

Elijah Palmer

PROFESSIONAL SUMMARY:

Transformational and Democratic Educational Leader with over thirteen years of impactful experience in the field, including four years as a district-level administrator and nine years as an educational support personnel. A transformative leader who champions empathy and compassion, I firmly believe that students do not fail; rather, it is adults who may fall short in designing effective systems for their success. My commitment lies in fostering democratic and inclusive environments, ensuring that all students thrive through thoughtfully created systems and a foundation of empathy in educational leadership. I understand that policy, people, and practices are three elements in my approach to addressing student outcomes for all students. I am forever committed to servicing my scholars, families, community, and the board of education that I serve to ensure that all are aligned with its mission and vision and are on one accord.

EDUCATION

Master of Science in School Business Mgmt.	December 2023
Northern Illinois University	Dekalb, IL
Bachelor of Arts in Communication	May 2004
Duquesne University	Pittsburgh, PA
Associates of Arts	May 2002
Kennedy King City College of Chicago	Chicago, IL

PROFESSIONAL SKILLS

Written Communication	Oral Communication	Professional Development
Community Partner	Youth Outreach	Behavior Interventionist
Parent Advisor	SEL Instructor	Culture and Climate Specialist
Incident Commander	RP Instructor	Crisis Intervention Specialist

PROFESSIONAL EXPERIENCE

Director of Organizational Effectiveness, Dekalb County School District in Dekalb, GA July 2023- Current

- *Leads cabinet meetings with the Executive Cabinet and Superintendent.*
- *Coordinate with the Superintendent on District Priorities and Initiatives.*
- *Lead project management sessions with Cabinet members.*
- *Thought partner with the Superintendent around critical decisions in the district.*
- *Lead monthly workshops around the continuance improvement framework used in the district.*

- *Meet with the Public Safety department around safety across the district.*
- *Attend H-PRIDE school visits along with Superintendents and members of the Executive Cabinet to address issues related to each respective school.*
- *Accompany the Superintendent to Town Hall meetings for school clusters across the district when appropriate usually from 6pm-7:30pm.*
- *Monitors new Strategic Planning as a member of Steering Committee and will ensure that it is being implemented and followed with fidelity in June of 2024.*
- *Collaborate with the Communications department about media and speeches to be delivered by Superintendent.*

Director of Culture and Climate, Evanston/Skokie School District Aug. 2020- July 2023

- Assist Principals with school work plans around culture and climate goals.
- Lead professional development for educators around Restorative Practices, Responsive Classroom, Bullying Prevention, and Non-Violent Communication.
- Assess data to ensure that exclusionary practices such as suspensions and expulsions are used as a last resort.
- Provide restorative conversation for adults and families to promote repairing of harm and building community.
- Lead student advisory committees to promote student voice.
- Ensure that active school climate teams are formed at each school building to address and identify trends to address discipline.
- Member of DEIB to promote diversity, equity, inclusion, and belonging to add to student outcomes and address biases towards gender, race, lgbtq status, and disabilities.
- Serve as Incident Commander to provide live communication when crisis occurs so that all key stakeholders are kept up to speed in real time.
- Provide healing circles in the community when gun violence and tragedies that impact the community occur.
- Provide updates to the board around school climate and support and resources needed to address trends that are identified through data and social media.

Culture and Climate Coordinator for Phillips High School Aug. 2011- Aug. 2020

- Provided school support for educators to teach in a safe environment.
- Created a behavior management continuum to address Danielson's Framework Domain 2.
- Created systems to address repetitive tardiness and chronic absenteeism.
- Provide restorative practice training for educators.
- lead parent conferences of multiple families and stakeholders.

- Provide discipline guidance for educators around student referrals and parent communication techniques of marginalized families.
- Create a uniform culture that identifies all students by grade level instead of socioeconomic status to combat bullying through personal appearance.
- Invested in cell phone lockers to have students focusing on learning and not being distracted by other influences.
- Collaborated with District 2 of Chicago's Police Department to have proactive conversation around the approach to teens in Chicago and how to communicate with them to build trust.
- Develop School Discipline Code of Conduct and involve families and teachers during the process.

(2004-2011) After graduating from undergraduate college in 2004, I went abroad to play professional basketball in Europe and Asia in countries such as Austria, Belgium, Netherlands, and Japan.

District Leadership Experience

- Member of Diversity Equity Inclusion and Belonging Team in a former district.
- Served as Incident Commander in the role as Director of Culture and Climate in a former district.
- Co-facilitate Superintendent Student Advisory Committee in a former district
- Leader for Risk Assessment (Threats and/or Suicide) in a former district
- Created FACE Liaison position for district in a former district.
- Supervise security team across district in a former district.
- Collaborates with Principals before suspensions occurred in former district
- Leader of the Discipline Improvement Team through the Illinois State Board of Education in a former district.
- Collaborates with Teachers Union to address policy in a former district in a former district.
- Currently serves on the Executive Cabinet in DCSD.

Key Achievements

- Received Those Who Excel Award by Illinois School Board of Education for contribution on DEIB Team in Evanston/Skokie District 65.
- Key contributor to decreasing suspension data in the district by 85%.
- Developed Olweus Bullying Prevention Program in District that saw bullying decrease drastically in two years of implementation.
- Saw high school go from a Level 3 to a Level 1 status which is the highest rating in Illinois for public schools based on overall performance through my culture and climate coordinator support.

- Trained over three hundred staff members on Crisis Prevention Intervention to be able to address students who are dysregulated through verbal and physical safe strategies.