, Staffing, Curriculum, Instruction, Partnerships and School Operations

September 2010 – present

**Detroit Public Schools Reading Volunteer Tutor**, Durfee K-8 School

**March 2010 – Present**

**REGIONAL CONSULTANT, MY CHINESE 360 MANDARIN CHINESE INITIATIVE**

Promote and share information regarding exciting innovation to teach students a second language during extra

- Curricular hours, virtual learning, live 24/7 tutoring opportunities, etc.
- Facilitation of the extracurricular program initiative  
Presentations and consultation with educational leaders and Facilitation of virtual world experiences with tutor

2008 – 2010

**WESTWOOD HEIGHTS SCHOOLS, FLINT, MI – SUPERINTENDENT**

Facilitate Board Relations, Curriculum & Leadership, Best Practices, Fiscal Integrity, Student Services, Title I, No Child Left Behind Law, Business Partnerships (Faith Based, Marygrove/Teachscape Graduate Online Degree Program, University of Michigan, etc.), Pupil Population, Accountability, Data Driven Instruction, Human Resources (Personnel, Negotiations, Labor Relations, Teacher Certification), Special Education, Building & Physical Plant, Professional Development, Teamwork Development skills and Technology Capacity Building.

- Facilitated negotiations with bargaining units to reconcile 2008 – 2009 Engineer and custodial contracts
- Established at 9<sup>th</sup> Grade Academy to reduce the 12<sup>th</sup> Grade Drop Out Rate for Prospective High School graduates 2012 – 2016
- Established a Weekly Business/Finance Review Meeting with staff to facilitate Audit recommendations & fiscal integrity; Established Westwood Heights Business/Finance Center
- Established single gender exploratory classrooms at Westwood Heights District
- Operationalized and Implement Board Retreat Program. School Board Recognition Reception, and sought out opportunities for Board Leadership Development
- Worked with school staff, parents and community to develop a 5 year Strategic Plan (2008 – 2013)
- Worked with the Michigan Department of Education to develop a plan of action for Hamady High School Restructuring due to AYP inadequacies
- Developed, established a Plan of Action for the Male Leadership Summit for Grades 4 – 12
- Developed relationships with stakeholder groups within the Flint and Genesee County Community, (Superintendents, Faith Based, Business, Block Clubs, Teachers, Para Pros, Engineers and Energy Management)

2005– 2009

**PRESIDENT-ELECT, National Alliance of Black School Educators (NABSE)**

Facilitate the planning of the 34<sup>th</sup> and 35<sup>th</sup> Annual Conferences-Orlando and Nashville. Comprised of Revenue generation and coordination of national, state, and local presenters.

**PRESIDENT, National Alliance of Black School Educators (NABSE)** – serve and communicate our, “Education is a Civil Rights Agenda”, converse with Congress in Washington DC, state level. Policy makers, State Superintendents, Blue Ribbon school districts, the membership (school superintendents, principals, teachers and parents.) Facilitate policy, procedures, professional development, leadership and research based practices.

**CAREER ACCOMPLISHMENTS:**

- Developed in collaboration with Executive Staff and Task Force IV, a national, federal, legislative agenda for Education is a Civil Right Initiative
- Met with Education Policy Leaders for President-Elect Barack Obama for a collaborative conversation regarding Education is a Civil Right, Dual Language Programs, Reauthorization for Title I, NCLB and full funding, Health and Wellness Educational Centers
- Developed a partnership with AASA/NABSE/ALAS on Wellness, Obesity, and Health Issues
- Established Female Leadership Summit and Implemented Annual Male Leadership Summit in Prairie View, TX
- Facilitated Memorandum of Understanding for NABSE/NABSEF(Foundation) for Programs and Fundraising

2000 – 2008

**DETROIT PUBLIC SCHOOLS, Principal/Instructional Leader**

McMichael Technological Academy, K-8 Damon J Keith Elementary, PK-5 (CEO District School) & Whitney Young Magnet Middle School, 6 – 8

**CAREER ACCOMPLISHMENTS:**

- Developed School-wide Writing Resource Center and School Wide Parent Center to refine parenting skills in Elementary, Middle and K-8 schools within the Detroit Public Schools to impact/increase low writing scores
- Developed and sustained test scores by using data driven instruction
- Developed and sustained active leadership for Partnerships with the UAW, Girl Scouts, Family Independence Agency, Faith Based Initiatives, Parents, Learning for Life Special Education Initiative, the Salvation Army Homeless Center, METLIFE, the Wolverine Bar Association & Compuware Partnerships
- Managed a technology grant through Hewlett Packard and provided training for 400 laptops for student usage which impacted student achievement, technology capacity for staff and parental involvement and resume writing workshops

1999 – 2000            **SCHOOL DIRECTOR** of School Curriculum & Business Development, *Advantage Schools, Inc.*, Boston, Massachusetts

1997 – 1999            **SENIOR DIRECTOR, Detroit Annenberg Challenge** (A Collaboration with Detroit Public Schools) Facilitate the school cluster process with in the Detroit Public Schools and the Wayne State University Technical Support Program for School Reform, Curriculum and Best Practices towards student achievement work with clusters to maintain fiduciary responsibilities.

**CAREER ACCOMPLISHMENTS:**

- Worked as a central office school reform senior director to develop assessments, collaborative professional development and team building with leadership teams within clusters of K-12 schools with emphasis on team building, systems thinking, data driven strategies, visioning, collaborative decision making student achievement and parental involvement
- Worked in collaboration with Wayne State University to provide professional development for teachers, administration and parents to better understand excellent practices, school reform model practices, consensus building and systems thinking model

1994 – 1997            **PRINCIPAL, Oak Park, Michigan – Oak Park School District**, Francis Scott Key Elementary School, PK-6, implemented the Performance and Assistance Data Model for Teachers to utilize in an effort to provide the best instruction for student achievement.

1992 – 1994            **ASSISTANT DIRECTOR OF SPECIAL EDUCATION**, K-12 and Elementary Principal, Hazel Park, Michigan, Hazel Park Community Schools, PK-5 provided administrative and Instructional Leadership to a K-6 population. Coordinated Special Education Center Based Programs, Special Education Self-contained and Inclusion Programs, K-12. Used IEPs, MET meetings to establish a plan for students, teachers and their families.

1989 – 1992            **TITLE I STAFF COORDINATOR, Detroit Public Schools**, Fitzgerald Elementary, approximately 1100 students, Coordinating Title 1/3 IA Reading and Mathematic Labs, after-school programs, and professional development for teachers and parents.

**TEACHING EXPERIENCES:**

1997 – 1999            *Marygrove College, Higher Education Online Adjunct Professor, Detroit, MI*

1989 – 1984            *Resource Room Teacher & Special Education Teacher, Detroit Public Schools, Area F-Joy Middle School, and Nichols Elementary, Detroit, MI*

Included Upper Grades Languages Arts Teacher, Detroit Public School. Area A and Chrysler Elementary.

1984 – 1977 Teacher, *Friends School in Detroit, MI* - Grades K-12, Language Arts & Social Studies.

**PROFESSIONAL AFFILIATIONS MEMBERSHIPS & ORGANIZATIONS:**

- American Association of School Administrators. (AASA)
- Association of Supervision and Curriculum Development (ASCD)
- Genesee County Association of Superintendents
- Genesee County Curriculum Association
- Michigan Quality Council Examiner
- Michigan Association of School Administrators (MASA)
- Michigan Association of African American Superintendents (MAAAS)
- National Association of Middle Schools (NMSA)
- National Association of Elementary & Secondary School Principals (NAESP & NASSP)
- National Alliance of Black School Educators, Inc. (NABSE)
- National School Board Association (NSBA)

**PUBLICATIONS:**

- American Association of School Administrators (AASA), The School Administrator, Education as a “Civil Right”, October 2009
- Urban Education, “Increasing Student Achievement. An Urban District’s Search for Success” Volume 31. No 5, January 1997
- *The Impact Mentoring has on Self Esteem, Attitude and Achievement for Middle School Students*, Dissertation, Wayne State University, Detroit, MI, May 1986

**PROFESSIONAL CERTIFICATIONS:**

- Superintendent
- K-12 Elementary and Secondary Administration
- Central Office
- Principal, K-12
- Special Education Supervisor Endorsement, K-12 Special Educational, K-12 Learning, Disabilities, Emotionally Impairment & Educable Mentally Impaired
- Superintendent’s Academy, MLEM
- Teacher (Continuing), K-9, Sp. Ed. K-12, Social Sciences, Grade 9

**AWARDS/HONORS/APPOINTMENTS & PRESENTATIONS:**

January 2011	Presentation- Building Teacher Capacity to Increase Achievement: Using Data and More Data
July 2010	Presentation- Jasper County School District, Jasper County, South Carolina
March 2010	Presentation-Delta Days at the Capitol, Education and the Legislation
February 2010	Metropolitan Convention Bureau, Detroit, MI, J. Lee Barrett Award
August 2009	Presentation, Teachscape/Marygrove, NABSE “Teacher Quality and Education is a Civil Right”. Detroit
April 2009	Appointed to AASA Advisory Council for Public Education through 2012
February 2009	AASA Presentation: “Childhood Obesity”, AASA and NABSE Partnership

## AWARDS/HONORS/PRESENTATIONS, continued

January 2009	Education is a Civil Right Presentation. South Carolina Educators Alliance
December 2008	NABSE Presentation to Dr. Linda Darling – Hammond, Chairman President Barak Obama Transition Team
November 2008	Keynote Speaker, Teachscape & Marygrove College Education Summit
February 2008	Honoree, “Women of Excellence Award”, Michigan Chronicle, Detroit
November 2007	Installed as 18 <sup>th</sup> President, National Alliance of Black School Educators served as 35 <sup>th</sup> National Conference Chairman in Nashville, Tennessee. Opryland Convention Center
September 2007	Presenter, Delta Sigma Theta Sorority, Incorporated, National Educational Summit, New Orleans, Louisiana
July 2007	Presenter, “ <i>The Drop-Out Rate in Males</i> ”, July 2007, NAACP Conference, Detroit, Michigan
January 2007	Featured in <i>Jet Magazine</i> . Character Education Dialogue
April 2006	MetLife 2006, Community Award for Outstanding Principal Service
May 2004	<i>Good Morning America</i> , Book Drive School, featuring Tony Perkins, WXYZ
October 2005	Marygrove College, Distinguished Alumni of the Year Award

### **PROFESSIONAL EDUCATION & ADMINISTRATIVE TRAINING:**

Teach for America Presentation, Skillman Foundation, April 19, 2011  
Charter School Operations, Charter Preparatory Series, April 2011  
Rigor, Relevance and Relationships, Detroit Public Schools- Ed Works and Wayne County RESA, March 2011  
School Improvement Planning, Wayne County RESA, March 2011  
Michigan State University, Coaching 101, Effective Coaching for School Improvement, March 2011  
Michigan Association African American Superintendents (MAAAS), Mentoring and Workshop Meetings  
2nd Annual NABSE Superintendent Summit, Minneapolis, Minnesota, June 2010  
MASA Special Series Professional Development - School Governance and Leadership- March 2010 in Lansing, MI.  
AASA Conference, February 2010, Phoenix, Arizona, “Race to the Top Leadership and Strategies”  
MASA Superintendent’s Training, January 2010, Detroit, MI, “Budgetary Constraints with Leadership/Accountability”  
AASA Presentation, February 2009, Obesity, Wellness and Health for African American and Latino Adolescents  
MASB School Board & Superintendent’s Evaluation, October 30 & 31, 2008  
MASA New Superintendent Training September 22 – 24, 2008, Traverse City, MI  
Negotiations, Building Board Relations & Maintaining AYP  
AASA National Conference on Education, February 2008, Tampa, FL., “Systems Thinking”



# KELLY D. BROOKS-WASHINGTON, Ph.D.

---

## SUPERINTENDENT

~ Over 13 Years Administrative Experience ~

Analytical, dynamic, and self-motivated administrator deeply committed to fostering student success and faculty development for the enhancement of teaching and learning. Looking to leverage 19 years of K-12 leadership experience within a postsecondary administrative role. Strategic-minded, forward thinking professional with the capacity to develop and deliver on organizational missions, vision, and objectives. Natural leader able to direct others and empower staff through recognizing and rewarding their efforts and success. Warm and diplomatic team builder with exceptional interpersonal and communication skills who builds strong rapport with colleagues, faculty, students, parents, and community members. Approachable professional with strong administration, organization, and planning skills with an unwavering vision of institutional goals.

### Key Strengths:

- Program Evaluations & Assessments
- Curriculum & Syllabi Development
- Standardized Testing & Scores
- Strategic Planning & Scheduling
- Policy & Procedure Development
- Federal & State Legislation
- Budget Coordination & Oversight
- Student & Faculty Recruitment & Retention
- School Safety & Security
- Teacher Mentoring & Development
- Student Development & Support
- Resource & Fiscal Management

---

### EDUCATIONAL BACKGROUND & CREDENTIALS

Ph.D. in Urban Education Administration - 2003  
Master of Science in Education Administration - 1994  
Cleveland State University - Cleveland, OH

Bachelor of Science in Special Education / Learning Disabilities - 1992  
University of Akron - Akron, OH

Superintendent License  
Business Manager License  
Elementary Principal License (K-8)  
Special Education License (K-12)  
Elementary Education License (1-8)  
Leadership Training Academy Certification

---

### PROFESSIONAL EXPERIENCE

Akron Public Schools - Akron, OH ARRA PROGRAM COORDINATOR	2009 - Present
Ashland University/Ursuline College - Pepper Pike, OH ADJUNCT FACULTY	2003 - 2005; 2008-Present
Warrensville Heights City School District - Warrensville Heights, OH EXECUTIVE DIRECTOR OF CURRICULUM & INSTRUCTION (Pre-school - 12) DIRECTOR OF CURRICULUM & INSTRUCTION (Elementary) PROFESSIONAL DEVELOPMENT COORDINATOR (Pre-school - 12)	2005 - 2009
Maple Heights City Schools - Maple Heights, OH DIRECTOR OF CURRICULUM, INSTRUCTION, & PROFESSIONAL DEVELOPMENT TESTING COORDINATOR (Pre-school - 12)	2004 - 2005
Charles H. Lake School - Cleveland, OH PRINCIPAL (Pre-school - 8)	2003 - 2004

Eastwood Elementary School - Warrensville Heights, OH  
 PRINCIPAL (Pre-school - 4)

1997 - 2003

Westwood Elementary School - Warrensville Heights, OH  
 SPECIAL EDUCATION TEACHER (K-4)

1992 - 1997

### PROFESSIONAL HIGHLIGHTS

- Designed and implemented Continuous Comprehensive Improvement Plan
- Designed and implemented School Improvement Plans
- Served as Federal Grant and Budget Coordinator (CCIP)
- Facilitated community forums and chaired levy campaigns
- Updated administrators and staff on federal/state legislation
- Designed and implemented after school enrichment, summer reading, and summer school programs
- Trained and implemented standard based curriculum alignment and standard based report cards
- Reviewed, revised, and created syllabi for college courses
- Coordinator for Supplemental Educational Services (SES)
- Designed and implemented professional development workshops
- Served on Kindergarten and student registration committees
- Developed and implemented student recognition and incentive program
- Implemented item analysis, curriculum mapping, and differentiated instruction in the classrooms
- Conducted testing and evaluation for student placement
- Created postings and facilitated building/district interview teams
- Coordinated district staffing and substitute workshops
- Served on negotiating teams with bargaining units

### LEADERSHIP HIGHLIGHTS

- Entry Year Teacher Program
- Local Professional Development Committee (LPDC) member
- Pathwise Trainer, a support/mentoring relationship with students and beginning teachers.
- Cornerstone (K-3) National Reading Program
- Training - Effective School Model, Professional Learning Communities, and Standard Based Report Card
- Center for Leadership in School Reform Research - W.O.W. Training
- Tri-Pod Training (Closing the Achievement Gap)
- Intervention Assistance and Intervention Based Multi-Factored Evaluation Team Member.
- Special Education Pre-School Program Coordinator
- President of Parents Educating Pupils (PEP), a support group for parents with learning disabled children
- Parent Training and Volunteer Program
- President of the Renaissance Program, a nationwide program focusing on student excellence.
- Testing Coordinator - Facilitated district state testing
- Professional/Staff Development Coordinator

### PROFESSIONAL ASSOCIATIONS

Association for Supervision and Curriculum Development (ASCD)  
 Ohio Association of Secondary School Administrators (OASSA)  
 Ohio Association of Elementary School Administrators (OAESA)  
 National Association of Secondary School Principals (NASSP)  
 National Association of Elementary School Principals (NAESP)

### AFFILIATIONS & AWARDS

Member of the Ready Schools Advisory Board for Akron Public Schools  
 Member of the Advisory Board for Ursuline College Undergraduate Education Program  
 Member of the Finance Committee in the Nordonia Hills City School District  
 Nominated for the 2003 Ohio Association of Elementary School Administrators Distinguished Principal's Award  
 Recipient of School Reading Improvement Incentive Grant for \$25K from Governor Robert Taft  
 PTA State Honorary Life Member  
 Recipient of the Charles Salomie Reymann Scholarship for 2 years - based on academic achievement and excellence

# SHARON MCDONALD, Ed.S.

*Improving Performance \* Enhancing Programs \* Inspiring Systemic Change*

---

---

## **EXPERIENCED EDUCATOR**

Visionary leader with a proven track record of success. Experienced in the areas of principal leadership, curriculum and instruction and family and community engagement. A leader that excels in communication, decision-making and strategic planning.

## **SUMMARY OF QUALIFICATIONS**

- Demonstrated success at building strong relationships with staff, students and communities.
- A strong educational background with a collaborative and participatory leadership style.
- A resilient ability to network and understand the culture, challenges and opportunities of a diverse community.

---

---

## **PROFESSIONAL EDUCATION**

Bowling Green State University, Bowling Green, OH

- ◊ Ohio Superintendent Licensure – 1999
- ◊ Specialist in Education – 1990 (Educational Administration & Supervision)
- ◊ Master of Science in Education – 1989 (Educational Administration & Supervision)
- ◊ Bachelor of Science in Education – 1982 (Business Education w/Shorthand)

University of Toledo, Toledo, OH

- ◊ Certificate for Professional Human Resource Management Program – 1997

## **PROFESSIONAL ACADEMIC EXPERIENCE**

***CLEVELAND METROPOLITAN SCHOOL DISTRICT, Cleveland, OH***

***August, 2007 – present***

### **Position: Deputy Chief of Special Projects**

- Member of District Leadership Team
- Direct supervision of directors/managers of the following departments: Student Assignments, Hearing & Appeals, Attendance, Health Services, Student Support Services, Social Workers, Humanware, Project ACT (Homeless Program), Safe & Drug-free Schools, Ombudsman, Family & Community Engagement
- Direct hiring/supervision/evaluation of directors and managers of student support services
- Develop/prepare/review departmental budgets; analyzed/monitored expenditures for fiscal accountability
- Develop/coordinate/implement district-wide social and emotional learning programs to include Positive Alternative Thinking Strategies (PATHS), Student Support Teams and Planning Centers
- Coordinated quarterly city-wide community meetings with the CEO

- Implemented and secured funding (\$750,000) for Challenge Day programming.
- Presented at the Council of Great City Schools Annual Fall Conference, Fall 2010 – Conditions for Learning
- Presented at the National Mental Health Conference, Fall 2010 – Social & Emotional Learning
- Trained to present FAST (Families & Schools Together), Milwaukee, WI
- Created, secured funding and implemented the following programs with in-kind support; “Principal for a Day” by the Cleveland Browns; “Back to School Staff Convocation – 8,000 Strong” by the Cleveland Cavaliers; Family & Community Empowerment Conference by the Cleveland Clinic

**Position: Deputy Chief of PreK-8**

**July 2006 – August, 2007**

- Member of District Leadership Team
- Direct hiring/supervision/evaluation of five (5) assistant superintendents
- Monitored hiring/supervision/evaluation of 120 principals and assistant principals
- Worked collaborative with the Deputy Chief of Curriculum and Instruction to develop curriculum teams.
- Created and implemented effective mentoring program for assistant principals, first and second year principals and veteran principals. Worked cohesively with Cleveland State University, College of Education
- Direct supervision/evaluation of managers of Supplemental Education Services (SES), PreK-12 School Counselors, and Early Childhood Education
- Implemented research based leadership strategies for principals – Marzano’s Leadership Qualities and the 3 Minute Walkthrough (Train the Trainer Model)
- Developed and implemented monthly professional development for principals - CEO Seminars.
- Coordinated/assisted in creation of PreK-2 single gender academies – Gund & Cleveland Foundations
- Coordinated/assisted in creation of High School STEM academies – Gund & Cleveland Foundations
- Coordinated city-wide community meetings for the purpose of seeking input on new school’s re-configuration due to declining enrollment.
- Implemented effective mentoring and incentive programs to support student academic achievement and increase district’s student attendance
- Leadership efforts led to ODE rating of Continuous Improvement in 2006
- Completed RFP and monitored four approved foundation grants. Work collaboratively with the Gund Foundation and the Cleveland Foundation
- Board of Directors member for Cleveland Scholarship
- Board of Directors member for Boys & Girls Club of Greater Cleveland

**DAYTON PUBLIC SCHOOLS, Dayton, OH**

**August 2005-July 2006**

**Position: Principal, Belle Haven Elementary School (reconstituted) – Grades PreK-8**

- Provided instructional leadership, support and discipline for one assistant principal, 72 staff members and 465 students of which 150 were self-contained special needs students
- Direct hiring/supervision/evaluation of all teachers to ensure rigor
- Developed/prepared school budget; analyzed and monitored expenditures for fiscal accountability to district
- Maintained open door policy for parents and the community to increase involvement
- Leadership efforts brought school out of academic emergency to academic watch in one school year

**Position: Principal, Fair Arts IMPACT Elementary School – Grades PreK-5**

- Provided instructional leadership, support and discipline for 30 staff and 350 students.
- Direct hiring/supervision/evaluation of all teachers and support staff
- Developed/prepared school budget; analyzed and monitored expenditures for fiscal accountability to district
- Maintained open door policy for parents and the community to increase involvement
- Leadership efforts led school to continuous improvement on Ohio Proficiency Test

**Position: Assistant Principal, Linwood Middle School – Grades 6 - 8**

- Provided support to the principal
- Direct supervision of teachers in Grade 6 as well as discipline for students in Grade 6
- Mentored and evaluated teachers in Grades 6-8 to ensure rigor
- Responsible for creating and distributing student schedules
- Member of Leadership for Value Added

**SPRINGFIELD CITY SCHOOLS, Springfield, OH**

**June 1997 - 1999**

**Position: Assistant Principal, Hayward Middle School – Grades 6-8**

- Provided support to the principal
- Mentored and evaluated teachers in Grades 6-8
- Responsible for creating and distributing student schedules
- Responsible for student activities; i.e. student council

**THE UNIVERSITY OF TOLEDO, Toledo, OH**

**June 1992 – May 1996**

**Position: Associate Director of TOLEDO EXCEL and PREP/TECH**

- Provided tutoring and mentoring programs for support of middle and high school students through scholarship incentive program
- Created and implemented summer academic programming for students
- Created and maintained UT records for high school graduates and provided support to transition to college
- Successfully recruited students to the program which provided full academic scholarships
- Developed programs to prepare and implement budgets and grants

**STAUTZENBERGER COLLEGE, Toledo, OH**

**October 1989 – August 1991**

**Position: Dean & Instructor**

- Developed lesson plans and testing materials; leveraged the use of technology to enhance instruction, infusing the use of the latest technology to prepare documents
- Provided instructional leadership, support and discipline for 25 staff and 800 full and part time students.
- Direct hiring/supervision/evaluation of all teachers and support staff
- Developed/prepared school budget; analyzed and monitored expenditures for fiscal accountability to organization

**TEACHER**

**Sandusky High School, Sandusky, OH**

**1986 - 1989**

**Ashtabula County Joint Vocational School, Jefferson, OH**

**1982 - 1986**

Also taught Adult Education courses

---

**PROFESSIONAL ASSOCIATIONS**

- Council of Great City Schools
- National Alliance of Black School Educators
- Ohio Alliance of Black School Educators
- National Association of Elementary School Administrators
- Ohio Association of Elementary School Administrators
- Alpha Kappa Alpha Sorority, Inc.
- Jack and Jill, Inc.
- Phi Delta Kappa, Inc.
- Boys & Girls Clubs of Greater Cleveland

**PROFESSIONAL REFERENCES**

To be furnished upon request

# Thomas Dean Gay, Ph.D.

---

## CONSUMMATE SENIOR EXECUTIVE

---

Innovative and results-driven entrepreneurial leader focused on achieving exceptional results in highly competitive environments that demand continuous improvement. Experienced in driving organizational enhancements while building partnerships with various stakeholders. Excels in developing and motivating highly focused teams that successfully meet and exceed organizational objectives.

---

## CORE LEADERSHIP COMPETENCIES

---

- Visionary/Entrepreneurial Leadership
  - Data Driven Decision Making
  - Operational and Futuristic Strategic Planning
  - Relationship Building
  - Developing Strategic Partnerships
  - Tactical Market Planning
  - Organizational Team Building
  - Action-Oriented Change Agent
  - Superior Interpersonal Communicator
  - Creative Problem Solving Skills
  - Budget Forecasting and Cost Reduction
  - Proven, Sound Business Practices
  - Successful System Development
  - Successful History with Election Ballot Issues
  - Urban, Suburban and Rural Leadership Experience
  - Comprehensive Knowledge-Multiple Learning Models
- 
- ✓ Involved community leader; inspires confidence and trust through open, honest communication with stakeholders
  - ✓ Skilled, experienced Superintendent/CEO who handles conflict and ambiguous situations with ease; able to motivate others in complex, multi-tiered organizations
  - ✓ Able to set and achieve organizational goals; increase productivity and organizational efficiency; strategic organizational planning experience
  - ✓ Talent for balancing long-range vision with attention to detail; organizing time and priorities
  - ✓ Skilled in job structuring and resource allocation; maximizing resources under tight budgetary controls
- 

## NOTABLE CONTRIBUTIONS

---

### Executive Leadership

- Created effective work teams and provided appropriate training to develop and mentor talent; facilitated conflict resolution; formed strategic collaborative partnerships with various stakeholders
- Envisioned a preferred future and lead change as needed to achieve the organization's mission; visualized concepts and effectively communicated desired results with stakeholders
- Effective collaboration with school/district officials and community stakeholders in diverse communities

### Fiscal Responsibility and Budgetary Control

- Provided leadership to several large multi-functional organizations/school districts culminating in yearly local, state and federal revenue streams totaling well over \$70,000,000, employing over 800 employees
- Developed annual budgets, maintained expenditure accountability plans, and identified potential cost overruns
- Successful in translating long-range organizational objectives into effective financial plans
- Implemented fiscal controls saving millions of dollars through team decision making

### Academic and Instructional Accountability

- Demonstrated significant results in narrowing achievement gaps in multi-state, diverse educational organizations
- Implemented various technologies to assess student skill levels; effective data-driven decision maker
- Responsible for all operational areas of public schools and innovative charter schools in diverse communities
- Provided on-going professional development for staff regarding curriculum implementation and instructional models, e.g. Response to Intervention (RTI), Differentiated Instruction (DI), and best practices, among others
- Guided educational models which improved student attendance and maintained a positive classroom climate with a minimum of behavior referrals; implemented strategies for academic, social and emotional learning

---

## EDUCATION / UNIVERSITY FACULTY

---

- **Ph.D.** Doctor of Philosophy – Educational Leadership and Communication
- **M.S. Ed.** Master of Science in Education – Educational Administration and Supervision
- **B.A.** Bachelor of Arts – Education and Liberal Arts
- **University Adjunct Professor of Education**  
Bowling Green State University                      Eastern Michigan University                      University of Michigan  
Bowling Green, OH                                      Ypsilanti, MI                                      Ann Arbor / Dearborn, MI

---

## EXECUTIVE LEADERSHIP TRAINING

---

- NATIONAL ACADEMY FOR SUPERINTENDENTS - The Ohio State University, Columbus, OH
- COLUMBIA UNIVERSITY, New York, NY - Chosen as one of 60 Superintendents/CEOs in the United States
- OXFORD UNIVERSITY, ROUND TABLE, Oxford, England - Presentation Topic: The Policy Makers Role in Meeting the Challenge of Educational Delivery for a Global Society
- OHIO SCHOOL LEADERSHIP INSTITUTE - Center for Creative Leadership, Greensboro, NC  
Selected by the Ohio Department of Education as an Institute Fellow

---

## LEADERSHIP RECOGNITION / AWARDS OF DISTINCTION / HONORS

---

- MICHIGAN HOUSE OF REPRESENTATIVES - Awarded a Special Tribute from the Ninety-First Legislature
- OXFORD INTERNATIONAL ROUND TABLE - Invited as one of 35 individuals from the United States, Canada, and various other countries to present at this prestigious international academy held at St. Antony's College, Oxford University, Oxford, England
- HILLSDALE COUNTY BOARD OF COMMISSIONERS - Recognized for outstanding involvement and commitment in supporting the concept of safe and drug free schools
- MICHIGAN QUALITY COUNCIL AWARD RECIPIENT - Waldron Area Schools - awarded the "Lighthouse Recognition Award" as a result of the district's implementation of the Baldrige National Quality Program.
- OHIO HOUSE OF REPRESENTATIVES - Received Special Recognition from the 118<sup>th</sup> General Assembly. Named as one of Ohio's Outstanding Citizens.

---

## PROFESSIONAL ORGANIZATIONS / MEMBERSHIPS HELD

---

- American, MI, and Buckeye (OH) Association of School Administrators
- Metropolitan Detroit Bureau of School Studies
- International, National, and OH Community Education Associations
- Tri County Alliance (MI)
- Assn. for Supervision and Curriculum Development
- Phi Delta Kappa
- National and OH School Public Relations Associations
- National and OH Association of Secondary School Administrators
- OH Association of Local School Superintendents
- MI River Area Superintendents Association

---

## CERTIFICATION

---

- Superintendent • Local Superintendent • Educational Leadership-All Levels • Supervisor • Principal • Teacher

---

## DIVERSITY EXPERIENCE / URBAN LEADERSHIP

---

### MICHIGAN

Detroit  
Flint  
Lansing  
Dearborn  
Saginaw  
Benton Harbor

### OHIO

Cleveland  
Columbus  
Cincinnati  
Springfield  
Toledo  
Lorain

### FLORIDA

Miami/Dade County  
Broward County  
Hillsborough County  
Pinellas County  
Pasco County  
Jefferson County



---

## EMPLOYMENT HISTORY / EXECUTIVE LEADERSHIP HIGHLIGHTS

---

### **PRESIDENT AND CHIEF EXECUTIVE OFFICER**, The Quality Schools Group, 2005-Present

- National consulting firm with the primary mission to provide quality services to public schools, charter schools, school conversions and private schools, assisting them to become more effective, efficient and self-sufficient

### **VICE PRESIDENT, CONSULTANT AND QUALITY SCHOOLS INITIATIVE**, The Leona Group, 2007-2010

- Responsible for developing and implementing Quality School Initiatives in urban and suburban school environments in Michigan, Ohio, Indiana and Florida
- Managed academic, fiscal and operational restructuring efforts, assuming responsibility for Operations and Academic Achievement for students attending multi-state urban public schools
- Selected by AdvancED--North Central Association Commission on Accreditation and School Improvement (NCA CASI) to serve as a Quality Assurance Review Member, examining evidence to determine if schools are meeting quality standards and achieving goals for improving student learning and school effectiveness

### **REGIONAL VICE-PRESIDENT OF OPERATIONS, CURRICULUM AND INSTRUCTION**, Mosaica Ed., 2005-2007

- Established strategic partnerships with various community stakeholders, school districts, and local businesses, enlisting their insight and commitment to provide world-class education for all children
- Narrowed the achievement gap for student groups by providing quality, effective professional development opportunities for team members

### **SUPERINTENDENT OF SCHOOLS**, Lapeer Community Schools, Lapeer, MI, 2003-2005

- Forged significant partnerships with community stakeholders to pass a multi-million dollar election ballot issue which was the first building ballot issue to garner community approval in 30 years
- Championed a community-based process resulting in the district's first Long Range Facility/Strategic Master Plan
- Created, recommended and implemented a significant budget reduction plan which immediately saved the district well over \$1,000,000
- Developed strategic alliances within the business community, including various civic organizations, soliciting support for district initiatives resulting in significant human, financial and intellectual resources

### **SUPERINTENDENT OF SCHOOLS**, Waldron Area Schools, Waldron, MI, 2001-2003

- Effectuated collaborative partnerships and strong working relationships with numerous local, state, and federal law enforcement agencies in the design and implementation of safe school interagency teams
- Baldrige National Quality Model efforts resulting in "Lighthouse Recognition Award" from Michigan Quality Council

### **SUPERINTENDENT OF SCHOOLS**, Redford Union Schools, Redford, MI, 1998-2001

- Developed and recommended budget reduction plans resulting in cost reductions of over \$3,000,000
- Provided leadership in the area of curriculum, instruction and academic achievement resulting in significant narrowing of student achievement gaps and higher state academic rankings

### **DOCTORAL CANDIDATE, EDUCATIONAL LEADERSHIP**, University of Dayton, Dayton, OH, 1997-1998

---

## PREVIOUS PROFESSIONAL EXPERIENCES

---

- **Superintendent of Schools**  
SW Licking Schools, Kirkersville, OH
- **Assistant Superintendent of Schools**  
Springfield City Schools, Springfield, OH
- **Assistant Superintendent of Schools**  
Kings Local Schools, Kings Mills, OH
- **Director of Secondary Curriculum/Communication**  
Hilliard City Schools, Hilliard, OH
- **High School/Middle School Principal**  
North Baltimore Schools, North Baltimore, OH
- **Elementary Principal**  
Hardin Houston Local Schools, Hardin, OH
- **Elementary Teacher**  
Wapakoneta City Schools, OH  
Upper Scioto Valley Local Schools, OH