
LEADERSHIP**INTEGRITY****TEAMWORK****EXPERIENCE**

PROFESSIONAL EXPERIENCES

Associate Superintendent **2022 – present**
Madison Metropolitan School District, Madison, WI

Responsible for the overall direction and leadership to departments of School Safety, Madison School Community and Recreation, Athletic Operations, High Schools, and Accountability for K – 12 schools and departments for the Madison Metropolitan School District (MMSD) serving 27,000 students.

Significant Achievements:

- Develop district-wide Critical Response processes and procedures
- Establish clear systems of accountability, monitoring, and data analysis to evaluate progress toward action plan implementation metrics at the district, department, and school levels to MMSD Strategic Priorities
- Develop, monitor and adjust departmental budgets of approximately \$7.6M in delivery of services for the district
- Design and deliver professional learning related to root cause analysis, building assessment literacy, instructional leadership and cultural awareness

Chief of Transformation **2021 – 2022**
Madison Metropolitan School District, Madison, WI

Responsible for the overall leadership and coordination of district initiatives within: Student Services, Staff and Student Supports, English Language Learners, Federal and State Programs

Significant Achievements:

- Developed and oversaw the vision, goals, and core values of the Division of Transformation
- Developed, monitored and adjusted departmental budgets of approximately \$38M in delivery of instructional services
- Supervised and supported 10 Demonstration Schools and principals through a comprehensive school reform model utilizing school visits, observations, and consultations with school-based leadership teams to assess progress on implementation of the School Improvement Plan (SIP)
- Led K-5 literacy curriculum adoption for (32) elementary schools of (11,450) students

Principal, Dr. Martin Luther King, Jr. High School **2016 - 2021**
DeKalb County School District, Lithonia, Georgia.

Responsibilities included: overseeing the general operations of the school; strategic planning; staff hiring and professional learning; connecting with key community stakeholders to build community support; and leading students, staff and community through school restructuring process of (1800) students and (160) staff

Significant Achievements:

- Successfully implemented the 3DE Curriculum by Junior Achievement
- Developed, monitored and adjusted General and Title budgets of approximately \$625K in delivery of instructional services
- Led “*King of Halftime*” Marching Band to the Macy’s Thanksgiving Day Parade as Principal in 2019.
- Transformed a large comprehensive high school into (4) small learning communities (Arts, Technology, 3DE, and International Baccalaureate)
- Increased closing the gap to 100% of all students and subgroups academic improvement on the 2019 College and Career Ready Performance Index for the Georgia Department of Education

CEO Administrator for School Transformation **2014 - 2016**
Chicago Public Schools, Chicago, IL

Responsibilities included: leadership and coordination at Chicago Public School of (4) high schools and (100) teachers and staff members through comprehensive school reform; transforming (4) schools into one Comprehensive High School.

Significant Achievements:

- Developed and managed funding sources that supported (4) High Schools: General Budget, Supplemental State Aid, and Title I fund totaling over \$4M dollars which aided in schools in providing students with optimum learning environments
- Developed, monitored and adjusted departmental budgets of approximately \$4M in delivery of instructional services
- Successfully consolidated (3) small High Schools into (1) large Comprehensive High School

**College and Career Specialist
Chicago Public Schools, Chicago, IL**

2014 - 2014

Responsibilities included: identifying and developing best post-secondary practices for (2) Network Chiefs, (60) principals, and (60) K-12 counselors; meeting with college and university leaders to promote college access for all students, and post-secondary enrollment opportunities for high school students.

Significant Achievements

- Developed clear and measurable key performance indicators for post-secondary readiness for students

**School Improvement Specialist
Metropolitan Regional Educational Service Agency, Georgia Department of Education, Smyrna, GA**

2013 - 2014

Responsibilities included: leading and coaching activities to superintendents and their cabinets, principals, leadership teams, professional learning communities, and teachers across the state of Georgia designed to ensure effective implementation of state/district/school learning goals and the school improvement process.

**Principal on Special Assignment, Atlanta Public Schools,
Atlanta, GA**

2012 - 2013

Responsibilities included: providing leadership and support for (7) high, (4) middle, (10) elementary and (1) alternative schools; strategic planning; mentoring first year principals; providing trouble-shooting solutions for schools ranging from instructional delivery to parental relations

**Interim Principal: William M. Finch Elementary School,
Atlanta Public Schools, Atlanta, GA**

2011-2012

Responsibilities included: developing a climate of excellence for (500) K – 5th grade students, (57) staff members and other stakeholders to meet the tenets and mandates set by the federal, state and district: increasing student performance, fiscal responsibility, and performance accountability.

Significant Achievements

- Increased Reading/ELA proficiency by 26%
- Increased Math proficiency by 7%
- Increased proficiency by 9% on Georgia Writing Test

**District Program Administrator for High School Transformation
Atlanta Public Schools, Atlanta, GA**

2010-2011

Responsibilities included: overseeing and coordination of the district-wide restructuring process within the High School Transformation Division with an operating budget of \$33M dollars; leading all activities related to implementation of the Smaller Learning Communities (SLC) grant for the district as set forth by the US Department of Education.

Significant Achievements

- Transformed (21) comprehensive high schools in small schools and small learning communities
- Monitored and managed funding sources that supported the High School Transformation Initiative: Gates Foundation (GF), Atlanta Education Fund (AEF), General Fund, Small Learning Community Grant (SLC), and Enhanced Reading Opportunity Grant (ERO) totaling over 11 million dollars which aided in Atlanta Public Schools having the most Gates Millennium Scholars recipients for two consecutive years

**District Project Administrator for Portfolio and Design
Atlanta Public Schools, Atlanta, GA**

2008 - 2010

ENNIS C. HARVEY, Ed.S

Responsibilities included: leading district and school-based teams consisting of administrators and teachers in the pre-planning and planning phases of transforming their large comprehensive high school into Small Learning Communities or Small Schools, as well as Design and Implementation Plans; leading district team in developing thematic units and instructional delivery models for high schools in all content areas (i.e. English Language Arts, Mathematics, Science and Social Studies)

Significant Achievements

- Developed process, procedures, transformation presentations, and metrics for the High School Transformation Initiative

**Assistant Principal, Stephenson and Chapel Hill Middle Schools,
DeKalb County School System, Decatur, GA**

2002 - 2008

Responsibilities included: supporting the total school instructional program by evaluating lesson plans, conducting formal and informal classroom observations, and providing feedback to teachers to improve classroom instruction through best instructional practices, assessment uses and differentiated strategies to promote student achievement; attendance; discipline; evaluating staff; and professional development for teachers

**Assistant Band Director, Stephenson Middle School,
DeKalb County School System, Stone Mountain, GA**

1999 - 2002

EDUCATIONAL BACKGROUND & PROFESSIONAL LEARNING

2023	AASA/ HOWARD UNIVERSITY; ALEXANDRIA, VA National Superintendent Certification
2008	CAMBRIDGE COLLEGE; CAMBRIDGE, MA Educational Specialist in Educational Leadership
2002	JACKSONVILLE STATE UNIVERSITY; JACKSONVILLE, AL Master of Science degree in Educational Administration
1999	MORRIS BROWN COLLEGE; ATLANTA, GA Bachelor of Arts degree in Music Education

PROFESSIONAL AFFILIATIONS

Georgia Licensed Educator: Certificate # 422276
Georgia Department of Education Teacher Keys Evaluation System: Certified 2012
Georgia Department of Education Leader Key Evaluation System: Certified 2012
Wisconsin Department of Public Instruction – License # 2001039305
Single Gender Education: Certified 2010
Project Management: Certified 2009
Association for Supervision and Curriculum Development – Active Member
National Association of Secondary School Principals: Active Member
National Alliance of Black School Educators – Active Member
Georgia Association of Secondary School Principals - Active Member
National Educators Association - Active Member
American Association of School Superintendents – Active Member

REFERENCES