

## Elijah Palmer

### PROFESSIONAL SUMMARY:

A transformative leader who leads with compassion and empathy. 12 years of experience in Education total and have been instrumental in providing structures and system to help school buildings flourish. 9 years as a school educational support personnel and 3 years as a district level administrator, I understand that policy people and practice are the 3 phases in my approach to addressing student outcomes for all students. By building trusted and meaningful relationships with team members and focusing on goals through strategic planning is the way I approach my work. Students do not fail, adults fail students by the systems that are created or not created for them. I am forever committed to servicing my community, students, families, and the board that I serve to ensure that all are aligned 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 Culture and Climate, Evanston/Skokie School District Aug. 2020- Present*

- 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 addressing biases towards gender, race, lgbtq status, and disabilities
- Serve as Incident Commander to provide live communication when crisis occur 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 occurs
- Provide updates to the board around school climate and supports 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 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 approach to teens in Chicago and how to communicate with them to build trust
- Develop School Discipline Code of Conduct and involved families and teachers during the process

Professional Basketball Player in Europe and Asia from 2004-2011 in countries such as Austra, Belgium, Netherlands, and Japan

*District Leadership Experience*

- Member of DEIB in current district
- Served as Incident Commander for district
- Co-facilitate Superintendent Student Advisory Committee
- Leader for Risk Assessment (Threats and/or Suicide)
- Created FACE Liaison position for district
- Supervise security team across district
- Collaborates with Principals before suspensions occur
- Leader of Discipline Improvement Team through ISBE for D65
- Collaborates with Teachers Union to address policy in D65

### *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 district by 85%
- Developed Olweus Bullying Prevention Program in District that saw bullying decrease drastically in 2 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 support
- Trained over 300 staff members on Crisis Prevention Intervention to be able to address students who are dysregulated through verbal and physical safe strategies.