

# ROMY SIMONE ADAMS

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## GOAL: SCHOOL SYSTEM LEADER (SUPERINTENDENT)

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### EDUCATION

	Completion date 2010
<b>DOCTOR OF EDUCATION LEADERSHIP</b> Ashland University, Ashland, Ohio	
<b>MASTER OF ARTS DEGREE IN EDUCATION ADMINISTRATION</b> Kent State University, Kent, Ohio	1988
<b>BACHELOR OF SCIENCE DEGREE IN SECONDARY EDUCATION</b> West Virginia University, Morgantown, West Virginia	1985

### ADMINISTRATIVE AND SUPERVISORY CERTIFICATIONS

Superintendent, Xavier University, Cincinnati, Ohio	1999
Assistant Superintendent, Xavier University, Cincinnati, Ohio	1994
Elementary Principal, Xavier University, Cincinnati, Ohio	1994
Secondary Principal, Xavier University, Cincinnati, Ohio	1993

### ADMINISTRATIVE AND SUPERVISORY EXPERIENCE

<b>ASHLAND UNIVERSITY</b> , Ashland, Ohio Full – Time Doctoral Student	2007 to 2009
<ul style="list-style-type: none"><li>• Dissertation completion date 2010</li></ul>	

<b>LORAIN CITY SCHOOLS</b> , Lorain, Ohio Principal	2005 to 2007
<ul style="list-style-type: none"><li>• Directed day to day operations for a student population of 350 in a facility of 650</li><li>• Enhance academic achievement, discipline, and attendance</li><li>• Established School Uniform Initiative</li><li>• Athletic Principal for the facility, prepared budget and professional development activities for staff</li></ul>	

<b>SOUTH REDFORD SCHOOL DISTRICT</b> , Redford, Michigan Assistant Director of Assessment, Grants, and Training	2000 to 2001
<ul style="list-style-type: none"><li>• Directed all Assessment activities for South Redford School District</li><li>• Grant Writing (Class-size Reduction, Summer School, and Consolidated grants)</li><li>• Consulted on District-wide strategic improvement initiatives</li><li>• Assists and supports framework for decision-making in hiring new teachers</li></ul>	

<b>CLEVELAND PUBLIC SCHOOLS</b> , Cleveland, Ohio Principal/Assistant Principal	1996 to 1997
<ul style="list-style-type: none"><li>• Functioned as principal in the absence of a principal for a student population of 475</li><li>• Integrated curriculum with multicultural educational philosophies and Teacher evaluations</li><li>• Managed computerized disciplinary and attendance reporting to central office</li><li>• Prepared budget and end of the year fiscal and curriculum report</li></ul>	

<b>MAPLE HEIGHTS CITY SCHOOLS</b> , Maple Heights, Ohio Assistant Principal	1995 to 1996
<ul style="list-style-type: none"><li>• Administered student personnel programs, with a student population of 1,100</li><li>• Planned and supervised school student co-curriculum activities</li><li>• Functioned as principal in the absence of a principal</li><li>• Evaluated teacher performance</li><li>• Assisted with master schedule</li></ul>	

<b>HAMILTON COUNTY OFFICE OF EDUCATION</b> , Cincinnati, Ohio Pupil Services	1993 to 1995
<ul style="list-style-type: none"><li>• Coordinated multicultural workshops</li><li>• Facilitated diversity training workshops</li></ul>	

- Implemented new attendance system in eight Cincinnati-area school districts
- Advised school districts regarding school safety
- Assisted schools in compliance with federal and state home schooling regulations
- Functioned as Attendance Officer; Court Liaison for Hamilton County Juvenile Court

#### **GRANT DEVELOPMENT AND REVIEWER EXPERIENCE**

**U.S. DEPARTMENT OF EDUCATION, Washington, D.C.**

Grant Reviewer

Spring 1999

- Review and analyze the technical merits and overall quality of the applications for the Fund for the Improvement of Education (FIE) Program

#### **PROFESSIONAL DEVELOPMENT EXPERIENCE**

**AMERICAN ASSOCIATION OF SCHOOL ADMINISTRATORS, Washington, D.C.**

Professional Development

1999 to 2000

- Women's National Leadership Conference

**STATE OF OHIO, Columbus, Ohio**

Professional Development Consultant

1997 to 2000

- Conducted numerous workshops on Leadership for Principals and Central office personnel
- Assisted administrators in designing curriculums
- Planned, prepared, and managed budgets and associated records and reports
- Designed, implemented, and managed the Urban Technology Project which was designed to enhance technology in the urban school setting
- Audit of Urban Technology Project by KPMG Peat Marwich LLP resulted in an award of \$588,000 to three urban Ohio school districts
- Served as team member responsible for advanced technology, educational technologies and computer issues
- Networked at all levels in a collaborative manner to build rapport and solve problems
- Coordinated meetings and conferences and conducted public speaking engagements while serving on various committees
- Ohio Licensure Pathwise for Teachers

#### **TEACHING EXPERIENCE**

**HISTORY INSTRUCTOR (Y.S. PROGRAM)**

The Ohio State University, Columbus, Ohio

Summer 1993 & 1994

**SOCIAL STUDIES TEACHER**

Cincinnati Public Schools, Cincinnati, Ohio

1988 to 1993

**SOCIAL STUDIES TEACHER**

Canton City Schools, Canton, Ohio

1985 to 1988

#### **PRESENTATIONS AND PUBLICATIONS**

- Presented Ohio School Net at U.S. Department of Education's 1997 Regional Conference in Washington, D.C.
- Urban Technology Working Session, sponsored by TERC Foundation in Boston, MA

#### **PROFESSIONAL ORGANIZATIONS**

American Association of School Administrators

National Association of Secondary Principals

National Association of Elementary Principals

National Association of Multicultural Education

#### **COMMUNITY INVOLVEMENT**

**CITIZEN'S ADVISORY BOARD MEMBER**

Warrensville Development Center, Warrensville, Ohio, 1996

**UNION TERMINAL MUSEUM COMMITTEE MEMBER**

Cincinnati Historical Society, Cincinnati, Ohio, 1990

**LORAIN COMMUNITY BEAUTIFICATION**

Lorain County, Lorain, Ohio 2006

**LORAIN PUBLIC LIBRARY COLLABORATION - VISITING AUTHORS**

Lorain Public Library, Lorain, Ohio 2006

**REFERENCES**

Dr. Clarence C. Hoover  
Superintendent  
East Orange School District

[REDACTED]

Dr. Joe Green  
President (Emeritus)  
American Federation of School Administration

[REDACTED]

Shirley Alexander  
Personnel  
South Redford Schools

[REDACTED]

Philip E. Satterfield  
Superintendent  
Paint Valley Local

[REDACTED]

Carl C. Hartman, Ph. D.  
MASB Superintendent Search Services

[REDACTED]

# KEITH M. BELL SR.

## EDUCATION

### The Ohio State University

1979/Present

- Educational Administration Certification Spring 1989
- Current Professional Development Coursework in Educational Administration Superintendent Licensure (Complete August 07)

### Bowling Green University, Bowling Green, Ohio

- Master of Education, August 1979
- Major: Business and Marketing Education

### The Defiance College, Defiance, Ohio

- Bachelor of Science, May 1978
- Major: Business Education
- Honors List, Deans List

## ADMINISTRATIVE EXPERIENCE

Westerville City Schools, Westerville Ohio  
Secondary Director, Academic Affairs  
336 South Otterbein Avenue, Westerville, Ohio 43081

(Current Position as of August 2008)  
614-797-5700

Westerville City Schools, Westerville Ohio  
Principal Westerville South High School

August 2004 to July 2008

Groveport Madison Local Schools  
Principal, Groveport Madison High School  
4475 South Hamilton Rd. Groveport, Ohio 43125

August 2000 to July 2004  
614-836-5371

Gahanna Jefferson Public School  
Assistant Principal, Gahanna Lincoln High School  
140 South Hamilton Road, Gahanna, Ohio 43230

August 1993 to July 2000  
614-471-7065

## ASSISTANT PRINCIPAL 1993 - 2000

Responsibilities: Teacher Evaluation/International Language, Vocational Education, Vocal and Instrumental Music, Special Education Department, Student Activities, Master Schedule, Renaissance Program, Cultural Diversity Program, Academic Recognition Programs, Supervision of Campus Security, High School District Levy Chairperson, Business Liaison, Ohio Capital Conference Academic League Representative

## ADMINISTRATIVE ACCOMPLISHMENTS

- Gahanna Jefferson Schools District Vision Award August 1994
- Selected As National Educator Presenter 1996
- Renaissance Academic Hall of Fame, July 1998 Inductee, San Diego, California
- Appointed To The National Renaissance Trustee Board For The Central Region Of The United States May 1997

- Nominated By The Gahanna Jefferson Board of Education For The BASA Leadership in Education Award March 1998
- Appointed to the State Department of Education, State Committee of Practitioners 1997 By The Ohio Vocational Association
- Successful Completion of Ventures For Excellence Training for Professional Interviewing In October 1997
- Cultural Diversity High School Model Presented To The Ohio State Department Of Education 1997
- Alumni Achievement Award, Defiance College, October 2002
- Appointed to The Defiance College Board of Trustees, May 2004
- Appointed to Ohio ACT State Board February 2005
- Completed Study at Harvard University (Cambridge Mass) High School Redesign. Certificate of Completion July 2005
- Superintendent's Cohort Ohio State University – September 2007 – July 2008
- Ohio Leadership Advisory Council (OLAC) – Co Chair 2007 to Present
- Elected Ohio High School Athletic Association (OHSAA) Board of Control April 2007, Vice President 2008-09
- Westerville South *US News and World Report* 400 Best High Schools in The Country 2007
- Academic Watch to Continuous Improvement Groveport Madison 2000 – 2004
- School Improvement to Excellent Westerville South 2004-2008
- *Standards and Poor's* Recognition 2005-06 and 2006-07 for significantly lowering high school achievement gap. One of only 77 schools in State of Ohio recognized for this achievement

## TEACHING EXPERIENCE

South-Western City Schools  
2975 Kingston Ave, Grove City, Ohio 43123

August 1979 through June 1993

- Taught Business and Marketing Education
- Operated Marketing Education School Store that Grossed \$80,000. per year
- Head Basketball Coach 1989-1993/ Assistant Coach 1980 – 1988

## ACCOMPLISHMENTS/TEACHING

- District School Bell Award 1987/88/91 For Outstanding Classroom Teaching
- District Ambassador Award 1988 For Outstanding Promotion of the South Western City Schools
- National Presenter, Marketing Education National Conference Salt Lake City, Utah 1988 "Successful School Store Management"

## ACCOMPLISHMENTS/COACHING

- Sectional Champions 1991/1992
- District Qualifiers 1991/1993
- Nominated for District 10 Coach of the Year 1991/1993
- District 10 All-Star Coach 1991
- Featured on CBS Forty Eight Hours 1989

## REFERENCES ATTACHED

APR 30 2010

PORTIA SELENE BONNER, BA, MS, Ph.D.

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**CAREER OBJECTIVE:**

To attain the position of Superintendent of Schools and lead a school district utilizing both visionary and proven techniques that requires the use of the full range of my capabilities as an administrator, teacher and researcher.

**ACADEMIC TRAINING:**

2006            Executive Leadership Program - *University of Connecticut, Storrs*  
2001            Doctor of Philosophy, Curriculum & Instruction - *University of Connecticut, Storrs*  
1990            Master of Science, Biology - *Purdue University, West Lafayette*  
1988            Bachelor of Arts, Biology & Sociology - *Skidmore College, Saratoga Springs*

**CERTIFICATION & TRAINING:**

Superintendent of Schools, Connecticut & Massachusetts  
Professional Educator for Biology grades 7-12, Connecticut  
Department Chairperson for Biology, Connecticut  
Intermediate Administrator's Certificate, Connecticut  
BEST Support Teacher Training

**PROFESSIONAL EXPERIENCE:**

2008-2010      Superintendent of Schools - New Bedford Public Schools, New Bedford, Massachusetts  
Spring 2008     Acting Superintendent of Schools - Hamden Public Schools, Hamden, Connecticut  
2005-2008      Assistant Superintendent of Curriculum & Instruction - Hamden Public Schools, Hamden, Connecticut  
2003-2005      Supervisor of Science & Technology Education - Waterbury Public Schools, Waterbury, Connecticut  
1999-2003      Department Chair - Science Department, Wilby High School, Waterbury, Connecticut  
1994-2003      Instructor - Biological and General Sciences, Wilby High School, Waterbury, Connecticut  
1991-1994      Instructor - Biological and Physical Sciences, Bullard Havens Regional Vocational Technical School, Bridgeport, Connecticut  
1990-1994      Adjunct Faculty - Biological Sciences, Teikyo Post University, Waterbury, Connecticut

**ADDITIONAL PROFESSIONAL EXPERIENCE:**

2002-2003      Adjunct Faculty - Gospel Chorus, Teikyo Post University, Waterbury, Connecticut  
1991-1992      Science Instructor - Physical Science, Summer Sessions for grades 1-5, Naugatuck Valley Continuing Education Program, Naugatuck, Connecticut  
1990-1992      Minority Outreach Coordinator and Academic Advisor - Charter Oak College, Farmington, Connecticut

- 1988-1990 Teaching Assistant - Biological Sciences, Purdue University, West Lafayette, Indiana
- Summer 1987 Residential Counselor and Science Tutor - Higher Education Opportunities Program, Summer Session, Skidmore College, Saratoga Springs, New York

**SUPPLEMENTAL EXPERIENCE:**

Social Service Coordinator - Mt. Olive Towers, Waterbury, Connecticut.  
Intern - Neighborhood Housing of Waterbury, Inc.

**RESEARCH EXPERIENCE:**

Dissertation: The Influence of Secondary Science Teachers' Pedagogical Knowledge, Educational Beliefs, and Perceptions of the Curriculum on Implementation and Science Reform, 2001

Undergraduate Thesis in Biology: Effects of Circadian Rhythms Disruption on OH Consumption in Mice, 1988

Undergraduate Thesis in Sociology: The Work Ethic and Professionalization of the Genetic Counselor. Paper presented at National Society of Genetic Counselors Annual Meeting, New Orleans, 1988

**HONORS & AWARDS:**

- 2003 Professional Award - National Association of Negro Business and Professional Women's Clubs, Inc., the Waterbury Chapter
- 2001 Fellow - Education Policy Fellowship Program for the State of Connecticut
- 1998 Science Teacher Award - Olin Corporation
- 1997 Grant Recipient - Ed-Tech Center training on utilizing computer technology as instructional tools in the classroom
- 1995 Apprenticeship - Using Biotechnology in the Classroom, University of Connecticut
- 1994 Fellow - Research concerning the effects of exercise on the luteal phase of the menstrual cycle, University of Connecticut Health Center.

**AFFILIATIONS AND MEMBERSHIPS:**

Pi Lambda Theta  
Association for Supervision and Curriculum Development  
National Science Teachers Association  
Advisory Council member of New Bedford Symphony Orchestra  
Member of the Charlton College of Business Advisory Board, University of Massachusetts  
Member of the Collaborative Alliance Network Board, Brown University

**REFERENCES**

**PORTIA SELENE BONNER**

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Dr. David L. Snead  
Superintendent of Schools  
Waterbury Public Schools

[REDACTED]

Dr. Herbert F. Pandiscio

[REDACTED]

Joan A. Connolly

[REDACTED]

Dr. Deborah Harris

[REDACTED]

Dr. Ron Souza  
Deputy Superintendent of Schools  
New Bedford Public Schools

[REDACTED]

Karen Harvey  
Commissioner of Waterbury Board of Education

[REDACTED]

## **DEMOGRAPHICS**

Date/Place of Birth: April 27, 1959, Cincinnati, OH

Health: Excellent

Marital Status: Married

## **OBJECTIVE**

To obtain a position as superintendent in a public school district where I can provide visionary leadership; sound fiscal management; enhanced academic achievement; and collaborative, supportive, and professional relationships with the school board, staff, students, parents, and community stakeholders.

## **LEADERSHIP QUALITIES AND EXPERTISE**

- 28 Years of Experience in Education
- Visionary/Strategic Planner
- Collaborative Leader/Motivator
- Comprehensive School Reform Programs
- Systemic School Improvement Planning
- Assessment, Analysis of Data, and Evaluation
- Curriculum Development/Alignment
- Budget Development and Management Skills
- Effective Oral/Written Communication Skills
- Presenter/Facilitator/Trainer Skills
- Response to Intervention/PBIS Development
- Grant Writing and Development Expertise
- Federal/State Program Implementation
- NCLB Implementation and AYP Guidelines
- Scientific Research Based Instruction
- Liaison for Community and Business Partnerships
- Human Resources Skills Including Interviewing, Hiring, Supervision, and Evaluation of Staff
- Computer Literate, Use of Data Warehouse, and Integration of Technology to Enhance Instruction

## **ACHIEVEMENTS IN PRESENT POSITION**

Improved reading and math achievement scores from 2007-2009

**Results:** District overall performance on ISAT Math improved from 63% to 70%. District overall performance on ISAT Reading improved from 41% to 53%. PSAE scores have improved in Reading from 8% to 27% and in Math from 10% to 20%. Improved ACT composite scores from 15.3% to 20.6%. The elementary/middle school has improved reading performance and the highest math scores compared to the past six years as measured by ISAT at each grade level.

Written and awarded the School Improvement Grant for the Elementary/Middle School and the High School for a total of one-half million dollars for three reoccurring years from the Illinois State Board of Education.

**Results:** Hired reading and math coaches. Improved literacy instruction based on the five essential elements of reading. Enhance math instruction. Developed professional learning communities. Enhanced instructional delivery, student engagement, and classroom discipline. Provided supplemental classroom materials, technology to support instruction, and additional professional development focused on scientific-based research and best practices for effective intervention and remediation of student deficiencies.

Provided job-embedded professional development in all curricular areas during Teacher Institute, School Improvement Days, August Professional Development Week, Leadership Team Meetings, and retreats.

**Results:** More cohesive professional development for principals and teachers. Enhanced instructional delivery with the use of best practices in the classroom, and comprehensive school improvement and restructuring plans. Schools now have scientific-based strategies to address the needs of every subgroup based on "No Child Left Behind" to close the achievement gap.

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**EXPERIENCE*****SUPERINTENDENT 2007 – Present***

Meridian Community Unit School District 101, Mounds, IL

Strategic Plan Development, Targeted Achievement through Governance, Budget Projections and Deficit Plan, Restructuring Plan and School Improvement Plan Development. Human Resources Management, Federal & State Programs Management, Community Advisory Council, Standards Based Aligned Classrooms, Quarterly Benchmark Assessments, Professional Learning Communities, and Freshman Academy.

***DIRECTOR FOR TEACHING AND LEARNING 2005 - 2007***

Hazel Crest School District 152.5, Hazel Crest, IL

Cabinet level position including monthly Board of Education presentations. Provided curriculum development, mapping, and alignment with State Standards. Analyzed standardized test results (ISAT/Terra Nova) and local quarterly benchmark assessments. Facilitated workshops, curriculum committees, textbook adoptions, and grant writing. Assisted with the development and implementation of the district's Restructuring Plan. Coordinated and evaluated all instructional and intervention programs including Tutoring and Summer School programs.

***ASSISTANT DIRECTOR FOR SCHOOL IMPROVEMENT SYSTEMS 2003 – 2005***

Fort Wayne Community School District, Fort Wayne, IN

Analyzed test data and calculated Adequate Yearly Progress for 53 schools. Facilitated workshops for principals and teachers, and provided research-based strategies for closing the achievement gap for district leadership and AYP support teams. Revised the K-12 Reading Curriculum, and assisted with the development of the Strategic Plan.

***PRINCIPAL 1995 – 2003***

Fort Wayne Community Schools, Fort Wayne, IN; Indianapolis Public Schools City District, Indianapolis, IN; and Cincinnati Public Schools City District, Cincinnati, OH.

School administrator for urban public school institutions. Provided supervision of up to 750 students and 65 faculty and support personnel. Written school improvement and professional development plans for accreditation. Implemented comprehensive school reform programs, and written grants to provide supplemental resources, materials, and technology to enhance instruction and student achievement. Managed decentralized budgets, provided instructional leadership and professional development, and implemented Title I, ESL, and Special Education programs.

***ASSISTANT PRINCIPAL 1989 – 1995***

Cincinnati Public Schools City District, Cincinnati, OH.

Assistant school administrator for urban public school institutions. Assisted with the supervision and evaluation of up to 550 students and 45 faculty and support personnel. Developed the transition plan of a Foreign Language program to a College Preparatory Magnet program. Assisted staff, parents, and community representatives with the development of a College Preparatory Curriculum.

***TEACHER 1981 – 1987***

Cincinnati Public Schools City District, Cincinnati, OH.

Developed and facilitated a summer school program for remedial reading, writing, and mathematics skills. Served as a Lead Teacher, conducted hands-on mathematics and science workshops for teachers, and developed Graded Courses of Study, Scope and Sequences, and Correlation of Skills for Reading and Mathematics.

**EDUCATION**

Ph.D., Educational Administration and Leadership, Ohio University, Athens, OH. 1991  
 M.Ed., Curriculum & Instruction, Supervision, and Education and Administration, University of Cincinnati, Cincinnati, OH. 1984  
 B.S., Elementary Education, University of Cincinnati, Cincinnati, OH. 1981

**CERTIFICATION**

Superintendent	Administrative	February 28, 2007-July 1, 2011, Illinois
General Administrative Type 75	Administrative	March 27, 1998-July 1, 2011, Illinois
Elementary Administration and Supervision	Professional	August 4, 2000-2010, Indiana
General Elementary	Professional	August 4, 2000-Life, Indiana

**PROFESSIONAL DEVELOPMENT**

Collective Bargaining and Negotiations, 2009, 2007	Building Leadership Capacity, 2004
Using Data from All Stakeholders, 2009	Multiple Intelligences, 2004
Technology Integration, 2009	Using Data to Close the Achievement Gap, 2004
Professional Learning Communities 2009, 2008	Balanced Literacy, 2003
Hope Foundation/Failure is Not an Option, 2008	Good to Great, 2003
Regional Office #2 Conference, 2007, 2008	Reading First, 2003-2005
IDEA, 2007	Model Schools Conference, 2002, 2001
Response to Intervention, 2007, 2008, 2009	Indiana Dept. of Education Summer Institute, 2002
Illinois School Finance, 2007	Leading in a Culture of Change, 2002
Superintendent's Conference-Demographics, 2007	School-wide Planning Process, 2002
Assessments Aligned w/State Standards, 2006	Differentiated Instruction, 2001, 2005
Administrative Uses for Handheld Computers, 2006	Indiana Urban Education Conference, 2001
ENI Target Teach Symposium, 2006	Classrooms That Work, 2000
Time Management for Busy Administrators, 2005	National Urban Alliance Reading Initiative, 2000
Superintendents' Regional Conference, 2005	Improving Instruction in the School, 1999
Building the Reading Brain, 2005	Legal Issues, Supervising School Personnel, 1998
Curriculum Mapping, 2005	Team Based Schools, 1998
Effective Group Facilitation, 2005	Evaluation of Certified Staff, 1996-97
Effective Instructional Strategies, 2005	Effective Schools/School Improvement, 1996
Managing Effective Teaching and Learning, 2005	Instructional Alignment, 1995
Reading First and Beyond, 2005	Total Quality Management, 1995
Teacher Evaluation to Enhance Prof. Practice, 2005	Developmentally Appropriate Practices, 1994
Three-Minute Classroom Walk-Through, 2005	Elements of Instruction, 1994
Understanding by Design, 2005	Alternatives to Violence, 1993
Whole-Faculty Study Groups, 2005	Cooperative Discipline/Learning, 1993
Classroom Instruction That Works, 2004	Principal Leadership Development, 1993
Closing the Achievement Gap, 2004	Seven Habits of Highly Effective People, 1993
Enhancing Student Achievement, 2004	Student Creative Response to Conflict, 1993
Framework for Understanding Poverty, 2004	Cultural Awareness & Diversity Training, 1992-93

**COMMUNITY/PROFESSIONAL ACTIVITIES**

Assoc. for Supervision & Curriculum Development	Illinois Association for School Administrators
American Association of School Administrators	National Association of Black School Educators

**REFERENCES**

**Janet Ulrich**  
*Regional Superintendent of Schools*



**Dr. Andrea Brown**  
*Illinois State Board of Education Member*



**Mrs. Carolyn Dumas**  
*Former Board of Education Secretary*  
Meridian CUSD 101



**Dan Anderson**  
*RESPRO Coordinator*  
Region #2



**Dr. Rose Lee**  
*Principal*  
Hazel Crest School District 152.5  
*Richton Park Board of Education-Member*



**Dr. Eric King**  
*Superintendent*  
Muncie Community Schools



**Walter Calinger**

**Educational Positions (continued)**

Richmond Heights Schools  
Richmond Heights, Ohio 44143

2005 - 2008

Superintendent of Schools for a K-12 public school district of 1200 student made up of approximately 63 % black, 34% white, 2% Asian and 1% other in a community that is approximately 70% white, 28% black and 2% other. The school district is located in the Cleveland, Ohio metropolitan area and has an "effective" rating on the state report card. The district has 81 certified and 71 classified staff with 10 administrators.

Norton City Schools  
Norton, Ohio 44203

1998 - 2005

Superintendent of Schools, formerly Director, Curriculum/Instruction with responsibility for district wide (K-12) curriculum and instruction, faculty development and assessment in a city school district of 2600 students. Norton City Schools is located in the Akron-Canton metropolitan area. The district has 177 certified staff, 130 classified staff and 10 administrative staff.

Switzerland of Ohio Local School District  
Woodsfield, Ohio 43793

1996-1998

Administrative Assistant (Assistant Superintendent) with responsibility for districtwide (K-12) curriculum and instruction, faculty development and assessment in a district of 3200 students. Additional responsibilities include oversight of acquiring certificated staff, both teaching and administrative, and sharing with the superintendent the duties of oversight of and evaluating the administrative staff including building principals. The district has 207 certified staff, 126 classified staff and 15 administrative staff

Morgan County RE-2J  
Morgan County, Colorado

1995-1996

Superintendent of the RE-2J School District. The school system has over 1450 students in four schools in grades kindergarten through 12. The district has an Hispanic population of 35% and sends 60% of its high school graduates on to higher education. I facilitated a \$7.6 million building program which included a new elementary school.

**Walter Calinger**

**Educational Positions (continued)**

Clear Creek County Schools 1993-1995  
Idaho Springs, Colorado

Principal of the high school. The school system has approximately 1400 students. Over 75% of the high school graduates go on to higher education. During my two years at Clear Creek, we revised the mathematics and social studies curriculum, computerized the library research capability, increased distance learning and increased alternative programs.

Santiago College 1991-1993  
Santiago, Chile

Principal of the Upper School (grades 9 – 12 with an International Baccalaureate Diploma). The school has approximately 2000 students. Over 98% of graduates go on to a University. Santiago College is accredited by the Southern Association of Colleges and Schools.

Metropolitan Community College 1989-1991  
Omaha, Nebraska

Teaching part-time (75%) in the areas of mathematics, sociology, psychology and law.

West Virginia College of Graduate Studies 1974-1975  
Institute, West Virginia

Director of Institutional Research and Associate Professor of Education. I was responsible for new program development and evaluation, sponsored research, grants and contracts and planning.

University of Nebraska at Omaha 1971-1974  
Omaha, Nebraska

Director/Grant Writer, Title IV Project: "An Institute... Designed to Aid Schools... with Educational Problems Occasioned by Desegregation".

Assistant Professor, College of Education 1970-1974

Taught: Counseling Practicum, Tests and Measurements, Counseling Theories and Statistics

State of Ohio Department of Education, 1966-1970  
Division of Computer Services and Statistical Reports  
Columbus, Ohio Assistant Director and Administrative Systems  
**Walter Calinger**

**Educational Positions (continued)**

Ohio State University 1966-1970  
Columbus, Ohio

Part-time mathematics instructor. I taught all first and second year mathematics courses through differential and integral calculus.

Marion-Franklin High School 1963-1966  
Columbus, Ohio

Head Guidance Counselor

Ohio University Branch at Lockbourne AFB 1962-1966  
Columbus, Ohio

Part-time mathematics instructor. I taught all first and second year mathematics courses through differential and integral calculus.

Berne Union Local 1960-1961  
Fairfield County, Ohio

Mathematics Teacher and Guidance Counselor

Omaha Board of Education

President and Member 1978-1981

Selected projects: Gained acceptance for now highly successful elementary magnet schools program; emphasized affirmative action, in part, requiring the Omaha Public Schools central administration to hire its first woman assistant superintendent; and hired a national accounting firm to evaluate the district's budget and personnel processes and procedures.

**Law Positions**

Calinger Law Firm 1984-1991

Areas of expertise: Immigration, labor and personnel matters, business contracts, legislative processes and testimony, litigation, and computers and information systems.

Wall, Wintroub & Weiner, Omaha, Nebraska 1979-1984

Qualley, Larson & Jones, Omaha, Nebraska 1977-1979

## **Elected Positions**

Elected positions of city council and mayor of a large midwestern city, budget of over \$250 million and a workforce of 2600.

1981-1989

## **PROFESSIONAL MEMBERSHIPS**

American Association of School Administrators

Association For Supervision and Curriculum Development

National Council of Teachers of Mathematics

National Association of Secondary School Principals

## **COMMUNITY ACTIVITIES**

Kiwanis Club, Elks Club, Clear Creek County Historical Society, Consultant to Sword of the Spirit School, Omaha, Nebraska The Sword of the Spirit School has a mission to the poor.

Member of the Omaha Croatian Cultural Society

Host Parent, Chilean and Bolivian Student Exchange Program

## **PERSONAL**

Birth Place: Bellaire, Ohio, USA

Martial Status: Married

Children: Four, Sherine – 38, Jan Walter - 35, Omar - 32, Kristin - 32

Hobbies: Racquetball, gardening and cooking

## **LANGUAGE**

Good reading and writing command of Spanish and a fair speaking knowledge. Lived two years in Santiago, Chile while I was principal of an Upper School (High School).

Dr. Richard C. Wallace  
**Superintendent Emeritus, Pittsburgh Public Schools**

[REDACTED] Home: [REDACTED]

Dr. Wallace had a very successful tenure as the Superintendent of the Pittsburgh Public Schools.

Mrs. Mary Ann Isak  
**President – 2003, Norton Board of Education (1999-2003)**

[REDACTED] Home: [REDACTED]  
Cell: [REDACTED]  
Email: [REDACTED]

Mrs. Isak came on to the Board in January 1999. She was elected vice president in January, 2002. She has three children in the school system. She is very active in school and community affairs. She has a B.S. degree in biology and has worked as a paramedic and as a partner with her husband in a family run business.

Mrs. Gladys Anderson  
**Spanish Teacher, Norton City Schools**

Norton, Ohio [REDACTED] Office: [REDACTED] ext. [REDACTED]  
Home: [REDACTED] Cell: [REDACTED]  
Email: [REDACTED]

Mrs. Anderson has been with the district for 26 years. She is a native speaker of Spanish. She obtained her Masters Degree from Marygrove College. She is a track coach for the district and is very involved with many extra curricular activities.

Mr. Terry Butler  
**Board Member, Richmond Heights. Local Schools (2006- 2007)**

[REDACTED] Office: [REDACTED]  
Home: [REDACTED]  
Cell: [REDACTED]  
Email: [REDACTED]

Terry and his wife Carol and their sons Justin and Devin have been residents of Richmond Heights for 10 years. He was appointed to the Board in June, 2006. He is currently employed as a District Vice-President for Cuyahoga Community College; he has served in a variety of education related professional roles for more than 30 years including 17 years of service as a teacher.



# Ineala D. Chambers

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## Objective

To provide visionary leadership at the executive level within a public school community that values high academic achievement, skill development, enrichment, and experiential learning, in a global setting.

## Experience

1989-2010                      Detroit Public Schools                      Detroit, Michigan

### **Principal – Foreign Language Immersion & Cultural Studies School (FLICS), K-8**

- Successfully developed total immersion school with four languages (French, Spanish, Japanese, and Chinese) that services urban, African American students.
- Recruited, mentored, and supervised culturally diverse staff.
- Developed a nurturing, educative learning environment that encouraged and supported strong parental involvement through empowerment.
- Led the development and implementation – “School Improvement Plan(s)” that increased student achievement. **Golden Apple “Most Improved School” Award, 2000; SKILLMAN FOUNDATION -GOOD SCHOOLS: Making the Grade- Improving School (2005), High Performing School (2006).**
- Implemented district policies and procedures.
- Lead Principal - *NORTHERN Constellation* (16 schools).

1986-1989                      Detroit Public Schools                      Detroit, Michigan

### **Assistant Principal – Burton International School, K-8**

Implemented policies and procedures per Principal – student discipline, curriculum, supervision of instructional and support staff.

1973-1986                      Detroit Public Schools                      Detroit, Michigan

### **Teacher – Regular Education (Gr. 6-8); Special Education (EMI); and Gifted Education (Gr. 7-8)**

*Winship School, K-8; Goliightly Educational Center. K-8*

- Successfully developed and implemented creative and educative learning experiences for special learners (Cognitively Impaired), as well as gifted learners in regular middle school programs, respectively.
- Worked collaboratively with parents; home visited special ed. students.

1968-1973                      Detroit Public Schools                      Detroit, Michigan

### **Substitute Teacher**

Day-to-day and long term substitute teacher throughout the district.

**Education**

1966-2010 Wayne State University Detroit, Michigan

- Ed.D. (candidate) Curriculum and Instruction-Multicultural/Gifted Ed.
- M. Ed. (1980) – Instructional Technology
- B.S. (1973) – Special Education; Social Science

**Certification**

State of Michigan Administrative Certificate, Middle School (6-8)  
Elementary (K-5)

State of Michigan Continuing Teaching Certificate,  
Special Education (K-12), Social Science (K-9)

**Certificate of Completion**

2004 Harvard University Cambridge, Massachusetts  
Harvard Graduate School of Education  
Institute: "Improving Schools: The Art of Leadership" – July, 2004

**Other**

**Bridge Delegate to China** July 2007

Selected to participate in Educational Seminar and Tour of Beijing and Nanjing China, as guest of Hanban, the Education Ministry of China, and the government of China.

**Guest Lecturer and Seminar Director** - Portland Oregon (2000)  
"Vision, Challenges, and Future of Language Immersion."

**Publication** - Co-authored text – (Chapter 10)

Ford, B, Obiakor, F, et. Al., *Effective Education of African American Exceptional Learners* - "New Perspectives," Austin, Pro-Ed, 1995.

**Adjunct Professor and Instructor** - Wayne State University  
College of Education (1985-1995)

- Teaching Reading in the Content Areas (1985-87)
- Social Studies Methods, PreK-8 (1987-95)

**Treasurer, Board of Directors** – Detroit Association for Retarded Citizens (DARC) – Detroit, Michigan - 51 W. Hancock

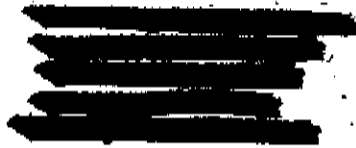
**References**

Available upon request.

RESUME: Craig Cotner

## CRAIG COTNER

Craig E. Cotner



### EDUCATION

Doctoral Program	2008-present Cleveland State University Program: Urban Education Focus: Policies Studies
Educational Specialists	1976-1978—University of Toledo; Toledo, Ohio Major: Educational Administration
Master of Arts	1972-1975—University of Toledo; Toledo, Ohio Major: History Emphasis Area: American Intellectual History
Bachelor of Education	1966-1971—University of Toledo; Toledo, Ohio Major: History/Government Minor: English/Language Arts

### CERTIFICATE

Superintendent Certificate    State of Ohio

### PROFESSIONAL EXPERIENCE

**Interim Assistant Superintendent  
Fostoria Public Schools  
2009 to Present**

- **Responsibilities:** Curriculum, School Improvement, Professional Development, Research, Testing, Evaluation, State and Federal Programs, Grants, Educational Technology, School and Community, Mental Health Providers, and EMIS.
- **Accomplishments:** Implemented instructional programming that addresses student deficiencies in successfully addressing short answers and extended responses in grades three through ten; developed a statistical procedure for elementary school staff to easily benchmark student progress in acquiring

- the academic skills necessary for passing the OAA in reading and provide immediate intervention for those students who are not making adequate progress; and esigned procedures for district staff to utilize the state's value added data as a diagnostic tool.

**District Development Specialist  
The Learning Together Company  
2007 to 2009**

- Responsibilities: Providing data analysis, curricula inventory, and customized reading and/or math intervention strategies where the analysis and inventory documented an instructional need.
- Accomplishments: Assisted urban, suburban, and rural school districts in a multi-state region to successfully addressing academic and social-emotional needs of at-risk students.

**Chief Academic Officer  
Cleveland Municipal School District  
2006 to 2007**

- Responsibilities: Curriculum, School Improvement, Research, Testing, Evaluation, State and Federal Programs, Special Education, Grants, and Educational Technology
- Accomplishments: Reorganized and focused on uniform, measurable, academic goals for the curriculum, instruction, assessment, and research departments; provided school buildings with data and tools to make meaningful instructional decisions; developed and implemented a strategy for district-wide academic growth that achieved the Ohio Report Card academic rating of Continuous Improvement, the highest rating the Cleveland Municipal School District has ever achieved; and chief negotiator for the Cleveland Municipal School District in the successfully completed 2007 contract negotiations with the Cleveland Teachers Union.

**Chief Academic Officer  
Toledo Public Schools  
2002 to 2006**

- Responsibilities: Curriculum, School Improvement, Research, Testing, Evaluation, State and Federal Programs, Special Education, Grants, Educational Technology, and District Policy
- Accomplishments: Closing of achievement gap between poverty and non-poverty students and between minority and non-minority students; refocusing the reading curriculum from "whole language" approach to a

research based approach utilizing such research based strategies as phonics, phonemic awareness, and fluency as the foundation; refocusing the curriculum, k-12, on rigor and State Core Academic Standards; becoming the first and only Ohio Urban School district to achieve the State academic category of Continuous Improvement in the 2003/04 school year; becoming, in the 2003/04 school year, one of the few urban school districts in the nation to meet Adequate Yearly Progress as defined by No Child Left Behind; repeating, for the 2004/05 school year, the Ohio academic category of Continuous Improvement and the No Child Left Behind distinction of Adequate Yearly Progress; achieving, over a multi-year period, annual academic achievement growth as based on Ohio's students assessment system; instituting, with Head Start, an academically based pre-school program pilot in several district central city schools; implementing the creation of two single gender elementary school academies, three district charter schools targeting specific high school populations, and, in collaboration with local trade unions and general contractors, a secondary skill trades academy targeting such trades as electrician, plumber and carpenter; and serving as chief negotiator for management in the 2001 comprehensive contract negotiations with the Toledo Federation of Teachers and securing a "landmark" agreement that focuses on improving instructional capacity and student achievement through collaborative efforts.

**Assistant Superintendent, Planning, Implementation, and Evaluation  
Toledo Public Schools**

**1997 to 2002**

- **Responsibilities:** Research, Testing, Evaluation State and Federal Programs, Student Services, Athletics and Extracurricular Activities, Educational Technology, Grants, District Policy, and School Improvement Initiatives.
- **Accomplishments:** Establishing annual School Improvement Plans for all district school buildings; developing and implementing a process for building, grade level, and classroom data collection, aggregation, and dissemination; developing and implementing a process for the infusion of data into school and district based decisions; initiating the process of placing technology in all district classrooms; implementing all-day kindergarten throughout the school district; and leading the design and implementation teams on the creation of two district-wide elementary academies focusing on academic rigor and parent involvement.

**Executive Director, Research, Planning, and Policy Development  
Toledo Public Schools  
1994-1997**

- Responsibilities: Research, Testing, Evaluation, State and Federal Programs, English as a Second Language, and Grant Writing
- Accomplishments: Planning and implementing a new district-wide assessment program that generates the data necessary to make meaningful decisions in individual schools and classrooms.

**Director, Planning and Development  
Toledo Public Schools  
1986 through 1988**

- Responsibilities: Research, Testing, Evaluation, Chapter 2, and the Urban Demonstration Project
- Accomplishments: Planning and implementing the Toledo Public Schools' Ohio Urban Demonstration Project and co-chairing four district tax levies (three of which were successful).

**Coordinator  
Toledo Public Schools  
1980 through 1986**

- Responsibilities: Chapter 2 and the Arts Education Project
- Accomplishments: Planning and implementing the Toledo Public Schools' federal Chapter 2 program and the school district's award winning Arts Education Project.

**Teacher  
Toledo Public Schools—Scott High School  
1972 through 1980**

- Responsibilities: English Teacher  
History/Government Teacher
- Accomplishments: Serving as English Department Chairman (1977 through 1980) and restructuring the Scott High School English curriculum around academic rigor, high expectations, and traditional entry requirements of post-secondary educational institutions and the work place. Served as Scott High School Year Book Advisor during the 1972/1973 school year.

**BOARDS**

- President of the Promise Academy (a community school developed and sponsored by the Cleveland Municipal School District) Board of Trustees.
- T.E.A.M. Academy Advisory Board (2006 through 2007)
- Cleveland School of Science and Medicine Advisory Board (2006 through 2007)
- Cleveland School of Architecture and Design Advisory Board (2006 through 2007)
- Represent the Toledo Public Schools' Superintendent on the Northwest College Access Board, Superintendent's representative (2005 through 2006)
- The Sight Center, Toledo Society for the Blind (2001 through 2006)
- Economic Opportunity Planning Association of Greater Toledo, Inc/Toledo-Lucas County Head Start (1997 through 2001)
- Represent the Toledo Public Schools' Superintendent on the Toledo Area Private Industry Council's Board of Directors (1986 through 2000)
- Represent the Toledo Public Schools' Superintendent on the Jobs for Ohio Graduates Board of Directors (1988-1990)
- Lucas County's Children's Trust Fund (1992 through 2000)
- Secretary, Lucas County's Children's Trust Fund (December, 1993 through 1999, Vice President, Lucas County's Children's Trust Fund (1999 through 2000)
- Asian Mutual Assistance Program Advisory Board (1993 through 1994)

## Richard W. Drury

### EDUCATION

Western Michigan University, Kalamazoo, Michigan  
*Ed.D., Educational Leadership Dissertation:* "Dyadic similarity of the superintendent-principal interpersonal relationship, principal's job satisfaction and subordinate's performance evaluation." 1993.  
Graduated Summa Cum Laude – 3.97 GPA.

University of Wisconsin, Madison, Wisconsin.  
Graduate courses in school district finance/leadership. 1978/2003

Northern Illinois University, DeKalb, Illinois.  
*M.S., Curriculum & Supervision, Administration.* 1975.

Eastern Michigan University, Ypsilanti, Michigan.  
*B.A., English Language and Literature, History.* 1970.

### CERTIFICATES

Illinois Superintendent License (75) – 2008-2013  
Wisconsin Superintendent's License (03) – 1996-2010.  
Wisconsin Principal's License – (51) – 1996 – 2010.  
Michigan Superintendent's Certificate – 1990.  
Michigan Secondary Administrator's Certificate – 1990.  
Michigan Continuing Teaching Certificate – 1975.  
Illinois Teaching and Administrator Certificates - 1971-1979.

### EXPERIENCE - ADMINISTRATION

#### *Community Unit School District 200*

Former Superintendent/Consultant -Wheaton, Illinois, 2007 – March 2010

- 14,000 Students, k-12, 2000 professional and non-certified staff.
- Administered \$185,000,000 budget
- Successfully passed two referendums totaling over \$78,000,000:  
58 M for new state of the art "Green" M.S. construction and 20M for operating cash.
- Developed plan to balance 14M budget deficit in 3 years.
- Implemented energy education saving 10M over 10 years.
- Introduced and facilitated development of Professional Learning Communities and SMART Goals.
- Successfully re-districted and re-structured elementary schools.
- Implemented District Communication Plan including development of Podcasts to the public.
- Reviewed and re-wrote Policy manual.

**EXPERIENCE -  
ADMINISTRATION**

(Continued)

***Superintendent - Muskego-Norway School District***

Muskego, Wisconsin, 1994 - 2007

- 5,000 Students, k-12, 650 professional and non-certified staff.
- Administered \$75,000,000 budget.
- Improved Fund Balance from 11% to 37%.
- Eliminated short term borrow and improved District's Moody financial rating from A to Aa3.
- Successfully passed four referendums totaling over \$50,000,000:  
12.7 M (new M.S. construction), 36.6M (H. S. renovation)  
2.0 M (authority to exceed revenue cap), 2.0 M (New athletic field development). Constructed new Performing Arts Center.
- Improved District standardized test scores from a regional ranking of 37/52 to 2/52.
- Decreased actual class size from 29 to 20.
- Implemented Cook's Strategic Plan and Conzemius' SMART Goal Planning Models.
- Implemented District Technology Plan including: Channel 13 local TV; web site; Infinite Campus - Parent communication portal.
- Designed and Implemented a Cascading Curriculum Model for the District.
- Rewrote Policy Manual.
- Expanded Gifted and Talented Program: expanded AP program offerings from 1 to 10; Partnered with local Universities to offer accelerate accelerated classes; Redesigned differentiation model.
- Partnered with City of Muskego on joint ventures including: athletic field park; conservation outdoor recreation center.
- Began Diversity Committee to address minority concerns.
- Managed District enrollment growth of 8.4% or 800+ students.
- Prior to rehires, served in capacity of Special Education Director for 2 years, Business Manager for 1 year, Curriculum Director 2 years.

***Superintendent - Gwinn Area Community Schools***

Gwinn, Michigan. 1989-1994

- 3,000 students, K-12, multiethnic, K.I. Sawyer A.F.B., 300 professional and non-certified staff.
- Administered \$15,000,000 budget.
- Improved Fund equity from 6% of fund balance to 17%.
- Planned and implemented downsizing of District due to closure of K.I. Sawyer A.F.B. Closed buildings, completed downsizing to 1600 students. Worked with Federal Impact Aid for Federally Impacted School Districts.

- Implemented school improvement and site-based decision making following Dr. Deming's philosophy - developed Board Committee Management concept.
- Successfully lobbied Washington D.C. and Lansing for federal and state Funds annually, resulting in acquisition of millions in additional funding.
- Implemented District Communication plans for internal and external public
- Successfully obtained grants in excess of ½ million dollars.
- Introduced and facilitated District "Strategic Plan" following Dr. William Cook's model.
- Developed District Technology Plan including K-12 computer labs, and 1.6 Million dollar telecommunications distanced learning program.
- Worked with ISD to develop & implement County-wide Inclusive Education -- I.R.E. program for Special Education.
- Developed model District Volunteer Program that was replicated throughout the County.
- Designed Bi-County & local student recognition program with Kellogg Foundation grant (Excellence in Education).
- Developed Curriculum review process for District.
- Created & adapted entirely new District Policy Manual.
- Negotiated contracts with Administrative, Certified, and non-certified staff.
- Designed evaluation model for all district personnel.

***Principal – Paw Paw Middle School, Paw Paw, MI., 1979-1989.***

- 500 students grades 6-8, 30 staff.
- Instituted and directed school attendance and discipline program.
- Supervised and directed gifted, special education and alternative programs: evaluated staff.
- Coordinated 1.4 million dollar building maintenance/renovation.

***Assistant Principal – Platteville Middle School, Platteville, Wisconsin, 1977-1979.***

- Planned, allocated, coordinated, stimulated and evaluated all the components of a modern middle school of 650 students.

***English/History Teacher – Clarence Olson Middle School, Woodstock, IL. 1971-1979***

- Piloted team-teaching/block schedule concept.
- Implemented and directed gifted program.

## ADDITIONAL EDUCATIONAL EXPERIENCES

- Numerous CEU's in ongoing professional development in Illinois and Wisconsin
- American Association of School Administrators (A.A.S.A.) Legislative Corp. 97-09
- National Association of Federally Impacted Schools – N.A.F.I.S.
  - E.S.E.A. (Elementary and Secondary Education Act) Re-Authorization Committee, Reno, NV 1993 / Washington D.C. 3/94
  - Michigan State Chairman, 1992
  - School Finance Equalization Task Force, Santa Fe, NM 1992/Washington D.C. 1991.
- Military Impacted Schools Association (M.I.S.A.)
  - Elected Representative for Region I, North East USA, 1993
  - Vice-President 1994
  - President Elect 1995
  - Member of Executive Board of Directors, 1993-1996
- Honorary Squadron Commander: 410<sup>th</sup> Medical Group USAF, 1992-Present
- Marquette-Alger I.S.D. Superintendent's Standing Committee – Special Education
  - Chairman - 1992-1996.
- Marquette-Alger I.S.D. Professional Development School Advisory Committee – 1993.
- Honored as "Distinguished Dignitary" by 8<sup>th</sup> Air Force Headquarters Staff at Barksdale AFB, Barksdale, LA, 1992

## AWARDS, ELECTED OFFICES, PRESENTATIONS

### Presented:

- "Building a Foundation for Growth" W.A.S.C.D. 10/04
- "Performance Leadership" W.A.S.C.D. 10/01
- "Handling Challenges to Instructional Materials" WASCD/WASB/WASDA 12/00 and Wisconsin Association of School Boards, Wisconsin Association of District Administrators, Wisconsin School Business Officials Joint Conference 1/01
- "Technology Planning", CESA#1, 2/97
- "Base Closures" Department of Defense and Department of Navy, Washington D.C., 10/95
- "Strategic Planning" – Gwinn Community, 9/93, 2/94
- "Base Realignment and Closure Commission" Wayne State University, Detroit 5/93
- "Least Restrictive Environment". Interdistrict Boards, 11/92
- "Performance Assessments", Northern Michigan University, 8/92
- "Restructuring Education: 1990's and Beyond", K.I. Sawyer AFB. 2/90
- "The Middle/H.S. Transition", M.A.S.S.P Annual State Convention Grand Rapids, MI 11/88
- "Suicide Prevention/Peer Help" M.A.S.S.P. Annual State Convention, Detroit, MI and Traverse City Michigan 1987.
- "The Middle School Today", Loras College, Dubuque, IA, 10/78
- Michigan Association of Secondary School Principals
  - State Certification Committee – 87-90 – President Elect 1989.
  - State Curriculum Committee – 88-91
  - Middle School Commission Secretary- 1989

- Woodstock Educational Association, President 1977
  - Vice-President, 1975-1977
- Planned and organized county-wide staff development inservices:
  - "Legal Review for Administrators", by Michael Farrell, 1/93.
  - "Office Staff Effectiveness" by Ivan Fitzwater, 11/92.
  - "Effective Teacher Evaluations" by Gary McNitt, 12/92.
  - "Curriculum Alignment" by Rachel Mareno, 8/90.

**PROFESSIONAL  
MEMBERSHIPS**

- A.A.S.A. (American Association of School Administrators)
- I.A.S.A. (Illinois Association of School Administrators)
- W.A.S.D.A. (Wisconsin Association of District Administrators)
- M.A.S.A. (Michigan Association of School Administrators)
- M.N.A. (Michigan Negotiators Association)
- N.S.P.R.A. (National School Public Relations Association)
- A.S.C.D. (Association for Supervision & Curriculum Development)
- P.K.P. (Phi Kappa Phi Honor Society)
- P.D.K. (Phi Delta Kappa Educational Honor Society)
- M.I.S.A. (Military Impacted School Association)
- N.A.F.I.S. (National Association of Federally Impacted Schools)

**CIVIC  
INVOLVEMENT**

Exchange Club of Wheaton  
 Kiwanis – President in two communities  
 Lions – Three communities  
 Tri-County Substance Abuse Advisory  
 Council – Vice Chair  
 Gwinn Inter-Agency Collaborative Committee

Rotary International Executive Board  
 Muskego Chamber of Commerce – 1995-2006  
 CUPPAD (Central Upper Peninsula Planning &  
 Development Commission)

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## Eric D. Ely

### HOME ADDRESS

[REDACTED]

Home: ([REDACTED])  
Work: ([REDACTED])  
Cell: ([REDACTED])

### PERSONAL INFORMATION

Age: 50      Married      Three Children ages 31, 29 and 26      Seven Grandchildren

### PROFESSIONAL PREPARATION

University of Dayton (Dayton, Ohio)

Master of Science (1992)  
Further Education through 2006  
Education Administration

The Ohio State University (Columbus, Ohio)

Bachelor of Science (1981)  
Secondary Education  
Mathematics and Science

### CERTIFICATION AND LICENSES

Permanent School District Administrator (2006) in New York  
Permanent Superintendent (2010) in Pennsylvania  
5 Year Superintendent License (Ohio) Expired  
3 Year Superintendent License (New Hampshire) Expired

### PROFESSIONAL EXPERIENCE

**January, 2006 – Present**      **Superintendent of Schools**  
**Schenectady City Schools, Schenectady, NY**

- Responsible for leadership in a growing urban school district of over ten thousand four hundred students, over nine hundred teachers and eight hundred support staff in every facet of the daily operation;
- Responsible for providing the vision, goals and strategic tactics necessary to provide a high quality education in a diverse, economically challenging environment;
- Managed the development of a long term facility improvement plan and the voter passage of a \$48.2 million referendum for capital improvements following the completion of \$30.5 million and a \$20 million capital improvement projects previously passed;
- District ELA results have improved by 22% over the last three years;
- District Mathematics results improved 21% over the last three years;

- Responsible for addressing the curriculum and instruction shortcomings in a school district categorized as a District in Need of Improvement for English Language Arts, a district that had never made Adequate Yearly Progress under No Child Left Behind;
  - Utilized a systemic approach to addressing the needs of a school district with a growing student population by addressing the district needs in four cornerstone areas: Faculty and Staff; Curriculum and Instruction; Safety, Security and Learning Environment; and Leadership;
- Led the development of district budgets for four years leading to voter approval each year with tax levy increases of 1.9%, 0%, 3.8% and 5.8%.
- Led the development of a new district five year strategic plan designed to improve instruction and academic achievement for all students;
- Led the development and implementation of a plan to re-integrate four hundred fifty students back into the district after the closure of a large urban charter school in April;
- Planned and oversaw the reconfiguration of the school district into two Early Childhood Education Centers; K-6 Elementary schools; K-8 Magnet Schools; 9-12 High School with a Career Center from a PK-5 Elementary, 6-8 Middle and 9-12 High School configuration;
- Involved in community activities creating a Family Welcome Center with the local hospital leadership; hosting the Hispanic Outreach Center for the local community; working on a project called Bigelow Corners tailored after the Harlem Children's Zone Project partnering with the Capital Region Child Care Council, the Schenectady Community Action Program and the Parson's Child and Family Center; working with the Schenectady Community Foundation; served as a guest speaker to many local organization; legislative lobbying activities.

**August, 2004 – January, 2006**

**Assistant Superintendent for Operations  
Schenectady City Schools, Schenectady, NY**

- Responsible for the daily trouble shooting in a district of 9,400
- Supervised the building principals of fifteen elementary, three middle, one high school and a career technical center
- Responsible for working within a team of the superintendent, two other assistant superintendents, a school attorney, a chief technology officer, a board clerk and employee benefits manager, and human resources manager as the district's leadership team
- Implemented one of seven strategy areas in the district's new strategic plan relative to school safety and school climate
- Involved regularly in decision making regarding student discipline, daily operations, personnel selection, personnel evaluation, implementation of daily direction by the superintendent
- Interacted daily with school board members in committee work and responsible for daily communication with board members to keep them informed of ongoing district issues

**July, 2002 – August, 2004**

**High School Principal  
Dover High School, Dover, NH**

- Student population of approximately 1,700
- Supervised 130 certificated and 28 classified staff
- Responsible for the administration of a comprehensive high school including a full career technical center
- Responsible for complete budget development and presentation for the high school
- Implemented administrative reorganization
- Designed and implemented alternative education programs for Credit Recovery and for advanced students utilizing the Virtual High School using a digital approach to supplement the existing school curriculum
- Instituted a Freshman Academy designed to ease transition of students from multiple middle schools to a large high school setting.
- Led curriculum development initiatives to consolidate career technical programs and develop Engineering Technology, Diversified Occupations and Environmental Science, Resources and Technology.
- Led the implementation of the principles from research on the Seven Student Aspirations of Dr. Russ Quaglia; Professional Learning Communities of Robert Eaker and Richard DuFour; the Malcolm Baldrige systemic approach to change and Total Quality Management; and Positive Behavior Interventions and Support in a large high school setting.

**July, 1999 – July, 2002**

**High School Principal  
Zanesville High School, Zanesville, OH**

- Student population of approximately 1,200
- Supervised 75 certificated and 25 classified staff
- Developed a student recognition program, Recognizing Excellence and Achievement Program, by building relationships with local business leaders
- Instituted and led the work of a Parent Advisory Committee; Faculty Advisory Council; Continuous Improvement Steering Team; Curriculum and Instruction Committee and a Business Advisory Council

**July, 1996 – July, 1999**

**High School Principal  
Wayne High School, Huber Heights, OH**

- Student population of approximately 2,400
- Supervised 135 certificated and 45 classified staff
- Led six administrators as a team to manage and lead the fourth largest high school in the State of Ohio
- Became the first high school to ever receive the Brad Tillson School of Excellence Award in 1997

- Named a School of Excellence by the Horatio Alger Association of Distinguished Americans
- Designed and implemented an alternative education program called the "Twilight School" to serve the needs of students incapable of thriving in a large school setting

**August, 1994 – July, 1996**

**High School Unit Principal  
Wayne High School, Huber Heights, OH**

- Responsible for one fourth of the student population of 2,400 students
- Supervised the mathematics and science staff of the building
- Responsible for one of seven buildings on the high school campus
- Performed the duties associated with managing and administering a large urban/suburban high school including transportation, drivers' education, staff recruiting and selection, etc.

**August, 1988 – August, 1994**

**High School Math and Science Teacher  
McClain High School, Greenfield, OH**

- Taught Mathematics and General Science in Grades 9 - 12
- Engaged in teacher leadership activities such as curriculum writing, developing courses of study, committee work, textbook selection, etc.
- Served as a head coach in Track and Field as well as assisting in football and basketball

**August, 1985 – August, 1988**

**High School Math and Science Teacher  
Amanda-Clearcreek High School, Amanda, OH**

- Taught Mathematics and General Science in Grades 9 - 12
- Engaged in teacher leadership activities such as curriculum writing, developing courses of study, committee work, textbook selection, etc.
- Served as a head coach in Track and Field and Girls' Basketball as well as assisting in football

**August, 1981 – August, 1985**

**Jr. High School Math Teacher  
Unioto Jr./Sr. High School, Chillicothe, OH**

- Taught Mathematics in Grades 7 - 8
- Engaged in teacher leadership activities such as curriculum writing, developing courses of study, committee work, textbook selection, etc.
- Served as a head coach in Track and Field and Cross Country as well as assisting in football and basketball

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**PROFESSIONAL MEMBERSHIPS AND LEADERSHIP POSITIONS**

Member of the New York State Small City School Districts (NYSCSD) Board of Directors

Member of the Capital District Board of Cooperative Education Services Superintendent's Cabinet

Member of the New York State P-16 Task Force

Member of the Capital Region Sponsor-a-Scholar Board of Directors

Member of the American Association of School Administrators

Member of the Association of Supervision and Curriculum Development

Member of the National Association of Secondary School Principals

Member of the New York State Council of School Superintendents

Member of the Alliance for a Quality Education

Member of the Advisory Board for the Schenectady Foundation

Member of the Capital Region BOCES Legislative Committee for legislative lobbying efforts

Member of the Advisory Panel for the Strengthening Families Initiative sponsored by the Schenectady Foundation

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## MAJOR CAREER ACCOMPLISHMENTS

**Eric D. Ely**

- Under my leadership, the percent of Schenectady grade 3-8 students at or above proficiency in ELA increased by 22% and Mathematics increased by 21% in three years.
- Under my leadership, the achievement gap between white students and our major subgroups of minority students, Black/African American and Hispanic has decreased by one-third in four years in Mathematics and by nearly three-fourths in English/Language Arts.
- Created a task force of administrators, teachers, and regional experts to develop a District Literacy Plan for the Schenectady City Schools implementing a research-based K-12 approach to teaching literacy across all grade levels and subject areas.
- The Schenectady City School District was a District in Need of Improvement for the achievement levels of students in English Language Arts (ELA). Under my leadership in the area of professional development, curriculum analysis and development and instructional monitoring, the district made Adequate Yearly Progress for the first time last year in ELA and Mathematics.
- Worked collaboratively with the board, administrators, teachers and community to develop a (New York State required) Contract for Excellence including the following components:
  1. Reduced Class Size
  2. Extended Day Program
  3. Instructional Coaches
  4. Longer School Day
  5. Early Childhood Education
  6. Increased Remedial Staff in Reading and Mathematics
  7. Alternative Education
  8. Credit Recovery Program
- Developed targeted academic programs instituting both a comprehensive Academic Intervention Services program for students who were struggling and Advance Academic Programs for those students who need more challenging programs. We have increased our college credit bearing high school course from eighteen to thirty-two in the past two years.

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- Developed and implemented a comprehensive, focused Professional Development Program for the district concentrating on Differentiated Instruction, Classroom Management, Data Analysis and Utilization, Literacy Across the Content Areas, Cultural Understanding, Administrative Development, Teacher Leadership Development, and Support Staff Development.
- Developed and implemented an orderly, thorough process for staffing including Recruitment and Selection, Orientation and Mentoring, Monitoring and Evaluating, and Training, Developing and Retaining staff.
- Provided the leadership and management necessary to implement the district's strategic plan goal of transforming the district from a PK-5, 6-8 and 9-12 configuration to a PK-K Early Childhood Education Center, K-6, K-8 Magnets, 9-12 configuration over the past four years.
- Provided leadership and management of two major capital improvement projects totaling \$78.7 million including working with the board to lead the voter referendum campaign necessary to pass the bonds.
- Built collaborative relationships with a number of community leaders and organizations to create Strengthening Families Project called "Bigelow Corners." Created a Family Welcome Center in cooperation with the local hospital and school district leadership to facilitate new families' entry into the school and health care system in the city.
- I have led two high schools to recognition by regional or state organizations. Wayne High School in Huber Heights, Ohio became the first high school to be recognized as a Brad Tillson School of Excellence. Dover High School was recognized as the New Hampshire High School of Excellence for the first time ever. Both of these schools were experiencing academic achievement problems and internal strife prior to my taking over as the principal.
- Zanesville High School went from making five state standards (out of seventeen) to achieving thirteen of the seventeen within my three years as the principal.

APR 30 2010

**References**

**Eric D. Ely**

**Jeff Janiszewski**  
Former Board President  
Schenectady City Schools

[REDACTED]

**Maxine Brisport**  
Board President  
Schenectady City Schools

[REDACTED]

**James Casino**  
Former Board Member  
Schenectady City Schools

[REDACTED]

**Lisa Russo**  
Board Member  
Schenectady City Schools

[REDACTED]

**Warren Snyder**  
Former Board Vice President  
Schenectady City Schools

[REDACTED]

**Linda Bellick**  
Board Member  
Schenectady City Schools

[REDACTED]

**Armand LaSelva**  
Former Superintendent (Ret.)  
Dover School District SAU #11

[REDACTED]

**Doris Grady**  
School Board Member  
Dover School District SAU #11

[REDACTED]

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

APR 30 2010

**OBJECTIVES:**

To serve as an urban superintendent and apply skills, talents, fiscal/business savvy, and develop staff as well as strengthen student achievement, curriculum, instructional practices and teamwork skills through collaboration. To collaborate, refine and establish a world class school district where children are first

**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)  
Brown University/Harvard Leadership Postgraduate Leadership Training, 2003, Rhode Island and Boston, Massachusetts

**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, 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.

**CAREER ACCOMPLISHMENTS:**

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
- Facilitation of virtual world experiences with tutor
- Recruitment and retention strategies

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 negotiation with bargaining units to reconcile 2008 – 2009 Engineer and custodial contracts
- Negotiation with WHEA Teachers union to reconcile contract for potential 3 year contract
- Developed monthly Superintendent Dialogue Series for all stakeholders

4/28/2010

- 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 and Developed a Plan of Action for the Westwood Heights Professional Development Center
- 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, established a Plan of Action for Female Leadership Summit, 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. Held in Orlando and Nashville. 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 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 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

APR 11 1990

- 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 the 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 I/3 1A Reading and Mathematic Labs, after-school programs, and professional development for teachers and parents.

**TEACHING EXPERIENCES:**

1997 **Marygrove College, 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**  
Upper Grades Languages Arts Teacher, Detroit Public School, Area A, Chrysler Elementary.

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

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**PROFESSIONAL AFFILIATIONS & ORGANIZATIONS:**

- American Association of School Administrators, (AASA)
- Association of Supervision and Curriculum Development (ASCD)
- Delta Sigma Theta Sorority, Inc.
- Genesee County Association of Superintendents
- Genesee County GenNET Technology Association
- Genesee County Curriculum Association
- Michigan Quality Council Examiner
- Michigan Association of School Administrators (MASA)
- 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 EDUCATION & ADMINISTRATIVE TRAINING:**

- MASA Special Series Professional Development, School Governance and Leadership, March 2010, 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 and Accountability"
- AASA Presentation, February 2009, Obesity, Wellness and Health for African American and Latino Adolescents
- MASA Superintendents Training January 28 – 30, 2009, Kalamazoo, MI
- NABSE Urban Superintendents Training November 21, 2008, Atlanta, Georgia
- 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 Training, Superintendent's Leadership Training  
Getting Accountability Right: What to Do After the New NCLB

**DETROIT PUBLIC SCHOOLS: LEADERSHIP ACADEMY**

- Detroit Public Schools – Transition for Change & School Consolidations, July 2006
- Detroit Public Schools, Data Driven Instruction, July 2006
- Lorraine Monroe Leadership Institute, August – June 2004

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**MICHIGAN DEPARTMENT OF EDUCATION:**

School Improvement Framework, 2007

Reading First Training, (K-3 & Sp. Ed.), Lansing, Michigan, Michigan School Districts, October 2002, December 2002 and May 2003

Adequate Yearly Progress Conference, May 2003 & December 2004

**NEW DETROIT: THE COALITION:**

*Closing the Achievement Gap in Detroit: Duplicating Models of Success, March 9 – 11, 2003*  
*Multicultural and Diversity Immersion Initiative, 2000*

**MICHIGAN INSTITUTE FOR EDUCATIONAL MANAGEMENT (MIEM):**

SUPES Superintendent's Training Academy, Agent – November 2002, Tim Quinn & Associates, Traverse City, Michigan

**HARVARD PRINCIPALS CENTER** Focus on Accountability: Continuous Improvements for increased Achievement,

June 24 – 29, 2002, Cambridge, Massachusetts

**MICHIGAN QUALITY COUNCIL:** Training for Examiners, April 24 – 26, 2002

2002 Examiner for Malcolm Baldrige Performance Model

**BROWN UNIVERSITY – ANNEBERG INSTITUTE:** Making Teaching Public, Critical Friends Groups and Study Circles, Impact of Collaboration on Student Achievement and School Reform, June 2003

- Facilitated and implemented best practices curriculum implementation and reform programs based on data which produce excellence in education and strong student achievement in PK-12 school clusters and small learning community environments. Provided analysis, training for assessment and interpretation of student data which allows appropriate planning for student achievement, school improvement, special education services, student information systems and Education Yes for Grades PK-12

**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 Impaired & Educable Mentally Impaired
- Superintendent's Academy, MLEM
- Teacher (Continuing), K-9, Sp. Ed. K-12, Social Sciences, Grade 9

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

February 2010 Metropolitan Convention Bureau , Detroit, MI, John Lee Award

November 2009 NABSE Phenomenal Woman Award for Leadership, November 2009

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 2011

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

June 2007 Excellence in Character Education & Leadership Award

September 2007 Presenter, Delta Sigma Theta Sorority, Incorporated Educational Summit, New Orleans, Louisiana

July 2007 Presenter, "The Drop-Out Rate in Males", July 2007, NAACP Conference, Detroit, Michigan

January 2007 Featured in *Jet Magazine*, Character Education Dialogue

April 2006 MetLife 2006. Community Award for Outstanding Principal Service

October 2004 Brown vs. Board of Education, Educator's Award of Distinction, Marygrove

May 2004 *Good Morning America*, Book Drive School, featuring Tony Perkins, WXYZ.

October 2003 Marygrove College, Distinguished Alumni of the Year Award

## RESUME

**Dr. JEROME PECKO**



### PROFESSIONAL OBJECTIVE

I am deeply committed to striving to the best of my ability, to help improve the quality of education in Ohio's schools, grades Pre-K through 16.

### EDUCATION

- 1985: Doctor of Education, University of Akron  
Major: Education Administration  
Dissertation: "A Study of the Relationship Between Enrollment and Co-curricular Activity Programs In Selected Secondary Schools."
- 1974: Master of Arts, University of Akron  
Major: Secondary Education Administration
- 1969: Bachelor of Arts in Secondary Education, University of Akron  
Major: English & Speech

### PROFESSIONAL EXPERIENCE

- 2007 to 2009 Part-time Instructor, University of Akron  
2003 to 2007 Superintendent, Springfield Local School District  
1994 to 2003 Superintendent, Barberton City Schools  
1991 to 1994 Executive Director, School Improvement, Akron City Schools  
1986 to 1991 Principal, Roswell Kent Middle School, Akron  
1983 to 1986 Assistant Principal, East High School, Akron  
1977 to 1983 Assistant Principal, Hyre Junlor High, Akron  
1975 to 1977 Assistant Principal, West Junior High, Akron  
1974 to 1975 Residency, Doctoral Program, University of Akron  
1971 to 1974 Teacher, West Junior High (English & Speech), Akron  
1969 to 1971 Lieutenant, U.S. Army, USA and Vietnam

### SPECIAL TRAINING

- Effective Schools (Larry Lazotte – Coalition of Effective Schools)
- Essential Elements of Instruction (Madelyn Hunter)
- Instructional Alignment of Curriculum
- TQM (Total Quality Management)
- Baldrige
- School Finance (through BASA and ODE)
- Technology Workshops

### CERTIFATES/LICENSURE:

- SUPERINTENDENT – Expires June 30, 2014
- Principal (Secondary, includes middle grades) – Permanent
- Teacher (English & Public Speaking) – Permanent

## **SPECIAL EXPERIENCE**

### **Springfield Local School District Superintendent (August 2003 – July 2007):**

- 3,000 (pre-K to 12) students and 350 full and part-time staff. Over a four year period (2003 – 2007), student academic performance improved from a rating of 10 (out of a possible 22) to a rating of 21 (out of a possible 30) and **from the designation 'Academic Watch' to 'Effective School District'** (2006 & 2007).
- Managed the school district's operating budget (approximately \$26 million) through some very challenging times financially, including implementation of **cost-saving measures** totaling more than **\$4 million**.
- Implemented **All Day Kindergarten**; closed one school building; guided the district through **5 successful levy renewals 2004 & 2005**; created a **Distance Learning Lab** in partnership with The University of Akron to function as the location for **Post Secondary** studies for high school students and graduate studies for staff.

### **Barberton City School District Superintendent (August 1994 – July 2003):**

- 5,000 students (pre-K to adult) & 500 full and part-time staff. Over the period 1998 through 2003, Barberton School District's Ohio Proficiency Results improved from a rating of '4' (out of a possible 27) to a rating of '11' (out of a possible 22) and **from the designation 'Academic Emergency' to 'Continuous Improvement'**.
- **Managed a \$36 million budget.** (Over a six year period, Barberton School District's operating fund balance grew from \$600,000 to \$2.8 million without a property tax increase!)
- Supervised the planning and construction of the 'State of the Art' **\$35 million Barberton High School and athletic complex** - opened September, 2000.
- Supervised the creation of a **Facilities Master Plan and Expedited Local Partnership** in cooperation with the Ohio Facilities Commission.
- Guided Barberton School District through a **comprehensive strategic planning initiative**.
- Guided the district in establishing **Continuous Improvement Planning** as the vehicle for improving instruction & learning.
- Implemented numerous worthwhile academic programs and initiatives such as **All-Day Kindergarten, Distance Learning, Cisco Technology, etc.**
- **Negotiated** numerous (12) contracts with classified & certified staff.
- Established valuable **in-service training for administrators**:
  - Clinical Supervision (The Essential Elements of Instruction)
  - Effective Schools Research
  - Continuous Improvement Planning
  - Systems Approach to Management (Total Quality Management and Baldrige)
- While serving as Superintendent, successfully guided **several levy campaigns**:
  - Four Permanent Improvement Levy Renewals
  - One \$32 million Bond Issue (with special circumstances)
  - 11 Operating Levy Renewals
  - One New 3.83 mill Permanent Improvement Levy

## **COMMUNITY INVOLVEMENT**

- Past Member, Barberton & Summit County United Way Board of Directors
- Trustee Emeritus, Barberton Community Foundation (11 years)
- Trustee Emeritus, North Eastern Ohio Universities College of Medicine Foundation
- Board Member, Friends of the Springfield/Lakemore Library, Inc.
- Community Volunteer for several initiatives in Barberton and Springfield

**PROFESSIONAL REFERENCES:**

Julie Mash  
Board Member, Springfield Local School District



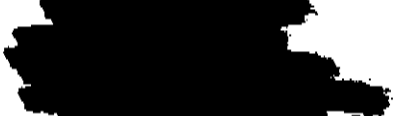
Glenn Wieland  
Board Member, Springfield Local School District



Russ Shreiner  
Board Member, Barberton City School District



Representative Brian G. Williams  
Past Superintendent, Akron Public Schools  
Currently, Legislator, Ohio House of Representatives, 41<sup>st</sup> District



Gary Zoldesty  
Past Superintendent, Coventry Local Schools  
Currently, Professor, Ashland University



**PERSONAL REFERENCES:**

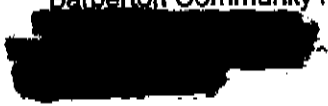
John LaGuardia  
Vice President of Public Affairs and Development  
The University of Akron



Father Norman Douglas  
St. Bernard's Catholic Church



Gary & Lois Matney  
Barberton Community Residents and Volunteers



**Deborah A. Piotrowski**

[Redacted]  
Home: [Redacted]

Cell: [Redacted]

Email: [Redacted]

**Objective**

*Obtain leadership position in a large-progressive school district.*

**Profile**

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Experienced superintendent – Visionary Leader – Student Advocate

*With additional expertise in:*

- Grant Writing
- Research
- Developing teacher professional development programs
- Local Community/Government initiatives
- Utilizing broad experience and creativity to influence positive change
- Comprehending and responding to complex problems
- Maximizing and being cognizant of opportunities and resources
- Negotiating contracts and disputes

**Education**

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**Doctorate of Education** (Ed.D) ( December 2010 completion date)

University of Toledo, Toledo, OH  
Major: Administration and Supervision  
Minor: Curriculum  
GPA: 3.79

**Master Of Education** (May, 2006)

University of Toledo, Toledo, OH  
GPA: 3.538

**Bachelor of Education** (August, 1993)

University of Toledo, Toledo, OH  
Magna Cum Laude

University of Findlay (2005)

Completed Superintendent Required Courses

**Experience**

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**Superintendent (2005-Present)**

Millcreek West Unity School District (Rural)

- Completed 23 million dollar OSFC Building Project K-12 Building
- Negotiated 1.2 million in reversals from OSFC for district
- Passed 10.9 mill Building Levy and 4.8 mill Renewal Emergency Levy
- Negotiated transfer of Athletic Fields to School District
- Advocated Middle and High Schools That Work Initiative
- Lead contract negotiator for board
- Advocated Post Secondary Options with local universities

**Principal (2001-2005)**

#### Wernert Elementary - Washington Local School District (Urban)

- Wrote/Co-Wrote 1.3 million dollars in grants
- Partnered with major business for student literacy
- Developed with local university on site reading diagnostic clinic for district students
- Developed with local university family literacy training and district summer kindergarten literacy intervention
- Developed Professional Learning Community
- District Hearing Officer
- Principal Mentor
- Completed Literacy Specialist Initiative

#### Teacher (1993-2000)

##### Washington Local Schools 1999-2000 (urban)

- Jr. High Science in Team Setting 115 students per team
- Wernert Elementary - Reading Specialist - District Literacy Specialist - trained teachers, parents, staff in best literacy practices through workshops and in class observation and feedback.

##### Toledo Public Schools 1994-2000 (urban - inner city)

- Taught grades 6,4,2,1 and Kindergarten, initiated reading program for at risk 6<sup>th</sup> and 1<sup>st</sup> grade students, member building committee, intervention team chairperson, developed inclusion plan for school, nominated Disney Teacher of the Year, nominated to Phi Delta Kappa by Special Education Supervisor, sponsored workshops for community parents on developing children's literacy skills.

#### Business Experience (1976-1991)

- Consolidate Rail Corporation- Various duties ranged from walking railroad track checking rail cars, labor relations clerk, secretary to Assistant Superintendent, handling accidents and employee claims. Awarded an appointed position as supervisor in marketing office handled all high volume freight from Erie, PA to Chicago, IL. Took management position until leaving to finish bachelors' degree.

#### Other Service

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- BASA Report Card Committee  
High School Assessment Sub-Committee
- BASA Finance Committee
- BASA Communication/Professional Development Committee
- Secretary West Unity Foundation
- Council Member - Williams County Family and Children First Council
- Member- Fraternal Order of Elks No. 1850
- University instructor at local College of Education for undergraduate and graduate level coursework
- President of Supervisors Organization Washington Local School District
- Presented/Co Presented Research at State and Regional Conventions
- Williams County Board Representative for Tech Prep Committee
- (Past) Alternate Board Representative for NBEC Insurance Consortium
- Publish monthly articles for local paper
- Active in local government - attended monthly village council meetings

## References

**Mr. Michael Carmean**  
*Retired Superintendent*  
Washington Local Schools

*" Straightforward approach to people and problems..not afraid of challenges..orientation is student achievement and she has successfully rallied her staff regarding improved achievement scores."*

**Dr. Eileen Carr**  
*Professor- College of Education*  
University of Toledo Mail Stop 106  
2801 W.Bancroft  
Toledo, OH 43606  
419 533 2257

*"she works well with others, but knows when and how to make decisions, including those that involve difficult choices"*

**Gene Rupp**  
*Educational Consultant*  
NWOESC

*"Professional development, textbooks, curriculum development, students remediation and technology are grant areas of specialty."*

**Darren Jenkins, Superintendent**  
Northwest Ohio Educational Service Center  
602 S. Shoop Avenue  
Wauseon, OH 43567

*"She brings experience, knowledge, skills and enthusiasm to any district fortunate enough to employ...."*

**Marilyn S. Wreede-Retired Treasurer M.W.U.**

*"Thriving under adversity, she was aware of the bottom line concerning finances and had a knack for recognizing and eliminating waste."*

**Lewis D. Hilkert**  
*Williams County Commissioner*

*"excellent administrator..she is willing to go the extra mile and spend whatever time is needed to see that a project is completed and the organization excels to a higher level"*

Robin Ralph Rayfield



## EDUCATION

Ed.D. Education Educational Leadership

University of Toledo, Toledo, Ohio 2000. Dissertation: *The effects of interest based bargaining on the relationship between employees and management in one rural public Ohio school district.*

M.Ed. Education

Bowling Green State University, Bowling Green, Ohio 1987. Health Physical Education and Recreation.

B.Ed. Education

University of Toledo, Toledo, Oh. 1978. Physical Education

## AREAS OF PROFESSIONAL SPECIALIZATION

District School Leadership (superintendency) experience (6 years). Building level leadership (Principal) experience (9 years). Graduate Faculty experience (8 years). Specialized training in School Improvement and Reform. Trained as a national coach for Critical Friends Groups by the National School Reform Faculty.

## PROFESSIONAL EXPERIENCE IN EDUCATION

- 2005 – Present – Superintendent, Pike Delta York Local Schools, Delta, Ohio. CEO of rural district of 1550 students and \$14,000,000 budget. Accomplishments include:
  - Creation of culture that enabled district to move from Continuous Improvement to Excellent rating by ODE report card
  - Successful campaign to participate in OSFC school facilities renovation
  - Overseeing OSFC design and construction of new K-4 facility and renovation of 5-8 and 9-12 facilities.
  - Development of program to lower expenditures system wide. Reductions of \$1.4 million enabling district to remain solvent.
  - Management of consolidation of buildings resulting in significant savings to the district.
  - Development of a 15- member Community Financial Advisory Committee that meets quarterly to review and discuss the district financial situation.
  - Settlement of four collective bargaining agreements with employee representative

- 2005 – Present Adjunct Professor at the University of Findlay, Department of Educational Leadership –Teaching Superintendent Cohort Program
- 2004 – 2005 Superintendent, Swanton Local Schools, Swanton, Ohio. CEO of a suburban district with ADM of 1500 students and \$11,000,000 budget.

Accomplishments include:

- Developed a fiscal plan to bring SLSD out of the Ohio Department of Education fiscal caution category to a designation of solid financial outlook.
- Successful settlement of four collective bargaining agreements and avoidance of threatened strikes
- Successful passage of ‘new money’ levy

- 2000 – 2004

Assistant Professor, Graduate Faculty Member University of Toledo, Toledo, Oh.

Departmental Responsibilities

Service on various committees

Doctoral Monitoring Committee

Gillham Hall Renovation Committee

Served as Program Director – 2000 - 2003

Advising students

Service as Chair on Masters’ Projects

Service as Chair on Education Specialist projects

Service as Chair on Doctoral Dissertation Committee

Teaching full-time load

- 1992 – 2000

Principal Pike Delta York High School, Delta, Oh.

Responsibilities

Staff evaluation

Personnel management

Budget development & management

Contract negotiation

Grant writing

Public relations

Prof. Devel.

Policy Analysis

- 1991 - 1992

Assistant Principal Pike Delta York Local High School, Delta, Oh.

Responsibilities:

Attendance

Teacher evaluation

Athletic supervision

Discipline

Special Education

Public Relations

- 1985 – 1991 Teacher/ Athletic Director Pike Delta York High School, Delta, Oh. Taught a wide variety of courses from college prep science to vocational “at risk” students. Responsible for Athletic Department - Coached several sports.

- 1978 – 1980 Teacher – Coach at Bellefontaine City Schools, Bellefontaine Oh. Taught PE and Health - coached Wrestling and Football

## EXPERIENCE OUTSIDE EDUCATION

In 1982 I began work outside of an educational setting working in the corporate world. My father and I began Robert R Rayfield and Assoc. Inc. a can making consultant firm. Our business was in design and manufacture of equipment that snack food processors used. I remain one of two principals in the firm. Our family business remains vibrant and operates to this day. The experiences gained in this setting has made me more sensitive to the pressures on small business and the need for school districts to work with business to insure everyone benefits.

## PUBLICATIONS AND PRESENTATIONS

While working as a professor in higher education I successfully published 9 articles on topics related to building level and district level leadership.

I presented at national level conferences 5 times; 9 presentations at state and local conferences.

## PROFESSIONAL ORGANIZATIONS

- Ohio School Boards Association
- Buckeye Association of School Administrators (BASA) service on two state wide committees; Finance and Accountability; and Ohio High School Athletic Association
- Ohio Association of Secondary School Administrators (OASSA)
- American Association of University Professors (AAUP)
- National Association of Secondary School Administrators (NASSP)
- Association for Supervision and Curriculum Development (ASCD)
- North Central Association External Chair for Visiting Teams (NCA)
- High Schools That Work Visiting Team Member
- National Council of Professors of Educational Administration (NCPEA Member)
- National School Reform Faculty (National GFG Coach)
- Peer reviewer – *Teacher Education and Practice*
- Peer reviewer – *Education and Urban Society Journal*

## REFERENCES

Dr. Don Fogle PDY Local School Board President (retired).

Mr. Jim Friess PDY Local School Board President.

Mr. Scott Sullivan PDY Local School Board member

Mr. Matt Mattin PDY Local School Board member

Mr. Gary Brehm PDY Local School Board member (retired)

Mr. Bill Green Swanton Local School Board member (retired)

Mr. Dennis Heban PDY teacher and former association president

**Bruce W. Thomas, Ed.D.**



**Education**

Nova Southeastern University	1993: Doctor of Education	Fort Lauderdale, Florida
Bowling Green State University	1980: Master of Arts in Education	Bowling Green, Ohio
Bowling Green State University	1978: Bachelor of Science in Education	Bowling Green, Ohio

**Post-Doctoral Study**

Cleveland State University	2005: First Ring Leadership Academy	Cleveland, Ohio
Cleveland State University	2003: Labor Management Relations Ctr.	Cleveland, Ohio
Kent State University	2003: Vocational Education/Allied Studies	Kent, Ohio

**Professional Experience**

2009-current      **Regional Superintendent of Schools.** Cleveland Metropolitan School District.  
Cleveland, Ohio 44114

2008-2009      **School Improvement.** Ohio Department of Education/Summit County Educational Service  
Center. Serving schools in Summit, Medina and Portage Counties.

2003-2008      **Coordinator of Alternative Education:** South Euclid-Lyndhurst City Schools. Provide  
leadership and program coordination for the alternative high school program at Charles F. Brush  
High School.

2000-2003      **Coordinator of Career Based Intervention:** South Euclid-Lyndhurst City Schools. Provided a  
positive and successful job training program for alternative school students. Participants in this  
program attended weekly job training sessions and maintained employment throughout the school  
year.

1999-2000      **Coordinator of Occupational Work Adjustment:** South Euclid-Lyndhurst City Schools.  
Provided a positive and successful job training program for traditional students at Brush High  
School. Participants in this program attended daily job training sessions and maintained  
employment throughout the school year.

1993-1999      **Coordinator of School Counseling:** South Euclid-Lyndhurst City Schools. Provided guidance  
and counseling services to over eight hundred fifth and sixth grade students.

1989-1993      **Coordinator of School Counseling:** South Euclid-Lyndhurst City Schools. Provided guidance  
and counseling services to over four hundred students in grades nine through twelve.

1986-1989      **Coordinator of School Counseling:** Maple Heights City Schools. Provided guidance and  
Counseling Services to over three hundred and fifty students in grades nine through twelve.

1983-1986      **Southern Arizona Behavioral Health Clinic:** Tucson Arizona. Responsible for intern  
counselors as well as direct services to mentally ill clients.

1982-1983      **School Principal k-8:** Diocesan Schools of Tucson Arizona. Successfully implemented  
academic programs for one thousand children enrolled in grades kindergarten through eight.

1980-1982      **School Principal k-8:** Diocesan Schools of Toledo Ohio. Successfully implemented academic  
programs for one thousand children enrolled in grades kindergarten through eight

## Areas of Knowledge

- **Education/Whole System and Building Reform-** 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-** 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.

## Educational Competencies and Skills

- **Project Management Skills-** Manage projects to successful completion, on time, on budget, and with high quality results; proactively determine project priorities, deliverables, and criteria for success; maintain open lines of communication with people, organizations, and/or systems that impact or are impacted by the project; monitor and provide feedback on project progress and performance toward objectives.
- **Organization Skills-** Marshal resources (people, funding, material, and support) to get things done; orchestrate multiple activities at once to accomplish a goal; use resources effectively and efficiently; arrange information in a useful manner; results-oriented.
- **Creativity Skills-** "Think outside the box"; think and act in original ways; generate unique approaches, innovative actions and solutions to support specific educational goals; originate new ideas and concepts insightfully and apply them to effective change; promote innovation.
- **Team Skills-** Promote team effectiveness by facilitating and building on the ideas of others; share information and expertise to achieve desired results; make a significant contribution to team efforts regardless who gets the credit; work together as opposed to separately or competitive. Build collaborative relationships and partnerships; facilitate smooth interactions across organizational areas and departments; and ensure that people get the information they need.
- **Leadership Skills-** Lay out a direction and motivate others toward that direction; engage and inspire others to act; take charge during a crisis; courageously take a stand; encourage direct and tough debate; willing to challenge ideas and create an environment that enables and encourages others to challenge ideas and processes.
- **Interpersonal Skills-** Relate well to all kinds of people both internally and externally; build rapport; build constructive and effective relationships; uses diplomacy and tact; compassionate.
- **Conflict Management Skills-** Step up to conflict, sees them as opportunities; read situations quickly; good at focused listening; hammer out tough agreements and settle disputes equitably; find common ground and gets cooperation with minimum noise.
- **Communication Skills-** Speak with impact; foster open communication; present ideas and information clearly and concisely verbally and in writing; provide the information people need to know to do their jobs and to feel good about being a member of the team; provide individuals information so that they can make accurate decisions; timely with information.

- **Problem Solving Skills-** Lead others through complex problem solving; exhibit common sense and good judgment; gather the facts and diagnose the cause of the problem before taking action; contribute sound and practical ideas; work to find solutions to benefit the team.
- **Decision Making Skills-** Take appropriate risks; make decisions that balance quality, time constraints and fiscal responsibility; consider a broad range of options before making a decision; achieve balance between quick decisiveness and slow, more thorough approaches; anticipate consequences of critical decisions; decide and act when necessary without having the total picture.

### Professional and Scholarly Presentations

#### **National**

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: Oh.

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: Oh.

#### **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: Oh.

Thomas, B. (April 1997). Elementary Counseling Issues. Symposium presented at the annual conference of the Northeast Ohio Education Association (NEOEA), Cleveland: Oh.

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

#### **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: Oh.

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

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: Oh.

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

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

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

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: Oh.

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: Oh.

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: Oh.

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

### Specialized Credentials

- Ohio Department of Education Licensure and Certification in the following areas:
  - Principal 4-12
  - Administrative Specialist k-12
  - Pupil Services Administration k-12
  - School Counseling K-12
  - Health Education K-12 / Career Based Intervention k-12

### Civic, Charitable and Service Organization Work

- I am affiliated with the following community service organizations
  - Cuyahoga, Geauga, and Summit Counties
    - The Center for Prevention of Child Abuse
    - The Cleveland Sight Center
    - Hamlet Village Rehabilitation Center
    - Youth Opportunities Unlimited
    - Geauga Humane Society's Rescue Village
    - Autism Society of Greater Akron/Summit and Medina Counties
    - Battered Women's Shelters of Summit County

### References

Dr. Rebecca Boyle, Visiting Assistant Professor  
University of Akron  
College of Education. Counseling Program  
[REDACTED]

Dr. Laura Purnell, Assistant Superintendent  
Cleveland Metropolitan School District  
[REDACTED]

Mr. Ronald Bishop, Director of Human Resources  
South Euclid-Lyndhurst City Schools  
[REDACTED]

Mrs. Kathryn Powers, Director of Human Resources  
Brecksville-Broadview Heights City Schools  
[REDACTED]

Ms. Erin Jones, Special Education Coordinator  
West Geauga Local Schools  
[REDACTED]

# Bruce W. Thomas

## Curriculum Vitae

### Education

- 1990-1993 Ed.D., Nova Southeastern University, Fort Lauderdale, Fla., awarded November 2003  
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/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.

## Professional Experience/Pre-k -12

### ↓ Cleveland Metropolitan School District, Cleveland, Ohio

July 2009-Current                      Pk-8 Regional Superintendent of Schools

### ↓ Summit County Educational Service Center, Cuyahoga Falls, Ohio

August 2008 – July 2009              School Improvement Coordinator: Akron City Schools,  
Cuyahoga Falls City Schools, Twinsburg City 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)  
  
School Counselor, k-12 (1989-1999)

### ↓ Maple Heights City Schools, Maple Heights, Ohio

August 1986-1989                      Coordinator, School Counseling

### ↓ Southern Arizona Behavioral Health Clinic, Tucson, Arizona

August 1983-1986                      Early Intervention Clinician & 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

University of Akron Teacher Development:                      *Institute for Teaching and Learning (2008-2009)*

- 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, and scheduled Spring 2010)**
- **EDC 5600-653: Group Counseling (University of Akron, Summer 2008 and 2009)**
- 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
- EDUC 9561: Child and Adolescent Development
- EDUC 9564: Early Childhood Programming
- EDUC 9623: Creating Community While Managing Your Classroom
- EDT 6425: Adapting and Modifying Instruction for Special Learners
- EDT 6426: Child Development
- EDT 6434: Conflict Resolution Programs
- EDT 606: Teaching Special Learners In The Mainstream
- EDUC 9374: 21<sup>st</sup> Century Teaching Strategies
- EDUC 9571: Educational Issues in the Early Childhood Classroom
- EDUC 9674: Schools and Communities as Partners in Learning
- EDT 6430: Teaching Seminar
- EDT 6431-32: Research and Practice
- EDT 6436: Utilizing Community Resources to Reinforce Instruction

## 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 (included)*

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 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., Jones, E. (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

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
CBI License	State of Ohio	All levels

References

Dr. Rebecca Boyle, Visiting Assistant Professor

University of Akron

College of Education. Counseling Program

[REDACTED]

Dr. Laura Purnell, Assistant Superintendent

Cleveland Metropolitan School District

[REDACTED]

Mr. Ronald Bishop, Director of Human Resources

South Euclid-Lyndhurst City Schools

[REDACTED]

Mrs. Kathryn Powers, Director of Human Resources

Brecksville-Broadview Heights City Schools

[REDACTED]

*Introducing...*

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**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 being a Secondary Mathematics Teacher, Assistant Principal, Principal, Business Manager, Associate Dean of Instruction and Dean of Instruction. In addition, I have comprehensive knowledge of the principles and practices of Education Management and Administration: Comprehensive knowledge of strategic planning and budgeting activities: Proven ability to lead effectively and collaboratively with vision: Demonstrated ability to lead and manage while being recognized as a charismatic, passionate, diligent and innovative leader with outstanding interpersonal, communication.

## **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**

**Cleveland State University**  
Cleveland, Ohio  
December 18, 2004  
Ph.D.—Urban Education

**Cleveland State University**  
Cleveland, Ohio  
August 15, 1998  
Ed.S.—Administration

**Cleveland State University**  
Cleveland, Ohio  
August 15, 1996  
M.Ed.—Administration

**Hampton University**  
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**

**Bryant & Stratton College**  
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**  
Director of Business Affairs/Human Resources  
Elementary Principal, Middle School Principal

Warrensville Heights, Ohio  
August 2004 to July 2007  
August 2000 to July 2004

- 
- Central Office Administrator Supervising the Following Departments  
Food Service, Transportation, Security, Custodians and all Certified Staff.
  - 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**  
High School Unit Principal  
Middle School Unit Principal

Cleveland, Ohio  
Glenville High School August 1997 to June 2000  
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**  
Summer Program and Weekend Program  
Academic Supervisor

Berea, Ohio  
Baldwin-Wallace College  
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**  
7<sup>th</sup> Grade Mathematics Teacher  
9-12 Mathematics Teacher

Warrensville Heights, Ohio  
August 1992 to June 1996  
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
- Campus First Place Rating out of 16 Campuses for Highest Full-Time Equivalent (FTE) Continuing Students to budget goal for the Fall 2008 Semester
- 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**

*Dr. James Ploskonka*  
Director of Ohio Colleges of Bryant & Stratton College

[REDACTED]

*Dr. Marc Gray Jr.*  
Former Superintendent

[REDACTED]

John P. Girard  
Campus Director Cleveland Downtown BSC

[REDACTED]

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

[REDACTED]

**WILLIE CEPHUS WATTS, JR.**

Home: [REDACTED] / Fax: 330-867-5108  
[REDACTED]

**EDUCATION:**

J.D. Law, 1992  
LaSalle University

Ph.D. Educational Administration, 1983  
Pacific Western University

M.A.ED. Secondary School Principal, 1981  
The University of Akron

B.A.ED. Social Studies Comprehensive, 1973  
The University of Akron

**PROFESSIONAL:**

Approved SLLA Rater- Educational Testing Service- 2009- 2010  
College Access Liaison- Akron Public Schools- 2008-2009  
Superintendent of Schools – Phoenix Village Academies, Greater Achievement,  
And The Academy of the Arts, 2006 – 2006  
Mentor of Entry Year Principal Program- Ohio Department of Education, 2005-Present  
President - Money Concepts International, 2005-2008  
Financial Advisor and Health Care Broker Primerica, 2008 - Present  
Supervisor- Cleveland Municipal School District, 2002-2004  
Financial Investment Analysts, 2000- Present  
Director of Pupil Personnel - East Cleveland Schools, 2000-2000  
Central Office Supervisor - East Cleveland Schools, 1998 - 2000  
Principal - Mayfair Elementary, East Cleveland Schools, 1994 - 1998  
Principal - Stafford Elementary, Maple Heights Schools, 1991 – 1994  
Adjunct Professor – Ashland University, 1989-2008  
Assistant Principal - Maple Heights Senior High, Maple Heights Schools, 1988 – 1991  
Pastor – Union Baptist Church, Kent, Ohio, 1979-Present  
Teacher and Coach - Firestone Senior High, Akron, Ohio, 1974 - 1988  
Teacher and Coach - Malabar Senior High, Mansfield, Ohio, 1973 – 1974

**MAJOR  
ACCOMPLISHMENTS:**

Director of Pupil Personnel, PTA Coordinator, Innovator and  
Implementer of Online Graduate Education Programs, State Department of  
Education District Coordinator, In-Roads Consultant, Curriculum Advisor, Advisor  
for the National Conference of Christians and Jews, Innovator of Business  
Partnerships, Radio Broadcaster: WNIR, President of the Maple Heights  
Rotary Club, and Outstanding School Administrator of the Year.

**PUBLICATIONS:**

Doctoral Dissertation - *The Client-Centered Theory, As It Applies To Secondary  
School Principals*  
Articles Published - The Maple Heights Press, the Reporter  
The National Library of Poetry - *Recollections of Yesterday*

## **WILLIE CEPHUS WATTS, JR.**

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### **PROFESSIONAL AFFILIATIONS/ ORGANIZATIONS**

American & Buckeye Associations of School Administrators  
Mediation Association of Northeast Ohio  
American Association of University Professors  
Association for Supervision and Curriculum Development  
National & American Associations of School Counselors  
Akron Bar Association  
Ohio Mediation Association  
Phi Delta Kappa  
Harvard University Principal Center  
National Association of Elementary School Principals  
City of Kent and Kent State University Campus Ministerial Associations  
Summit Education Initiative

### **CERTIFICATIONS / LICENSES:**

Superintendent (Provisional) & Superintendent CBMR/DD (Provisional)  
Secondary Principal (Provisional)  
Educational Administrative Specialist (Provisional)  
Supervisor for Instructional Services (Professional)  
Social Studies Comprehensive & Computer Science (Permanent)  
Series 6, Life & Health Designations  
Ordained & Licensed Baptist Minister  
Notary Public

### **GRANTS/ RESEARCH ACTIVITIES:**

Human Relations Grant: National Conference of Christians and Jews  
Effective Schools Grant: Stafford Elementary School  
Special Needs Grant and Curriculum Development in Social Studies  
and Content Areas  
Venture Capital Grant: Approaches to Administration  
Leadership Roles in Education Administration

### **HONORS AND AWARDS:**

Outstanding Administrator of the Year (1995-96), District 11 PTA  
Who's Who in American Education  
Who's Who in International Education  
Interact Club Award - Maple Heights Rotary Club  
Merit Award - Maple Heights Rotary Club  
President - Maple Heights Rotary Club  
Human and Community Relations Commission, Youth Commission - Akron, Ohio  
Customer Advisor Commission - Postal Service  
Board of Directors- East Cleveland Kiwanis Club  
President - Money Concepts Financial Planning Centre  
International Scholarship Awards.

### **REFERENCES:**

REFERENCES WILL BE FURNISHED UPON REQUEST

To Whom It May Concern  
From: Willie Cephus Watts Jr.  
Re: Contact Information for Additional References

2-10-2010

1. Denise M. Ward, Assistant Superintendent, Painesville City Schools

[REDACTED]

2. William A. Papas, Manager, Nationwide Insurance

[REDACTED]

3. Terri Tresville Moore, School Administrator, Cleveland Municipal Schools

[REDACTED]

4. Dr. Leone Hudson, Professor, Kent State University

[REDACTED]

5. Alisa L. Lawson-McKinney, Principal, Cleveland Municipal Schools

[REDACTED]

6. Ellen McWilliams, Assistant Superintendent, Akron Public Schools

[REDACTED]

7. Dr. Connie Hathorn, Executive Director, Akron Public Schools

[REDACTED]