NKENGE A. BERGAN

AN EDUCATOR WITH THE ENERGY, TENACITY AND UNDERSTANDING TO ENCOURAGE STAFF, STUDENTS AND THEIR FAMILIES TO LEARN AND GROW TOGETHER

EDUCATION

M. A. Educational Leadership 1999
Western Michigan University, Kalamazoo, Michigan

B. S. Inclusive Elementary Education 1995 Concentration: Sociology
Syracuse University, Syracuse, New York

CERTIFICATIONS

School Administrator Certification K-12: State of Michigan, valid until 2023
Special Education Supervisor Certification, 2003
Michigan ACE Master Trainer Certification, 2018

PROFESSIONAL & TRAINING EXPERIENCE

District Administration

Central Office Administrator
Director of Student Services 2013 - Present *Kalamazoo Public Schools - Kalamazoo, Michigan*

- Direct a staff of one administrator, one campus safety chief, two culture climate coaches, six office staff, three district nurses, and district behavior support and home school support staff. Responsible for district climate and culture initiatives and community collaborations. Roughly 13,000 students in an urban district.
- Oversees the due process hearings for students who are recommended for exclusion or expulsion.
- Title IX Coordinator responsible for student incidents.
- Oversees the development and implementation of the district-wide SEL curriculum and pacing guide for staff and administrators.
- Encourage K-12 buildings to grow and nurture their school culture through the lens of the Continuous Improvement Model and the MTSS process.
- Author and facilitator for district professional development sessions like Classroom Management, Culturally Responsive Education, Crisis De-Escalation, and Trauma Informed Care/ Adverse Childhood Experiences/Resilience for all staff in the district and in the greater Kalamazoo community.

Director of Secondary Education 2011 - 2013 *Kalamazoo Public Schools - Kalamazoo, Michigan*

- Supported secondary level administrators, athletic directors and middle school counselors in instructional leadership duties and initiatives.
- Performed evaluations of building level administrators and conducted interviews for teacher candidates.
- Supported School Improvement Planning and School Improvement Grant work done in Priority Schools and acted as a liaison between administrators and the Assistant Superintendent.

District Special Education Supervisor July 1999 - July 2002 *Godfrey- Lee Public Schools Wyoming, Michigan*

- Directed and managed all special education programs and services for Godfrey-Lee Public Schools, PPI through grade 12 including 504 plans. Coordinated special education transportation for all in and out of district services.
- Designed and implemented K-12 TEAM process for child study as well as various individual Behavior Intervention Plans, Functional Behavioral Assessments and Manifestation Reviews. Coordinated MET teams, worked with other Kent County special education directors and supervisors and Regional Programs. Participated in various individual IEP's when necessary. Managed programming for Gifted and Talented, Character Education, Multi-Age and looping. Served as chairperson on various committees regarding special education at the regional level.
- Initiated research and educated staff on innovative and data driven techniques and curricula. Monitored itinerate staff, students, and laws, OCR compliancy, policies and procedures as prescribed by state and LEA adopted policy. Monitored, adjusted and balanced various budgets and coordinated various staff in-services and trainings.

School Administration

Principal July 2007 - July 2011 *Lakeview Middle School, Lakeview School District - Battle Creek, Michigan*

- Instructional leader for 5th through 8th grade building of 1200 students. This building had growing diversity (39% Free and Reduced Lunch) and served a middle to upper class population. Two assistant principals, two counselors, approximately 100 staff members.
- Implemented Flexible Scheduling in 2008 to increase core teaching time and established a Professional Learning Community.
- Implemented Outdoor Classroom with the financial support of our PTA.
- Conducted regular Data Dialogues with core content teachers to review student performance data and discuss their approach to instruction based on the information presented.
- Implemented WEB (Where Everybody Belongs) program 2008. Program currently used annually to transition new students into the building.

Principal August 2004 - June 2007 *Godwin Heights Middle School, Godwin Heights Public Schools - Wyoming, Michigan*

- Managed and led instructionally an extremely diverse middle school (grades 6-8). Building served 60% At-Risk students as well as a large number of students and families new to the country. One assistant principal, about 500 students, 30 teachers and 5 support staff members.
- Implemented Flexible Scheduling to increase time on task, teacher collegiality and decreased student failure and discipline rates.
- Implemented a Saturday School program to provide intervention for students to avoid suspension as a form of discipline.
- Revived the PTO (Parent/Teacher Organization) to work on raising funds to subsidize those things the school district budget could not fund.
- Established a pre and post assessments in all four areas of core curriculum to gain information staff and parents can use to impact instruction and learning.

Principal July 2002 - August 2004 *Muskegon Heights Middle School, Muskegon Heights Public Schools - Muskegon Heights, Michigan*

- Managed and administered an inner-city middle school (grades 7 and 8) with a 99% African American student population. This Title I building also had a 30% Special Education population and large At-Risk numbers. One Assistant Principal, one Dean of Students, roughly 400 students, 22 teachers and 10 support staff.
- Studied and implemented Middle School Flexible Schedule. Increased parental involvement with the mailing of progress reports from teachers and optimal parent teacher conference scheduling.
- Instituted an active PTC (Parent/Teacher Committee), which investigated the implementation of school uniforms for Fall 2003.
- Encouraged purchase of the KC4 Curriculum for K-12; trained Middle School staff on the use and implementation of this curriculum and standard reporting to parents.
- Implemented structure for giving MEAP tests which realized significant and sustainable scores (2003).
- Provided consistent structure and order to the staff and students in order to establish a clear focus on education, achievement and self-pride.

Principal July 1999 - July 2002 *Godfrey-Lee Elementary, Godfrey-Lee Public Schools - Wyoming, Michigan*

- Managed and administered an urban upper elementary (grades 3-5) school with a diverse student population including at-risk and bilingual students. Average 300 students and 33 teachers and staff.
- Developed and implemented elementary block schedule (grades 4 and 5). Successfully implemented a monthly student recognition program; Respect and Responsibility STAR of the Month, "Success for All", a proactive behavior management and mentoring program.
- Together with staff, revised school Mission and Belief Statements and initiated research of implementation of Inclusion/Team Teaching for special education and ELL students. Teamed with school social worker, co-authored Kent County Violence Prevention Coalition grant proposal as well as researched best practices to involve parents in the educational process.
- Designed and implemented School Yard Habitat with support of National Wildlife Federation and building team. Provided hands-on approach for science and social skill lessons.
- Established local business partnerships to encourage relationships for tutoring, scholarships and mentoring within the community.

Teaching Experience

Adjunct Professor June 2002, June 2003 & June 2004 *Grand Valley State University - Allendale, Michigan*

- Teaching Education of the Exceptional Student to graduate students.
- Taught Multicultural Issues in Education to college students.

Special Education Teacher August 1996 - June 1999 *Lincoln International Studies School, Kalamazoo Public Schools - Kalamazoo, Michigan*

- Instructed grades 3-6 special needs students with adjusted K-6 curriculum in an urban magnet school setting. Instructed middle school students for a summer enrichment program focused on improving MEAP scores.
- Cross categorical teacher teaming with regular education teachers in science and social studies.
- Acting assistant principal when principal was out of the building.
- Supervised team teaching for Middle School Summer Enrichment Program, Kalamazoo Public Schools.

Special Education Teacher August 1995 - July 1996 *Douglas Byrd Senior High School Fayetteville, North Carolina*

- Instructed 9th-12th grade special needs students with an individualized program in an urban setting. Also coached 9th-12th women's volleyball and basketball teams.
- Self-contained classroom teacher.
- Transition manager for students preparing for life after graduation.
- Developed Errand Service to teach personal survival skills.

PROFESSIONAL DEVELOPMENT TRAINING

School Culture & Climate

National Positive Behavior Support Conference, 2013
SWMABSE 2nd Annual Closing the Achievement Gap Conference, 2010
SWMABSE Closing the Achievement Gap Conference, 2009
Positive Behavior Awareness workshop, 2001
Creating Schools and Communities with Character; GVSU, 2000
ADD/ADHD and Educating Our Youth, 1998

Instruction

College Board Regional Forum, 2013
Michigan School Testing Conference, 2011
Katie-Wood Ray Literacy Conference; Hinneman, 2008
Math Investigations Training; Fractions, 2008
Lessons that Change Writers: Nancie Atwell, 2008
Using Data; Deborah Wahlstrom, 2001
Assessment and Evaluation; Dr. Spence Rogers, 2000
Data Analysis; Dr. Victoria Bernhart, 2000

Leadership

NAESP National Convention, 2008 & 2011
Cognitive Coaching Training, 2010 & 2011
MEMSPA Summer Institute, 2008, 2009 & 2010
MEMSPA State Convention, 2002, 2006, 2008, 2009 & 2010
Understanding Education Yes!, 2004
MI-PLAN, 2004
Dismiss with a KISS, 2003
Managing Your Budget workshop, 2002
School Yard Habitat/National Wildlife Federation, 2001
Leadership & Supervisory Skills for Women, 2001
MLPP Training of Trainers, 2000
Southwest Michigan First Leadership Class 2020

Special Training

Young Mental Health First Aid USA, 2017
MASSE, 2016
Urban Collaborative, 2015
CPI; Non-violent Physical Intervention Trainer Training, 2013
SWIS Trainer Conference, 2013
MI-LIFE, 2009
PROM/SE (Year-long Work), 2007
PowerSchool University, 2007
ASSIST Training, 2005
Recognizing Fetal Alcohol Syndrome, 2002

MEMSPA; Urban Educator's Workshop, 2001
Special Education/504 Law; Law Advisory Group, 1999
Special Education Finance/Medicaid Training; KISD, 1999

Diversity

ERAACE Training, 2018
Diversity Training; Jane Elliott, 1998

AWARDS AND HONORS

Champ Award, Community In Schools, 2018
Safe Kids Champion, Safe Kids Kalamazoo, 2018
MEMSPA Region 4 Principal of the Year 2010

PROFESSIONAL AFFILIATIONS

National Association of Elementary School Principals (NAESP)
Michigan Elementary and Middle School Principals Association (MEMSPA)
Association for Supervision and Curriculum Development (ASCD)
Educator's Task Force for Diversity and the Healing of Racism (Calhoun County)
National Alliance of Black School Educators
Southwest Michigan Alliance of Black School Educators

SERVICE & OUTREACH

Academic

Southwest Michigan Alliance of Black School Educators – Conference Chair, 2010

Community

- **United Way** - Trauma Workgroup, 2017 and 2020
- **Integrated Services of Kalamazoo (formerly Community Mental Health)** - Board Member, 2018-Present
- **Gryphon Place** - Program Committee Member, 2015 - present
- **Kalamazoo County Suicide Prevention** - Committee Member, 2019

PUBLIC PRESENTATIONS

- **Board of Education Policy & Procedure;** *Kalamazoo Public School Board,* Kalamazoo, MI, 2013 - present
- **Adverse Childhood Experiences/ Resilience**, *Borgess Ascension Physicians Leadership,* Kalamazoo, MI, 2020
- **Step Parenting;** *Macedonia Church***,** Battle Creek, MI, 2019

- **Adverse Childhood Experiences/Resilience;** *Michigan Youth Academy Staff,* Battle Creek, MI 2019
- **Adverse Childhood Experiences/Resilience;** *Kalamazoo Public Schools – Staff & Community*, Kalamazoo, MI 2018 & 2019
- **Adverse Childhood Experiences/Resilience;** *Community Mental Health – WRAPS Program*, Kalamazoo, MI 2018
- **Adverse Childhood Experiences/Resilience;** *Ascension Borgess/ProMed Nurses*, Kalamazoo, MI 2018
- **Adverse Childhood Experiences/Resilience;** *Kalamazoo Gospel Mission,* Kalamazoo, MI 2018
- **Adverse Childhood Experiences/Resilience;** *Mt. Zion Baptist Church,* Kalamazoo, MI 2018
- **Cultural Relevant Education;** *Michigan Association of Administrators of Special Education*, Traverse City, MI, 2016
- **Cultural Responsive Education;** *Community Mental Health*, 2016
- **Leading Equitable & Inclusive Education;** *Urban Collaborative Fall Conference Member Meeting,* Boston, MA, 2015

REFERENCES

[redacted]

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DR. MARCUS G. DAVENPORT

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Objective

ADMINISTRATION IN THE EDUCATION SECTOR
UNIVERSITY PROFESSORSHIP
EDUCATIONAL FOUNDATION

Transformative educator, innovative change agent, and pioneering leader leverages over 20 years of progressive experience involving teaching, curriculum development and coordination, as well as prestigious leadership positions including Principal and Superintendent with a passion to make a positive difference in the lives of students. Successfully attained a PhD in K-12 Educational Administration.

Boosts effectiveness of teachers, drives enhancements in student academic performance, and spearheads initiatives to heighten communication across district departments and within classrooms. Introduces and implements operational improvement and innovative technological advancements with all-inclusive leadership tactics to heighten learning experiences. Demonstrates leadership in differentiated instruction initiatives, enables school buildings to overcome behavioral difficulties, and rolls out career development strategies. Also offers competitive edge by innovating and implementing district improvement initiatives.

Areas of Expertise

- Teaching and Learning
- Curriculum Development
- Public Speaking
- Student Retention
- At-Risk Youth
- Classroom Management
- District Marketing
- Differentiated Instruction
- Literature Development
- Multicultural Education
- Staff Training
- Cross-Functional Leadership
- District Improvement
- Strategic Planning

Education & Training

Doctor of Philosophy (Ph.D.); K-12 Educational Administration,
Michigan State University, May 2017
Masters of Arts, Educational Leadership, University of Michigan-Dearborn; Dearborn, MI, April 2012
Masters of Arts, Teaching & Curriculum, Michigan State University; East Lansing, MI, December 2000
Bachelor of Arts, Major: Elementary Education, Michigan State University; East Lansing, MI, May 1999

Continuing Education

Michigan Professional Education Certificate:
Elementary K-5 All Subjects, K-8 Self-Contained, English 6-8, and History 6-8
Michigan School Administrator Certificate:
Elementary & Secondary Admin K-12 ES, Central Office AC

Professional Experience

BEECHER COMMUNITY SCHOOL DISTRICT, FLINT, MI DEC 2017 – PRESENT
SUPERINTENDENT

- In less than 3 years as Superintendent, aggressively eliminated nearly $1,500,000.00 in longstanding deficit to lead Beecher Community Schools to becoming debt free for the first time in nearly a decade.
- Immediately rebranded Beecher Community Schools in the media, social media, local community and within employees in the district to eliminate years of negative perceptions to establish a culture of success.

- Created an unorthodox marketing strategy to recruit and retain students and employees throughout the challenges of a financial deficit, limited resources and the COVID-19 health crisis.
- Continuous meetings with Beecher Stakeholders to establish academic desires and programming ideas to prepare students for 21st Century success through task force groups, brainstorming committees and K-12 curriculum alignment teams.
- Strengthen the process of sharing best instructional practices among current Beecher educators through open lines of communication, collaboration, professional development, and professional learning communities.
- Comprehensive health, safety, and security analysis to create a non-stereotypical learning environment for a district that is nearly 90% African American and nearly 90% of students qualify for free and/or reduced lunch services.
- Established partnerships with local and worldwide business donors to provide technology, health, nutritional, academic and infrastructure support for students in Beecher Community Schools.
- Effective and efficient use of all resources through streamlining and strategic spending for maximum student achievement and staff safety throughout the pandemic.

DETROIT PUBLIC SCHOOLS, DETROIT, MI JUL 2013 – NOV 2017
THOMAS EDISON ELEMENTARY SCHOOL
PRINCIPAL

- Successfully implemented the first of three Montessori Programs in the district to provide differentiated curriculum and unprecedented options.
- Supported student achievement, succession, and retention through the execution of effective instructional, organizational, and administrative leadership of Title I school.
- One of 13 principals to maintain the Success for All Reading Program which emphasizes cooperative learning and differentiated instruction.
- Promoted the professional development and growth of teachers by coordinating continuing education workshops. Also administers teacher evaluations to uncover opportunities for corrective actions as well as process and quality improvements.
- Oversaw student standardized test evaluations and data analysis to determine levels of student proficiency, advancement, and achievement.
- Committed to ensuring academic rigor and high expectations for all students while also modeling leadership skills required for academic school.
- Lead and guided top-performing elementary school teachers within a dynamic, fair, and transparent working environment promoting professional development and a community vision of academic excellence, positivity, and collaborative teamwork.

DETROIT PUBLIC SCHOOLS, DETROIT, MI
CHRYSLER ELEMENTARY SCHOOL AUG 2012 – JUN 2013
ASSISTANT PRINCIPAL/ACADEMIC ENGAGEMENT ADMINISTRATOR

- Proved vital to retention and succession of teachers by facilitating professional development workshops.
- Conducted performance evaluations as well as data analysis techniques to inform instructional leadership modifications to boost student learning.
- Initiated and implemented change management strategies by leading school improvement workshops according to research-based best practices in the field of curriculum, instruction, and learning.
- Innovated and coordinated enriching student extracurricular activities to promote the social, physical, academic, and psychological development of students.
- Conducted standardized test evaluations according to district-mandated guidelines and requirements.
- Identified and developed a school-wide and individual plan for underperforming students.
- Collaborated effectively with teachers and other school-based personnel to develop and implement individual student support plans.
- Designed and implemented instructional activities, materials, and strategies in classrooms, workshops, summer programs, and other appropriate settings in an effort to support targeted students.

DETROIT PUBLIC SCHOOLS OFFICE OF SOCIAL STUDIES, DETROIT, MI APR 2012 – AUG 2012
INSTRUCTIONAL SPECIALIST

- Researched, designed, and deployed a variety of enriching, professional development workshops, seminars, and activities to enhance proficiency and performance of educators.
- Conducted district-wide social studies workshops, student activities, and competitions to stimulate intellectual exchange and engagement in social studies academic curriculum.
- Mentored, evaluated, coached, and trained teachers on the implementation of leading-edge teaching methodologies in the field of social studies.

DETROIT PUBLIC SCHOOLS, DETROIT, MI
CLIPPERT ACADEMY NOV 2010 – APR 2012
8TH GRADE SOCIAL STUDIES TEACHER & EDUCATIONAL ADMINISTRATION INTERN

- Took leadership initiative to serve on various leadership positions including the School Improvement Team, Community Outreach Team, and Social Studies Olympiad Team.
- Designed and delivered engaging social studies teaching curriculum and differentiated instruction for eighth grade students.
- Catalyzed a higher degree of parental involvement through the use of weekly progress reports and telephone calls.
- Persuaded students to take responsibility for their academic growth and advancement, overcame objections to daily lesson plans, and captured student interest in advancing academic achievements.
- Garnered positive feedback and high-performance scores for presenting state-designated curriculum with creativity; held student attention with dynamic presentation and public speaking talents.
- Exercised leadership in building school reputation, community support, and level of academic excellence.

DETROIT PUBLIC SCHOOLS, DETROIT, MI
COLUMBUS MIDDLE SCHOOL SEP 2003 – JUN 2005
8TH GRADE LANGUAGE ARTS TEACHER & HEAD BASKETBALL COACH

- Taught students the fundamentals of eighth grade language arts core curriculum. Also took initiative to serve as the Language Arts Department Leader for Professional Development Enrichment Courses.
- Improved MEAP test scores by 9% in compliance with the Adequate Yearly Progress requirements.
- Reduced student discipline rate by 11% by implementing consistent discipline management and behavioral modification tactics for over 30+ students.
- Established and maintained positive relationships with students, parents, and staff members to foster positive relationships and open communication.
- Achieved parental appreciation and school-wide recognition for overcoming barriers to learning, providing tools for classroom success, and boosting comprehension for special education students.
- Drove needs assessment and background reviews to design customized lesson plans for individual students.
- Promoted athletic development, physical health, collaborative teamwork, and community development by coaching middle school basketball team.

DETROIT PUBLIC SCHOOLS, DETROIT, MI
BURROUGHS MIDDLE SCHOOL SEPT 2001 – JUN 2003
8TH GRADE LANGUAGE ARTS TEACHER & ASSISTANT BASKETBALL COACH

- Taught students the fundamentals of eighth grade core curriculum.
- Garnered recognition by receiving the "Spirit of Detroit Award" (May 2003) in recognition of outstanding leadership, exceptional achievement, and dedication to improving the quality of life of students.
- Improved behavioral issues by devising and implementing an efficient classroom management system to enable students to comprehend consequences and rewards for actions.
- Modified curriculum for special needs students to foster an all-inclusive learning environment.
- Participated in on-going professional development and continuing education to attain continuous improvement in teaching assistance.

DETROIT PUBLIC SCHOOLS, DETROIT, MI
SCRIPPS ELEMENTARY SCHOOL SEP 2000 – JUN 2001
4TH GRADE TEACHER OF ALL SUBJECTS & HEAD BASKETBALL COACH

- Instructed fourth grade students in the rudiments of curriculum that includes Reading, Math, History, English, Science, and Social Studies.
- Received "Spirit of Detroit Award" (June 2001) in recognition of outstanding leadership, exceptional achievement, and dedication to improving the quality of life of diverse students.
- Improved students' reading and writing skills by providing individual tutorial sessions during prep period as well as before and after school.
- Mentored at-risk students to foster positive thinking and to gain respect and trust to ensure a classroom environment conducive to learning.
- Brought students from below grade level to grade level standards in reading comprehension by creating fun, unorthodox learning methods and promoting more parental involvement with homework assignments.

SOUTHFIELD PUBLIC SCHOOLS, SOUTHFIELD, MI
EISENHOWER ELEMENTARY SCHOOL
3RD GRADE AND 4TH GRADE TEACHER OF ALL SUBJECTS OCT 2008 – JUN 2010

- Instructed third and fourth-grade students in the rudiments of curriculum including reading, math, history, English, science and social studies.
- Displayed passionate commitment to student learning with a positive attitude, drive for personal excellence, and ability to motivate and challenge students in orderly classroom environment.
- Employed effective and innovative tactics in working with underperforming and/or challenged students.

STEVENSON ELEMENTARY SCHOOL, SOUTHFIELD, MI OCT 2007 – JUN 2008
5TH GRADE TEACHER OF ALL SUBJECTS

- Instructed fifth grade students in the rudiments of curriculum including reading, math, history, English and social studies.
- Identified students' challenges and develop curriculum to accommodate various learning styles to maximize comprehension in a classroom of 25 + students.
- Maintained productive learning environments by stating classroom rules, establishing student-focused two-way communication that empowered students to enjoy the learning process and enforced necessary classroom management techniques.
- Drove needs assessment and background reviews to design customized lesson plans for individual students. Implemented Common Core units of study in general education and special classes.

DEKALB COUNTY SCHOOLS, STONE MOUNTAIN, GA
STONE MOUNTAIN MIDDLE SCHOOL AUG 2006 – MAY 2007
8TH GRADE LANGUAGE ARTS TEACHER, ASSISTANT BASKETBALL COACH, AND SPELLING BEE COORDINATOR

- Taught students the fundamentals of eighth grade language arts core curriculum.
- Provided assessment of student learning abilities and implemented instruction to meet individual student needs.
- Used unconventional methods and resources to educate students in grammar, spelling, and reading comprehension.
- Enhanced multicultural appreciation among students by incorporating diversity awareness into appropriate curriculum.
- Received Certificates of Appreciation for contributions to the 21st Century Program as well as to the Parent Teacher Student Association.

ATLANTA PUBLIC SCHOOLS, ATLANTA, GA AUG 2005 – MAY 2006
JEAN CHILDS YOUNG MIDDLE SCHOOL
8TH GRADE LANGUAGE ARTS TEACHER, ASSISTANT BASKETBALL COACH, AND SPELLING BEE COORDINATOR

- Taught students the fundamentals of eighth grade language arts core curriculum.
- Collaborated with faculty members, attended staff meetings and participated in all school-sponsored activities and special events.
- Worked with 6th, 7th, and 8th grade students to improve spelling skills in preparation for the District Spelling Bee.
- Improved CRCT test scores by 7% in compliance with "No Child Left Behind" requirements.
- Managed vast body of students with varying ages, backgrounds, and grade levels in diverse settings including classrooms, halls, cafeterias, schoolyards, gymnasiums, and on field trips.
- Designed and delivered Common Core-aligned units of study while also preparing and proctoring diverse students for GA state assessments.

Honors / Awards

Nominee ***Voices for Children Award*** from The United Way of Genesee County (2020)
Nominee ***Life Changer of the Year*** from National Life Group Foundation (2019)
Nominated as ***Superintendent of the Year*** from the Beecher Community School District Board of Education for the 2018-2019 School Year
Nominee ***Life Changer of the Year*** from National Life Group Foundation (2016)
Selected ***DPS School of the Week*** (2013)
Recipient of the ***Spirit of Detroit Award from the Detroit City Council*** (2013)
Recipient of the ***Spirit of Detroit Award from the Detroit City Council*** (2003)
Recipient of the **Spirit of Detroit Award from the Detroit City Council** (2001)
Recipient of the ***College of Education Urban Intern Scholarship*** (1999)

Professional Affiliations

Member of AERA, American Education Research Association
Member of AASA, American Association of School Administrators
Member of ASCD, Association for Supervision and Curriculum Development
Member of AASA, The School Superintendents Association
Member of NABSE, National Alliance of Black School Educators
Member of MASA, Michigan Association of Superintendents & Administrators
Member of MAAAS, Michigan Association of African American Superintendents

National Press Coverage

NBC Today Show, ***Hope to It: Giving Kids the School Supplies They Need to Succeed*** *(*2015)

National Media Coverage:
http://www.today.com/video/hope-to-it-giving-kids-the-school-supplies-they-need-to-succeed-525828163848

Volunteer & Community Leadership

GREATER GRACE TEMPLE, DETROIT, MI 2017 – PRESENT
VOLUNTEER

- Volunteer member of the Ministry of Defense to enhance the safety and security procedures of the greater church community and to ensure the overall wellbeing of all parishioners.

MACEDONIA MISSIONARY BAPTIST CHURCH, Flint, MI 2020 – PRESENT
VOLUNTEER

- Volunteer member of the Master's Touch Community Development Board to improve all aspects of health, safety, education and economic empowerment for residents of the Beecher Community and Flint, Michigan.

JAMIE L. GORDON

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OBJECTIVE

To serve as the Superintendent of Kentwood Public Schools where my twenty-nine years of experience and expertise as an educator and transformational leader can be fully utilized. This positon will allow me to provide the leadership necessary to continue the districts' commitment to excellence and equity for all, as we grow the professional capacity of our staff and prepare our students to contribute their greatness to our society after graduation.

EDUCATION

Grand Valley State University

Educational Specialist, Candidate
Educational Leadership

Master of Education, GPA: 3.90
Major: Educational Leadership, Elementary and Secondary Administration K-12 Certified

Cornerstone University

Bachelor of Science, GPA: 3.668
Major: Management

PROFESSIONAL EXPERIENCE

Kentwood Public Schools-2013-present

Executive Director of Human Resources 2018-present

- Direct, plan, coordinate and evaluate the operations of the Human Resources Department.
- Supervisor of Human Resource employees, Labor Relations and Benefits.
- Establish and maintain collaborative/professional relationships with central office and building leaders, all KPS employees and the union leadership of our nine employee groups.
- Serve as the lead negotiator, successfully negotiating employee agreements for district employee groups.
- Responsible for administrating employment related processes and procedures in accordance with established employee contracts, employment law, and regulatory compliance.
- Assist and advise district leadership and employee groups regarding district policies and legal regulations.
- In compliance with Michigan law, develop, monitor and evaluate the formal process for teacher evaluation.
- Developed and implemented a process to streamline the onboarding of all staff hired in the district.
- Work in partnership with the Instruction Office to implement the student growth system module required by the Michigan Department of education.
- Implemented a new process for tracking and maintaining records of annual absences, resignations and retirements.
- Supported the changes in the systems for Human Resources, Payroll, Benefits and the business office to align processes for all employees.

- Implemented the transition for Human Resources to convert to an electronic system for efficiency and confidentiality.
- Lead professional development for multiple departments around teacher evaluation and Frontline Central platform and other initiatives.
- Districts' Freedom of Information Act (FOIA) coordinator and ensure a timely response.
- District COVID-19 Coordinator; responsible for establishing and implementing processes and safety procedures related to COVID19 while ensuring compliance with all state, local and other related mandates.
- Provide ongoing communication with all Kentwood Public Schools staff and employee groups in regards to human resource issues.
- Oversees and supports investigations of employee misconduct, employee complaints and other legal or policy matters, including Title IX and OCR as indicated.
- Supervise the performance of assigned personnel; interview, select, evaluate and train employees and recommend transfers, reassignment, termination and disciplinary actions.
- Lead, supervise, evaluate and implement Kentwood Public Schools recruitment for employment ie. Background checks, reference checks, application qualifications, interviewing and hiring.

ASSISTANT PRINCIPAL EAST KENTWOOD HIGH SCHOOL 2013-2018

- Served as Interim Executive Director of Human Resources for eight weeks providing leadership and support during the busy hiring season.
- Served as the Interim Head Principal during a leave of absence
- Assisted in the successful negotiation of new employee agreements for 2018-2021.
- Established and maintained collaborative/professional relationships with central office and building leaders, union leadership and various employee groups.
- Organized the district's annual Black History and Multicultural Celebration.
- Worked with district and building leadership to develop and implement the High School Transformation Plan that resulted in increased student achievement in four consecutive years; moving EKHS from the bottom 4th percentile to the 49th percentile of the state and removal from the state priority list in a three year period.
- Successfully lead the transition from trimesters to semesters.
- Assisted in leading East Kentwood through successful accreditation process with North Central Accreditation.
- Provided leadership for the planning, development and implementation of the Kentwood Public Schools curriculum.
- Facilitated the development and implementation of common assessments within the core subject areas.
- Planned and facilitated building wide professional development to support the implementation and staff capacity of district/school wide instructional initiatives.
- Responsible for teacher and support staff evaluation
- Lead the transition process and professional development of adopting and implementing the new teacher evaluation.
- Responsible for evaluating program effectiveness and improvement.
- Facilitated and implement School Improvement Process as outlined by the Michigan Department of Education.
- Promoted staff professional growth, collaboration and self-development.
- Assisted in providing leadership in the recruitment of staff and execute a system of personnel selection and assignment.

- Assisted in identifying, implementing and staff student support programs.
- Organized and maintained accurate documentation in accordance with state and federal law.
- Facilitated the building attendance team, partnering with parents, teachers, guidance counselors, and KSSN to improve student attendance and provide support to students and families.
- Responsible for the oversight and planning of state mandated testing.
- Responsible for planning student registration.
- Communicated a clear and consistent message to students and staff designed to create a positive and respectful school climate.
- Assisted in the planning, organizing and supervising recognition programs for school activities.
- Prepared reports in all areas assigned or as directed by the Principal or district office administrators.

GRAND RAPIDS PUBLIC SCHOOLS – 1991-2013

DIRECTOR; OFFICE OF EXTENDED LEARNING (OEL) AND WORKFORCE INVESTMENT ACT (WIA) – 2011-2013

- Provided leadership and support for OEL and WIA programs for grant compliance and program quality.
- Led and assisted with grant writing process for both programs.
- Maintained a strong working knowledge of grant requirements and provider contracts.
- Developed, implemented, monitored and evaluated program elements for continuous quality in accordance with federal, state, district and grant level requirements.
- Coordinated curriculum development and implementation in alignment with state/federal standards and district initiatives.
- Led data review teams to ensure that curriculum is taught, monitored and modified for continuous program improvement.
- Led and facilitate monthly lead teacher meetings identifying and modeling best practices.
- Identified, evaluated and implemented various curricula that support rigor and academic achievement.
- Identified, planned and facilitated professional development for program staff.
- Planned, monitored and maintained program budgets of over 5 million dollars annually.
- Planned and anticipated program staffing needs.
- Interviewed, hired, trained high quality staff in collaboration with Human Resources
- Monitored and evaluated program staff; 155 teachers, 2 case managers, 1 program coordinator, 1 academic coordinator and 2 office assistants.
- Developed and maintained professional/collaborative relationships with building and district leaders to provide consistency in provisions of programs and services.
- Maintained professional/collaborative relationships with contracted providers and community partners to ensure program quality and grant compliance.
- Served as a liaison between the district and Michigan Department of Education.

PROGRAM COORDINATOR; OFFICE OF EXTENDED LEARNING - 2008-2011

- Assisted in providing leadership and support for 21st Century funded programs for OEL.
- Assisted with the grant writing process.
- Assisted in developing and monitoring programs elements in compliance with federal, state, district and grant requirements.

- Conducted weekly on-site visits to ensure high quality programming.
- Provided staff with feedback and support regarding program quality/goals.
- Assisted in identifying best practices.
- Assisted with curriculum development and implementation.
- Assisted with coordination of academic and enrichment components to ensure alignment with state standards and district initiatives.
- Assisted with staff and program evaluation.
- Assist with identifying, coordinating and facilitating professional development.
- Participate in data review teams to monitor, evaluate and modify program quality as indicated.
- Established and maintained professional/collaborative relationships with building leaders and contracted providers to ensure high quality and compliance.
- Assist in planning and coordination of program events.

STAFFING COORDINATOR; HUMAN RESOURCES – 2002-2008

- Managed recruitment, selection, orientation, training, employee relations, and benefits administration for all district central office and building administrative staff and approximately 600 instructional support staff.
- Coordinated staffing for multiple schools and programs district wide; including exempt and non-exempt staff.
- Administered employment related processes and procedures in accordance with established employee contracts, employment law, and regulatory compliance.
- Assisted and advised district leadership and employee groups regarding district policies and legal regulations.
- Assisted district administrators with the employee evaluation process, including developing, implementing and monitoring employee improvement plans.
- Served as Human Resources representative on contract negotiation teams.
- Maintained a high level working knowledge of all employee contracts for interpretation and implementation for assigned employee groups.
- Assisted with the establishment and implementation process for NCLB requirements for all instructional support staff.
- Assisted in identifying and implementing districts' current applicant tracking system.
- Established and maintained collaborative/professional relationships with central office and building leaders, union leadership and assigned employee groups.

PROFESSIONAL DEVELOPMENT

Professional Trainings/Workshops

- Transforming School Culture – KISD
- Crucial Conversations
- Fisher and Fry, – Chicago
- Connie Hamilton – Quality Question
- Classroom Learning Labs
- Emergency Response
- Leading for Equity, National Equity Project
- Effective Implementation Practices, KISD
- Thinking Maps for the Educational Leader, MDE;
- Differentiation: Curriculum, Instruction, Assessment, Robin Fogarty

- Understanding Challenging Behaviors; Dacia Moore
- Balanced Literacy (Four Blocks)
- School-Wide Positive Behavior Interventions and Support (PBIS)
- Technology for Leadership, Dr. Richard Halverson
- Sheltered Instruction Observation Protocol (SIOP) for Administrators
- Continuous Improvement Monitoring System (CIMS) Training
- Institute for Learning (IFL), University of Pittsburg
- Crucial Conversations
- Gang Awareness; 2009
- Introduction to RTI (Response to Intervention); 2009

Professional and Community Memberships/Committees:

- Alpha Kappa Alpha Sorority, Incorporated
- Michigan Negotiators Association
- Michigan Association of School Personnel Administrators
- Michigan Association of Secondary Principals
- Association for Supervision and Curriculum Development
- American Association of School Personnel Administrators
- Racial and Ethnic Approaches to Community Health, Advisory Board

District Leadership Committees:
Kentwood Public Schools

- Secondary Equity Team
- Central Office Team
- School Transformation
- Restorative Practices
- Evaluation Implementation
- Negotiations

Grand Rapids Public Schools

- District Transformation Team 2012-13
- Student Reform 2013
- District Professional Development Planning Team 2012-13
- Summer School Planning Team 2010-11, 2011-12, 2012-13
- Elementary Planning Team 2011-12, 2012-13
- District Curriculum/Technology Planning Team 2012-13
- Historically Black Colleges and Universities Partnership Development Team
- Elementary Positive Behavior Interventions and Support Committee; 2010-13
- Education: Academic Achievement Committee; 2011
- District Data Review Team, 2010-11
- Administrative Evaluation Committee, 2009
- NCLB Implementation Team, 2005

Evan Hordyk

[redacted]

Objective

My objective is to work in a K-12 superintendent position where I can use my experience, knowledge and skills to serve our community by delivering a world-class education to our students. I am particularly passionate about providing all students, including historically marginalized populations, equitable access to advanced learning opportunities.

Experience

2011 – Current
Kentwood Public School District **Kentwood, MI**
Executive Director of Secondary Education

- Instructional leader for Kentwood middle schools and high schools
- Aggressively and quickly addressed "Priority School" status at EKHS
- Identified, developed and facilitated implementation of curriculum, assessments and instructional practices based on data
- Supported and led School and District Improvement teams
- Evaluation of building administrators
- Created and maintained emotionally safe and trusting working environment where administrators and teachers can discuss difficult issues
- Implemented new, district-wide, teacher evaluation program
- Created, implemented and led KPS Secondary Equity Development Team
- Initiated and designed East Kentwood Middle College program
- Led partnership with China-based Weiming International School
- Coordinated and implemented instructional program changes
- Implemented various technology integrations and enhancements in classrooms and operationally
- Provided professional development to secondary teachers and administrators
- Managed budgets and associated State requirements in multiple areas
- K-12 District Assessment Coordinator for State and Federal assessments
- Worked with community partners to provide opportunities and support services for students
- Collaborated with attorneys, Superintendent and Human Resources regarding prevention and resolution of legal matters

2015 – 2017+
Kentwood Public School District **Kentwood, MI**
Executive Director of Human Resources – Shared Position

- Human Resource responsibilities for middle and high schools
- Led staff hiring, evaluation and dismissal for secondary buildings
- Worked closely with KEA and KCEA members and union representatives to respond to grievances, contractual issues and other concerns

2007 – 2011
Kentwood Public School District **Kentwood, MI**
K-12 Director of Instruction and Technology

- Curriculum review and development
- Assisted in coordinating and implementing instructional program changes
- Managed and monitor State assessments
- Managed State and Federal programs (K-12 Section 31a and Title I, Title II and Title III Funding)
- Adjusted instructional practices based on analysis of various assessment sources
- Assisted administrators in finding and interpreting data to help guide instruction

2001 – 2007
Kentwood Public School District **Kentwood, MI**
Director of Technology & Media

- Systems analysis and improvement - Guided administrators and teaching staff regarding technology needs and options in their respective areas
- Responsible for overseeing all aspects of technology selection, implementation and support
- Trained administrators and teaching staff on new systems and technology implementations
- Designed and monitored the technology aspects of an $85 million construction project involving several buildings over three years
- Performed multiple data analysis projects for the Superintendent

1994 – 2001 **Grand Rapids, MI**
Private Sector – Employed at local Integrated VAR (Value-Added Reseller)

- Various mid-level management positions and responsibilities
- Led technology training for adults, both individuals and in classroom settings

Education

2006-2016 Aquinas College and Grand Valley State University
Graduate level classes in education and leadership

1998 –1999 Michigan State University East Lansing, MI
Master of Business Administration

1990 –1993 Calvin College Grand Rapids, MI
Bachelor of Science in Computer Science
Secondary Education Teaching Certificate – Computer Science and Mathematics

Other Relevant Experience

- Serve as Chair of the Board of Directors for Streams of Hope, a local non-profit serving the community with food and medical needs as well as offering tutoring services, after-school activities for students and entrepreneurial training and support for adults.
- Serve on national advisory panel to promote equitable practices and results in K-12 education
- Serve on Board of Directors of Grace Explorations
- Co-author and contributor for iNACOL's (International Association for K-12 Online Learning) book, *Lessons Learned from Blended Programs*.
- Presented at national and state education conferences
- Proud parent of an East Kentwood graduate and an East Kentwood senior!

Kevin Polston | [redacted]

Professional Objective:

Change the world through providing opportunities to students.

Education:

BA — Michigan State University — *5/01*
Secondary Education
Social Studies Major; History Minor

Teacher Certification — Michigan State University — *4/02*
Social Studies (RX) & History (CC) Certification

M. Ed. — Grand Valley State University — *12/05*
Educational Leadership
Elementary and Secondary Administration K-12 (ES) Certification

Ed. S — Grand Valley State University — *04/20*
Educational Leadership

Ed. D — Central Michigan University — *2022 (expected)*
Educational Leadership

Leadership Experiences:

Superintendent — **Godfrey-Lee Public Schools** — *07/17 - Present*

- *Governance and Board Relations*
  - Designed the Godfrey-Lee Strategic Design, 2018
  - Implemented equity policy based on culturally responsive practices
- *Community Relations*
  - Appointed as Board Trustee to KConnect, 2020
  - Hosted quarterly key communicator visits to Godfrey-Lee schools to inform the Strategic Design
  - Initiated strategic partnerships with MSU, Ferris State, GRCC, Affinity Mentoring, Hispanic Chamber, and Reading Now Network among others to support students and families
- *Staff Relations*
  - Negotiated contracts with all staff bargaining groups, 2019 and 2020
  - Hosted monthly liaison meetings with association leadership to build rapport and proactively address issues
  - Implemented new teacher mentoring program in collaboration with the GLEA
- *Business and Finance*
  - Awarded grants in excess of $5,000,000 from private and public funders
  - Increased fund balance to 17% in 2020 from 10% in 2017 despite flat enrollment
  - Passed 10-year Sinking Fund, 2018; 30-year Bond Proposal, 2020
- *Instructional Leadership*
  - Lee Middle School and Lee High School were recognized by the Mackinac Center and US News and World Reports as among the best schools in Michigan
  - Created Professional Learning Communities (PLCs) K-12
  - Led the process to change Godfrey-Lee's mascot from Rebels to Legends in 2018-19 to implement the district's value of equity into practice
  - Kent Intermediate Superintendent's Association Diversity, Equity, and Inclusion Chairperson
- *Advocacy*
  - Appointed as Chair to the Governor's Student Recovery Advisory Council, 2020
  - Presenter and panelist at numerous regional and statewide conferences, media events, and legislative hearings
  - Member Kent County School Justice Partnership

Principal **Lakeshore Middle School; Grand Haven Area Public Schools** *07/11 – 06/17*

- *Vision*
  - Collaborated with visioning team to refresh district One Page Strategic Plan
- *Student learning and staff growth*
  - Implemented MTSS (RtI) system for learning and positive behavior
  - Celebrated high achievement on standardized tests including the highest 8th grade reading scores in West Michigan in 2014
- *Collaboration with parents and community*
  - Partnered with Grand Haven Chamber of Commerce to provide relevant learning opportunities for staff and students for college and career readiness
- *Advocacy*
  - Created Lakeshore Youth Leadership Connections Program in partnership with the Chamber of Commerce and Muskegon Public Schools to build bridges with Muskegon Public Schools and provide leadership development for students
  - Authored numerous articles published in the Grand Haven Tribune as a Community Columnist for education

Assistant Principal **Grand Haven Area Public Schools** *7/09 – 6/11*

- Assisted in, or led, all functions of building leadership

Curriculum Specialist **Grand Haven Area Public Schools** *9/06 – 6/09*

- Curriculum Specialist for K-12 Social Studies and Math

Climate Committee **Grand Haven Area Public Schools** *10/05 – 6/17*

- Chairperson of district committee that focused on Anti-Bullying, Diversity, and Mental Health

Teaching Experience:

Social Studies Teacher **Grand Haven High School** *8/02 – 06/09*

- Teaching assignment: High School Social Studies

Teaching Related Experiences:

Coach **Various Schools**

- Varsity Tennis and Basketball Coach *11/97 - 6/08*

Awards and Recognitions

- Lansing State Journal – Dream Team Tennis Coach of the Year (2002)
- Regional Tennis Coach of the Year – Five Times
- MHSTeCA (Tennis Coaches) Board of Directors member (2001-2008)
- Selected as a 20 under 40 award winner by Grand Haven Chamber (2013)
- Member MHSAA Middle School Committee (2013-2015)
- MDE OEAA Social Studies Steering Committee (2008-2011)
- Chair KISA Diversity, Equity, Inclusion Committee (2018-present)
- Presenter at Fire Up Conference for West Michigan Student Teachers (2015-present)
- Presenter at State Board of Education Meeting on 6Cs of Learning (2017)
- Partner district of Federal Gear-Up Grant in partnership with GRCC (2018)
- Presenter at 2019 MASA State Mid-Winter Conference on Equity
- Presenter at 2019 MASA State Fall Conference on Strategic Planning
- West Michigan Hispanic Chamber Building Bridges Award Nominee (2019)
- MASA Educator Shortage Workgroup Appointee (2019)
- GVSU Graduate Dean's Citation for Academic Excellence (2019)
- Grand Rapids Chamber - Leadership Grand Rapids Class of 2020
- Appointee, Governor's Return to School Advisory Council (2020)
- Chairperson, Governor's Student Recovery Advisory Council (2021)

Tracy R. Reed

[redacted] [redacted]

Career Goal Obtain a superintendent position in a diverse school district. An executive role with an educational organization that will utilize my urban education, administration, instructional leadership, and collaboration skills to provide system leadership and improve student outcomes to ensure graduates are college and career-ready.

EXPERIENCE: Senior administrator in PK-12 education who has improved academics outcomes, discipline, professional development, and instructional technology.

LEADERSHIP: Strategic thinker who has implemented diverse programs to upgrade curriculum, improve outcomes for students with disabilities and English learners.

QUALIFICATIONS

- Strategic Planning
- Budget Management
- Curriculum Development
- Equity Advocate
- Collaborative Leader
- Data-driven Management
- Urban Education
- Community Outreach
- Program Implementation

CAREER ACHIEVEMENTS

- Built high achieving faculty and administrative teams over 15+ years.
- Delivered improved academic outcomes in all areas, including Title I and ELL.
- Enhanced instructional technology with a goal of 1:1 access.

EXPERIENCE

FORT WAYNE COMMUNITY SCHOOL Ft. Wayne, IN 2014-Present

CHIEF ACADEMIC OFFICER

Executive Duties: Oversee curriculum, assessment, instruction, special education, Title I, Title III: English learners, and instructional technology at a district with 29,600 students, 50 schools (26 Title I), and over 70 languages spoken. Play a lead role on the Superintendent's Cabinet that develops the strategic plan as well as goals for achievement, professional development, and equity. Collaborate with the Superintendent to analyze data and update academic policy. Ensure that district and building leadership have the ability and resources to improve student outcomes. Lead presentations to the School Board, community groups, and media.

- Instituted the district's first summer program in several years, covering eight sites.
- Demonstrated commitment to equity and cultural competency in outreach to migrant populations through family and community events.
- Increased participation and success for AP programs by providing teachers with professional development through the College Board.
- Developed a strategic plan in collaboration with the Special Education Director that improved principals' legal understanding and improved teachers' ability to write IEPs.
- Established consistency across Pre-K programs to improve curriculum, enhance instructional technology, and addressed equity issues. Instituted three full day programs.
- Standardized technologies across classrooms through a plan that will achieve 1:1 access by 2021.
- Gained experiences negotiating union contracts.

Academic Leadership: Manage a $22 million budget for Title I, Special Education, English Language Learners, and Refugee Grants. Supervise a team

that included a Director of Curriculum, Director of Special Education. Manager of ELL, and Title I Manager. Mentor staff to improve their leadership skills. Ensure that federal and state guidelines are followed across programs and grant reporting requirements.

(continued)

- Implemented and directed a new curriculum to meet state standards across 50 schools, working with 350 teachers/administrator and an outside facilitator to ensure consistency. Wrote job descriptions and hired new staff for the implementation. Developed a walk-through tool/protocol to assess and revise the curriculum.
- Led the technical team in implementation of an LMS (Power School).

BENTON HARBOR AREA SCHOOLS Benton Harbor, MI 2012-2014

ASSISTANT SUPERINTENDENT OF CURRICULUM & INSTRUCTION
Directed principals, special education supervisors, Title I, and ELL at a district with 3,000 students (83% economically disadvantaged). Supported the Superintendent as a subject matter expert on academic achievement over grades K-12. Visited schools every day to assess teaching and support all stakeholders, including students/families. Identified professional development needs and the resources to deliver them. Managed a $4 million budget for Title I and 31A grants.

- Took over daily management of district operations while the Superintendent focused on severe financial challenges.
- Wrote a successful grant for a 21st Century Community Learning Grant, and developed related curriculum and programs.
- Modified and implemented a district-wide improvement plan that included a focus on Title III.
- Led a high school turnaround, serving as interim principal, re-interviewing staff, instituted measures to improve attendance/academic success, and reduce discipline issues.
- Launched New Tech, which involved remodeling facilities and hiring new staff to perform training/program management.

MILKOVICH MIDDLE SCHOOL Maple Heights, OH 2005-2011

PRINCIPAL
Led instruction and operations in a district where students were 93% economically challenged. Developed and instituted a school improvement plan.

- Raised school ranking two levels from Watch List to Effective.
- Reduced referrals 50% during first year of school-wide a positive support (PBS) system was put in place with a 20% reduction in the second year.
- Facilitated launch of a program for gifted students.
- Developed leadership skills needed to build faculties composed of teachers with strong academic skills and a passion for teaching.

EARLY CAREER

- **Elementary Interim Principal,** Cleveland Municipal School District (2004-2005)
- **Middle School Assistant Principal,** Cleveland Municipal School District (2000-2004)
- **Sixth Grade Teacher,** Cleveland Municipal School District (1993-2000)

EDUCATION

- **Educational Doctorate, K-12 Leadership with a Minor in School Law,** University of Indiana Bloomington (expected Summer 2021)

- **Superintendent Certification Program,** Cleveland State University, 2009
- **Principal Certification Program,** Cleveland State University, 2002
- **Masters of Education,** Cleveland State University, 1996
- **Bachelor of Science, Education,** University of Cincinnati, 1990

(continued)

Tracy R. Reed

TRAINING

- Crucial Conversations Leadership
- Ohio Teacher Evaluation System

LICENSURE

- Superintendent: Indiana (conditional), Michigan, Ohio (current)
- Ohio Administrative (current)
- Ohio Teaching, Elementary K-8 (current)

RESEARCH

- Deep Learning Conference (Toronto, Canada, 2019).
- Hosted Michael Fullan and staff from New Pedagogies for Deep Learning (Fort Wayne, 2019)

AFFILIATIONS

- AASA Aspiring Superintendent Academy for Women (2021)
- Board Member, Junior Achievement
- Michigan Curriculum Leaders Institute
- MiExcel Superintendents Institute