

MISSION STATEMENT	<i>Advance excellence and equity for all people by building authentic relationships, trust, leadership, and partnerships that foster innovation and sustainable practices in education.</i>
LEADERSHIP PHILOSOPHY	<i>Leadership is two-way teaching. We must recognize that we have something important to learn from each member of our commUNITY, while at the same time, acknowledge that we must also co-create the vision, resources, and support for each member of our commUNITY to grow. As we learn from one another and work together to solve problems and achieve audacious goals, we transform ourselves and our organization, improving results and creating lasting impact.</i>
SUMMARY OF EXPERIENCE	<ul style="list-style-type: none">• School, district office, LEA, county office, higher-ed, and nonprofit leadership experience• Demonstrated effectiveness in instructional leadership, building stakeholder relationships, trust, and engagement• Passion and success in building leadership in others• School turnaround, community school, and innovation experience
HIGHLIGHTED STRENGTHS	<ul style="list-style-type: none">• Exceptional use of data resulting in continuous academic growth• Use of dissertation process to recreate school leadership structure resulting in improvements in organizational culture and academic achievement• Implementation, monitoring, and adjusting of innovative models resulting in organizational and academic improvement• Developing leaders at multiple levels of an organization• Implementation of common core state standards, restorative practices, and equity driven strategies
EDUCATION	<ul style="list-style-type: none">• Ed.D. January 2018. Educational Leadership. Rutgers Graduate School of Education. New Brunswick, NJ. Dissertation: FROM THEORY TO RESULTS: How Organizing Leadership Structure Led to School Improvement. Chair: William A. Firestone, PhD., Distinguished Professor.• MS.Ed. 2012. Educational Leadership. Baruch College. NY, NY.• MST. 2007. Secondary Mathematics. Pace University. NY, NY.• BA. 2004. Economics, English. Rutgers College. New Brunswick, NJ.
EXPERIENCE <i>Current Role</i>	San Mateo County Office Of Education: Teacher and Administrator Development Team Coordinator, Leadership and Administrative Services <ul style="list-style-type: none">• Oversee and coordinate the Preliminary Administrative Services Credential (PASC) program for the purpose of developing participant capacity as instructional leaders and systems leaders, focusing on equity• Provide cognitive coaching to foster transformative and equitable leadership• Advise multiple administrators/candidates in administrative services credential programs in alignment with program standards

- Create, facilitate, and monitor professional learning to cultivate community and foster transformative and equity-focused leadership skills

Executive and District Level Leadership

San Carlos Charter Learning Center, Bay Area, CA

Executive Director & President 2020-2022

Annual operating budget of about \$5,000,000

- Earned 2023 California Distinguished School Award (for SY21-22)
- Served as superintendent/head of LEA for charter #001 (CA's oldest, second oldest in nation)
- Oversaw all operations of the school and non-profit, including finance, facilities, human resources, compliance, and revenue generating programs
- Led/supervised all educators and staff including Director of Financial Services, Director of Learner Services, etc.
- Created and sustained strong, positive working relationship with charter authorizer, resulting in shared resources and strategies, and synergy
- Partnered with educators in a shared leadership model to set instructional goals (and metrics for their measurement) and enhance learner-centered and project-based academic program
- Developed and sustain strong relationships with all school partners ensuring transparent lines of communication
- Built learner support systems that meet learners' academic and social emotional needs, including developing and staffing these functions appropriately and measuring results to ensure effectiveness (ex. MTSS)
- Built and sustained strong external partnerships
- Shared instructional and organizational practices with leaders and educators beyond our organization via conferences, professional groups, etc.
- Led design of virtual program, transition to hybrid program, and return to full on campus learning through Covid-19 pandemic
- Created and implemented a robust MTSS team and process including research-based universal screening for all learners

Senior Leadership & Systems Development

Making Waves Academy, Bay Area, CA

Senior Director of Elementary Learning, 2018-2019

- Led efforts to create an elementary school division that embeds social-emotional, culturally competent, technology-assisted, and effective, innovative instructional strategies
- Collaborated with internal stakeholders and external partners to develop a plan that includes best practices in 21st century learning
- Collaborated with learning and innovation team to drive organization-wide learning (adult and student) and other initiatives including WASC accreditation
- Facilitated content and professional development sessions and provided coaching support for resident teachers

Independent Consultant 2020 - present

- Support the process and people development needed to increase student outcomes for non-profit organizations and schools

- Provide services including standards alignment, coaching, and professional development workshops tailored to client needs

*School
Leadership*

New Leaders, Bay Area, CA; National

Director, Program 2017-2018, Adjunct Trainer, 2018 - present, Adjunct Designer 2022-present

- Successful support of continuous organizational improvement and academic achievement increases in diverse school settings K-12
- Design and facilitate professional development within organization and for diverse partners nationally including instructional leadership and organizational innovation
- Coach and support current and aspiring education leaders nationwide
- Create professional development sessions for aspiring and current school leaders nation-wide, to promote transformative and equity-focused leadership
- Provide session materials, learning activities, and facilitator guides to promote session facilitation in support of transformational learning through adult learning theory
- Led focus groups resulting in design of network-wide improvement plan for principals and associate superintendents
- Met or surpassed all program implementation goals as director, program

Newark Public Schools, Newark, NJ

Principal, 2012-2017; Variable school budget up to \$7,000,000, 100+ employees

- Restructured leadership distribution and culture, empowering stakeholders to more actively engage in our organization, including targeted improvement efforts
- Performed among the top six schools in district demonstrating growth in both ELA and Math proficiency on 2017 PARCC (state testing platform)
- Earned greatest scale score gains in ELA, second greatest scale score gains in math out of all district schools 2016 PARCC (state testing platform)
- Piloted tutoring model adapted from a local charter school, quadrupling proficiency in math
- Doubled number of students at or above reading level SRI 2017
- Implemented innovative instructional program and literacy interventions, doubling the number of first graders on reading level
- Designed and implemented authentic community school model
- Implemented school-wide gifted & talented program for all students
- Developed and created strength-based Student Support Team (MTSS), focused on whole-child and family support
- Oversaw mental health, behavior disabilities, and autism programs
- Improved student attendance; decreased chronic absenteeism by 40%
- Increased parental involvement
- 94% retention of effective and highly effective teachers
- Improved teacher instructional performance through innovative coaching model and strategic professional development plan
- Sole evaluator for 35+ teachers
- Implemented full-inclusion program with co-teaching model, dramatically decreasing the number of students in self-contained programs

- Created master schedule including blended and personalized learning
- Implemented instrumental music program for all students
- Created and managed annual budget; earned multiple grants for supplemental programming

Lady Liberty Academy Charter School, Newark, NJ

Director of Data and Assessment, 2011-12

- Implemented and led data-driven coaching and instruction
- Led Math department and implementation of new math curriculum
- Oversaw federal grant applications and implementation
- Led recruitment, selection, and orientation process for new teachers
- Created master and intervention group schedules
- Created and delivered data presentations for Board of Trustees and funders
- Served as district test coordinator
- Assisted Executive Director in budgeting and preparing board agendas

New Leaders for New Schools, Newark, NJ

Resident Principal at Lady Liberty Academy, 2010-2011

Part of nationally recognized school leadership program that accepts less than 7% of applicants annually

- Served as a member of the leadership team
- Led interim assessment cycle including data analysis workshops
- Coached math teachers resulting in 20% increase in proficiency and 51% of students achieving “high growth” SGP on NJASK
- Supported removal from “School In Need of Improvement” status

Leadership Public Schools Oakland R&D High School, Bay Area, CA

Interim Assistant Principal 2020

- Led tier two, mental health, and counseling teams in delivering services during distance learning/shelter in place
- Prepared staff to deliver virtual summer school programming

Teaching (K-12) **Hasbrouck Heights School District, Hasbrouck Heights, NJ**

Teacher of Mathematics, 2008-2010

- Surpassed state average proficiency rate on NJASK
- Infused technology through project-based learning

Achievement First Endeavor Charter School, Brooklyn, NY

Teacher of Mathematics, 2007-2008

- Surpassed state and district average proficiency rates on NY State standardized assessments
- More than ten percent of students improved from a level three to level four on NY State standardized assessment

New York City Department Of Education, Brooklyn, NY

NYC Teaching Fellow, Teacher of Mathematics, 2005-2007

- Implemented standards-based feedback and grading
- Surpassed district average proficiency rate on NY State assessments

- Improved performance for special education students

*Higher
Education*

The City College of New York, NY, NY
Dept. of Leadership and Special Education
Adjunct Lecturer, 2008-2011

- Taught research methods courses to graduate students in teacher preparation program
- Led teachers through research process (capstone) resulting in improvements in their classrooms

*Teacher
Preparation*

The New Teacher Project, (TeacherNex) Newark, NJ
Instructional Manager, 2010

- Prepared alternate route teacher development curriculum
- Trained Teacher Advisors to deliver new teacher training
Teacher Advisor, 2009
- Delivered summer training to new math and science teachers
- Supervised student teaching, providing feedback and coaching
- Surpassed 80% of program goals
Selector, 2009 – 2010
- Used national selection model to evaluate teacher applicants

**ADDITIONAL
LEARNING
EXPERIENCES**

- Cognitive Coaching. Spring 2022. San Mateo County Office of Education.
- Glass Leadership Institute Fellowship. 2022. Anti Defamation League.
- Sustainable and Climate Resilient Schools Administrative Fellowship. 2021. San Mateo County Office of Education.
- Facilitative Leadership. 2019. Interaction Associates.
- Discover Design Thinking. 2019. Hasso Plattner Institute of Design, Stanford University.
- Standards Institute. Winter, 2018. UnboundEd.
- National Principals Academy. 2014. Relay GSE.
- South Africa Initiative Study Tour. 2006. Rutgers GSE.

CREDENTIALS

- Administrative Credential (Clear) CA
- School Administrator (CE issued: #1082091) NJ
- Principal (standard) NJ
- Teacher Mathematics K-12 (standard) NJ
- Teacher Mathematics 7-12 NY

**PRESENTATIONS
& PUBLICATIONS**

- Various Standards Institutes and Virtual Summits. Lead/Co-Facilitator. (Leadership, Math, ELA, and UnboundEd Planning Process Content K-12). 2019-present. UnboundEd.
- Respond, Adapt, Reinvent: Strategic Planning in a Pandemic. Co-presenter. 2021. California Charter Schools Virtual Conference.
- Actionable Feedback Using Bloomboard. Presenter. 2015. Vice Principal Leadership Institute, Newark Public Schools.
- *From Data to Improved Practice: Principal Evaluation*. Co-Author. 2013.

- *Using Data to Write and Tell Our Story*. Presenter. 2013. Association of Supervision and Curriculum Development National Conference.

RECOGNITION

- Featured “School Innovator.” 2011. “30 Under 30” *Christian Science Monitor*.
- Emerging Leader. 2010. Association of Supervision and Curriculum Development.
- Certified Board Member. 2012. New Jersey School Boards Association.

MEMBERSHIPS

- American Education Research Association
- Association of Supervision and Curriculum Development
- Mensa

COMMUNITY SERVICE

- Trustee. Leadership Public Schools. 2022-present.
- Facilitator. Oakland Peace Center Beloved Book Community. 2021.
- Volunteer Cook. Lasagna Love. 2021-present
- Prayer Chaplain. Unity San Francisco. 2020-2022.
- Court Appointed Special Advocate (for foster youth). Alameda County CASA. 2019-present.
- Guest speaker at Unity Spiritual Centers. 2010-2017.
- Trustee. Unity of Montclair Board of Trustees. 2008-2011. President, 2010. Prayer Chaplain. 2010-2017
- Executive Committee Member. Cap & Skull Honor Society of Rutgers. 2009 – 2018.
- Trustee (elected) Elmwood Park Board of Education (annual budget \$30mil+). 2006–2014. Chair of Finance Committee. Vice President, 2007. President, 2010.