

Derrick Richard Hardy

Leader Profile

Urban educator with over twenty-five years teaching, developing, and leading.

Adaptive leader effectively engaging stakeholders for a shared vision of achievement.

Relational leader who inspires student centered systems in which failure is not an option.

Transformational leader who prioritizes equitable needs for the data driven impact of students.

Education

Indiana University of Pennsylvania, Indiana Pennsylvania

Bachelor of Science, Elementary Education

Carnegie Mellon University, Pittsburgh, Pennsylvania

Master of Public Management, Educational Leadership

Master of Science, Educational Technology Management

Employment

Dekalb County School District

Executive Administrator, Current

Serves 15 elementary schools and administrators as a thought partner, performance coach and evaluator with a direct impact on instructional leadership practices. Leads the planning, delivery and weekly reflection cycles for administrator coaching cycles, instructional learning walks, quarterly data analysis reviews (Reality Checks) and school-wide systems calibration visits (C.C.V.) for the comprehensive advancement of cognitive and non-cognitive outcomes for ≤13,000 scholars in grades Pre-K through 5. Models and supports the introduction of the school district-wide systemic operations (6 Essential Systems) for school administrator understanding and successful implementation. Collaborates with school level and district level administrators for the short term and annual continuous school improvement planning, goal development, and progress monitoring of impact and effectiveness measurements of school performance.

Atlanta Public School District

Director of Continuous Improvement, 2021-2023

Directing the school district's processes for continuous improvement across all schools to deepen Georgia's Systems for Continuous Improvement resulting in 9 of 19 schools progressing from their designated TSI / CSI identification. Manage cross division development of the continuous improvement annual planning and monitoring process while providing routine presentations, communication, and guidance on continuous improvement projects including credit recovery, school & district action reviews (A.C.E.S.), advisory committees, and aspiring leader cohorts. Collaborating in professional learning cohorts with Harvard GSE Proving Ground for school improvement and the University of Virginia PLE district transformation.

Norfolk Public School District

Principal, 2021

Principal administrator of a neighborhood school of 500 students in grades Pre-K through five. Served as a member of the College of William and Mary: Schools University Resource Network Academy.

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Chesapeake Public School District

Assistant Principal, 2019-2021

School leader of 400 grade eight students, faculty, English language learners, M.T.S.S., equity and diversity, science, technology, operations, security, safety and COVID-19 mitigation preparedness. Successfully introduced a system of standards-aligned accountability for human resource management, facilities management, student assessment data disaggregation, multi-tiered-intervention-supports, and instructional observation rounds.

School District of Philadelphia

Principal, 2015-2019

Turnaround principal of a neighborhood school of 750 students in grades Pre-K through eight. Accelerated school performance profile ratings by 35% points within two school years through the design and implementation of a continuous improvement cycle for analyzing student data; providing rigorous instruction to students and ongoing professional development to build teacher capacity.

Pittsburgh Public School District

Principal, 6-12 Grades, 2009-2015

Principal, Pre-K-8 Grades, 2007-2009

Assistant Principal, 9-12 Grades, 2004-2007

Instructional Technology Specialist, 2003-2004

Science, Technology & Mathematics Teacher, 1998-2003

Experiences

- Federal Department of Education Grant Manager
- The Forum for Educational Leadership Cohort Member
- University of Virginia PLE District Transformation Cohort
- Harvard GSE Proving Ground School Improvement Network
- School District of Philadelphia Principal Selection Committee
- Virginia Department of Education Region VI Equity Taskforce
- Men of Color in Educational Leadership (MCEL) Cohort Member
- Teachscape Danielson Group: Framework for Effective Teaching
- Carnegie Foundation Improvement Science Leadership Development
- Chesapeake Public Schools Diversity, Recruitment & Selection Committee
- Beyond Diversity: Courageous Conversation & Eliminating Racial Disparities
- Relay Graduate School of Education Fellow (National Principals Academy Fellow)
- University of Pennsylvania Trauma Informed Care: Adverse Childhood Experiences
- National Association of Elementary & Secondary Principals Pennsylvania Executive
- College of William & Mary: School University Resource Network Principal Academy
- Alpha Phi Alpha Fraternity Inc. Life Member and Pennsylvania District Executive Director