

Candace Y. Alexander, Ed.D.

PROFESSIONAL PROFILE

Experienced educational leader with a proven track record of working successfully with instructional teams, departments, students, parents, and community stakeholders to ensure that school and district goals are implemented with the ultimate goal of increasing student achievement. Currently serving as Coordinator, Region IV, with exceptional leadership skills in:

- Increasing rigor and high expectations to promote student achievement and close achievement gaps
- Using multiple data sources in a robust, program evaluation system to ensure program and school effectiveness
- Developing and implementing process improvements to ensure alignment of District Strategic Plan with Area and school improvement efforts
- Support the development and implementation of inclusive partnerships
- Enhancing teacher and leader development to improve instruction
- Promoting and sustaining family engagement by serving as an intermediate agent bringing together concepts, resources, and people
- Promoting and implementing initiatives to ensure equitable opportunities for all students, including poor and minority, with regard to quality instruction
- Ensuring fiduciary responsibility of region/area and school budgets
- Coordinating planning, implementation, and evaluation of professional learning activities

EDUCATION

Doctor of Education, Educational Leadership, Clark Atlanta University, Atlanta, Georgia, November 2008

Master of Education, Educational Leadership, Clark Atlanta University, Atlanta, Georgia, December 1999

Bachelor of Arts, Secondary English Education, Alabama A&M University, Huntsville, Alabama, May 1997

Certifications, Educational Leadership, Tier II, SLR (2016-2023)
English, (6-12), SRT (1999-2023)

PROFESSIONAL EXPERIENCE

Director, Professional Learning
DeKalb County School District

April 2023 - Present

Provide leadership and support to 138+ schools and centers, and 14K employees, including 6,600 teachers. Responsible for developing and overseeing the planning, delivery, and evaluation of programs and courses for the school district's professional learning opportunities. Works with other administrators to identify and implement effective professional learning opportunities, coordinates activities with the school system's goals, and manages the budget and compliance with policies and guidelines.

Accomplishments

- Serve as Professional Learning Director since April 2023
- Serve as the Educator Preparation Provider (EPP) Head and offer support and guidance to program leaders, including the Teacher Academy for Preparation and Pedagogy,

Endorsements (Gifted, ESOL, Reading), and Teacher Support and Coaching Specialist Program.

- Provide customized professional development for school leaders using data from the Six Essential Systems Framework and Collaborative Calibration Visits
- Facilitate district-wide implementation and monitoring of summer professional development programs for district and school-based staff.
- Collaborate, participate in, and facilitate planning meetings with department, district, school-based personnel, and external stakeholders to support professional learning initiatives/programs (Metro Atlanta P20, Metro RESA MAETAG Job-Alike)
- Ensure that professional development aligns with Georgia teacher and leader quality standards, national professional learning standards, and identified school and system improvement needs.
- Demonstrate success in utilizing research-based professional learning and aligning the appropriate professional learning models with the intended outcomes and learners' needs
- Ensure financial stability and accountability by overseeing the creation of annual budgets, monitoring local spending, and reporting expenditures accurately.
- Created a comprehensive professional learning communication plan involving maximizing the use of the Learning Management System, designing and maintaining a professional learning intranet, and training Professional Learning Liaison for each school and department

Coordinator III, Region VI, IV
DeKalb County School District

Nov. 2022 – April 2023

Provide leadership and support to 17 Title I schools serving approximately 7100 students and 1500 employees. Work with principals and schools to ensure the DeKalb County School District continues to achieve its mission of ensuring student success, leading to higher education, work, and life-long learning. Manage and ensure Region, Title I, and School Improvement budgets are priority-aligned, based upon needs assessments and data analyses. Support leaders in creating and monitoring sustainability systems (CCRPI, Graduation) and carrying out district initiatives.

Interim Regional Superintendent, Region VI
DeKalb County School District

Feb. 2021 – Oct. 2022

Provide leadership and support to 16 Title I schools serving approximately 7100 students and 1500 employees. Provide targeted support to school principals by employing research-based practices to drive and sustain strategic change. Design, develop, and monitor school and system transformation and reform initiatives. Collaborate with Micro-Cabinet to ensure professional learning is aligned to school needs. Manage and ensure Region, Title I, and School Improvement budgets are priority-aligned, based upon needs assessments and data analyses. Utilize systems thinking to address root causes. Work collaboratively with other Divisions to support district and school initiatives.

Accomplishments:

- Serve as Interim Regional Superintendent of Region VI since February 2, 2021
- Serve as a member of the Superintendent's Cabinet, Region Strategic Planning Team, and District's COGNIA Accreditation Team.
- Design, implement, and monitor Region Improvement Plan and budgets to improve teaching and learning outcomes.
- Develop, implement, monitor, and lead professional learning (Cognia Redelivery, Region VI Principal meetings, Academic Coach Academy).
- Engage in professional learning and continuous improvement for effective practices to improve supervisory performance and help principals grow as instructional leaders (The

- Leadership Academy, Foundation of Principals Supervision, Academy of Creative Coaching)
- Serve as a Point of Contact for DeKalb CSI Alternative School receiving support and 1003 funding for improvement
- Lead and develop efforts to build the instructional capacity of administrators in monitoring subgroup progress and performance targets which lead to increase graduation rates in 2 of 4 schools
- Serve as a member of the Statewide Alternative/Non-traditional Education Advisory Group
- Monitor regional/cross-departmental collaboration and targeted support for state identified schools (District Learning Walks, Content Walks, Instructional Rounds) to ensure implementation of next steps
- Support the development and implementation of inclusive partnerships with family and community stakeholders (Learning Hub, RISE,)
- Collaborate with Human Resources Management and Leadership Development to actively recruit and retain teachers and leaders
- Collaborate with other region superintendents on district initiatives such as Graduation Plan, Horizon School Plan, and Tiered Systems of Support
- Co-create an electronic monitoring system for calls to help us better serve specific schools
- Address discipline issues involving certified and classified personnel with Employee Relations
- Coach and evaluate the performance of principals and Micro-Cabinet to improve use of data for continuous improvement and decision making
- Collaborate with principals on managing school operations, curriculum planning and implementation, school climate and community relations
- Collaborate with Academic Coach Coordinator and Professional Learning Facilitator to align instructional strategies and professional learning to the CSIP priority areas and action steps
- Collaborate with district department leaders to operationalize and coordinate strategies and resources to assist, support, and improve all schools (Transportation, Facilities, Communications, Professional Learning, Student Support, C.E.I.P)
- Assist in planning, implementing, and evaluating school-based programs to accomplish district goals and ensure equal and equitable access to resources based on identified needs

Coordinator III, Region IV
Coordinator III, Region VI
 DeKalb County School District

Nov. 2022 - Mar 2023
2018 - 2021

Provide leadership and support to 16 Title I schools serving approximately 7100 students and 1500 employees. Work with principals and schools to ensure the DeKalb County School District continues to achieve its mission of ensuring student success, leading to higher education, work, and life-long learning. Manage and ensure Region, Title I, and School Improvement budgets are priority-aligned, based upon needs assessments and data analyses. Support leaders in creating and monitoring sustainability systems (CCRPI, Graduation) and carrying out district initiatives.

Accomplishments:

- Lead and develop efforts to build the instructional capacity of administrators in monitoring subgroup progress and performance targets which lead to increases in student achievement (as measured by CCRPI) in 12 of 14 schools with 3 schools showing double-digit gains in the overall score
- Provide tiered support based on CCRPI Indicators through collaboration with Region VI Micro-cabinet, Division of Curriculum and Instruction, and Georgia DOE
- Lead, support, and facilitate professional learning sessions -Working on the Work (W.O.W) that included support for assistant principals
- Implement Comprehensive School Improvement Plan “*CSIP Support Sessions*” to monitor and support effective implementation of improvement strategies

- Develop and implement Region VI “Power Sessions” aimed at supporting collaboration and implementation of the C & I modules
- Improved and sustained student achievement by aligning professional learning with school needs
- Lead and develop Region VI Learning Walks to monitor the District’s curriculum framework, region priorities, curriculum delivery, and intervention
- Improve region communication processes and enhanced proactive methods of communication by developing electronic resources for principals
- Enhance Social Emotional Learning opportunities and a focus on self-care by supporting Caring Adults/Mentorship in all schools
- Work collaboratively with District Coordinators to support District initiatives

Principal, Cedar Grove Middle School

2013 - 2018

DeKalb County School District
Decatur, Georgia

Provided instructional leadership and support to approximately 900 students and 60 employees. Managed school, financial, physical, and personnel resources to support optimal instruction. Monitored and administered teacher and leader evaluation programs. Conducted professional learning activities on evaluation procedures and effective use of evaluation results to improve teacher and leader effectiveness. Assisted with the assessment of professional learning needs within and across schools and programs. Set CSIP goals and objectives needed for success. Served as the school’s advocate and regularly communicated with all stakeholders.

Accomplishments:

- Increased CCRPI score from 47 to 68.3 through monitoring use of data and professional learning
- Developed, implemented, and led “*Tech Tuesdays*” to further develop teachers’ efficacy and duplicate success with digital literacy and instructional technology
- Deployed Digital Dreamers devices to improve student access to instructional technology (first middle school)
- Partnered with Assessment and Accountability to conduct 100% testing online, before requirement by District or State of Georgia
- Improved classroom instruction by setting Collaborative and Instructional Planning protocols for data analysis
- Trained a talented team to create a safe, engaging learning environment
- Utilized Academic coaches for each content area to support teacher efficacy
- Equipped teachers with the necessary resources to meet benchmarks
- Increased parental engagement with teachers by including parents in decision making
- Supported teachers and leaders with professional learning needs, including student disciplinary decisions

Assistant Principal, Stone Mountain Middle School

2012 - 2013

DeKalb County School District
Stone Mountain, GA

Provided leadership and support to 1000 students in a diverse middle school. Served in lead role in development of Comprehensive School Improvement Plans with staff, parents and community stakeholders. Analyzed, disaggregated and presented student achievement data to faculty, staff, and community. Participated in the evaluation of educational programs. Evaluated faculty and staff performance and provided research-based best practices to promote improvement. Reviewed applications, interviewed and selected high-performing teachers. Articulated school’s vision and mission to community and solicited its support in accomplishing the vision and mission. Served as textbook

coordinator. Served as chairperson of the testing committee. Assisted with fiscal planning and responsibilities. Supervised all extra-curricular activities. Led the analysis and drafting of the Continuous Improvement Plan.

Accomplishments:

- Implemented the use of Data Notebooks throughout all content areas
- Increased Writing Scores by 7 points
- Organized and monitored After School Tutorial program (over 200 students)
- Presented data for students, parents, and teachers (Testing, Curriculum, Behavioral, and Social)
- Served as Building Testing Coordinator and prepared for all mock and state assessments
- Provided in-depth knowledge of standards-based testing, in accordance with state laws
- Developed and maintained Master Schedule

Salem Middle School, Assistant Principal

2010 - 2012

DeKalb County School District
Lithonia, GA

Provided leadership and support to 1100 students. Led planning efforts and coordination of all system-level professional learning activities. Served in lead role in development of Comprehensive School Improvement Plans with staff, parents and community stakeholders. Analyzed, disaggregated and presented student achievement data to faculty, staff, and community. Participated in the evaluation of educational programs. Evaluated faculty and staff performance and provided research-based best practices to support curriculum delivery.

Accomplishments:

- Provided organizational and departmental leadership
- Planned, developed, and monitored School Improvement and Title I Budgets
- Served as Building Testing Coordinator and prepared for all mock and state assessments
- Provided in-depth knowledge of standards-based testing, in accordance with state laws
- Prepared Professional Growth/Development Plans to improve classroom instruction
- Developed and maintained Master Schedule
- Improved classroom instruction, attendance, and discipline

Redan Middle School, Assistant Principal

2003-2010

DeKalb County School District
Lithonia, GA

Provided leadership, support, and in dept knowledge of operational procedures and standards-based curriculum/instruction. Planned, developed, and conducted workshops for training purposes (Best Practices, CRCT, Data Analysis). Collaborated with colleagues in support of After School Programs (Tutorial, Clubs, Athletics). Served as Title I Coordinator and designed policies, procedures, and curriculum for after school tutorial. Supervised and trained faculty in differentiation of instruction to enhance instructional delivery. Coordinated, monitored, and evaluated multiple programs with leadership team.

Accomplishments:

- Supported Special Education Department to meet goals (AYP-2007-2009)
- Increased Professional Learning opportunities that related to teaching the “whole child” through Differentiated Instruction and Use of Data and Technology Integration
- Collaborated with leadership team and professional staff to provide advisement on relevant topics
- Served as Building Testing Coordinator and prepared for all mock and state assessments

- Provided in-depth knowledge of standards-based testing, in accordance with state laws
- Prepared Professional Growth/Development Plans to increase student achievement
- Planned, developed, and assisted School Improvement and Title I Budgets
- Monitored instructional program through School Improvement Plan Steering Committee
- Conducted the following seminars designed to narrow the achievement gap:
 - “Data-Driven Instruction and AYP” - Leadership Team and teachers (CSIP Committee)
 - “Keeping Parents Informed” - Title I Parent Night
 - “Instructional Design/ Springboard and Accountability”-Curriculum Night
 - “The CRCT and Me” - All eighth-grade students and teachers

Stone Mountain Middle, Assistant Principal

2001 - 2003

DeKalb County School District
Stone Mountain, GA

Served as Title I Coordinator and designed standard operating procedures for after school tutorial. Provided leadership and support to faculty and staff. Analyzed, disaggregated and presented student achievement data. Participated in the development and evaluation of educational programs. Served as Full Time Equivalent Facilitator (F.T.E.) coordinator. Evaluated faculty and staff performance and provided research-based best practices to promote improvement. Conducted new teacher orientation. Served as Textbook Coordinator and Substitute Coordinator.

Accomplishments

- Led and coordinated SACS-Students made significant gains both academically and socially
- Data-Driven Instructional Coordinator supported student transition to 6th and 9th grade
- Served as Staff Development Coordinator
- Served as Computer Lab Coordinator/CTSS Supervisor
- Served as Saturday School Administrator (Level I Plans, testing results, FAY)
- Served as Staff Development Liaison (2001-2002)
- Served on Dress Code Committee (2000-2001)
- Served on DeKalb R.E.A.D.S. Steering Committee
- Served on Conflict Resolution Committee Co-Chair
- Served as Honor’s Committee Member
- Served on School Improvement Plan Steering Committee
- Served as member of Pay for Performance Steering Committee
- Served as Curriculum Design Committee Co-Chair
- Served as School-Wide Discipline Committee
- Served as High Achievers Program Coordinator

English Teacher and Team Leader, Stone Mountain Middle School

1998 - 2001

DeKalb County School District
Stone Mountain, Georgia

Taught English to middle school students. Tutored students before and after school to help improve proficiency on state assessments. Assisted students with writing essays and securing academic support for the Writing Assessments. Administered, tutored, and prepared assessment tools.

Accomplishments

- Planned and organized the Conflict Resolution Committee
- Served as Character Education Co-Chair (*Character Club*)

- Designed Conflict Resolution Handbook and Mediation Form
- Prepared an effective environment for instruction

HONORS, AWARDS AND COMMUNITY SERVICE

- Teacher of the Year 2000-2001 Nominee
- Leadership And Service Training (LAST) Academy (2005)
- Peer Mediation Training (1999)
- Who's Who Among America's College Students 2004-2005
- Certificate of Leadership (Conflict Resolution)
- Who's Who Among America's Teachers 2001-2002
- Dean's List and Honor Roll 1992-1998
- Member of DeKalb County's 3rd Leadership Academy
- Meritorious Attendance Recognition
- Parent Teacher Student Association Nominating Committee (2003)
- Digital Dreamers Technology Advisory Committee
- Ladies Auxiliary Award

AFFILIATIONS

- Kappa Delta Pi International Honor Society in Education
- National Middle School Association (NMSA)
- National Education Association
- Alpha Kappa Alpha Sorority, Inc.
- Kappa Delta Epsilon (President 1995-96)
- Alpha Kappa Mu Honor Society
- Association for Supervision and Curriculum Development (ASCD)
- Georgia Association of Educational Leaders (GAEL)

REFERENCES