***EDUCATION***

2001 Johns Hopkins University, Baltimore, MD - Administration Certification

1975 The George Washington University, Washington, D.C; Master of Arts - Early Childhood Special Education

1. The George Washington University, Washington, D.C.; Bachelor of Arts –Elementary Education, Special Education K-12

***CERTIFICATION***

* Maryland State Advanced Professional Certificate: Administrator II, Grades Pre-K-12 Special Education, Grades 1-6 Elementary

***WORK HISTORY***

2011-2019 Principal, Fallsmead Elementary School, Montgomery County Public Schools, Rockville, Maryland (MCPS)

2017 Adjunct professor, Hood College, Instructional Leadership, EDUC 586 spring semester

2007-2011 Director, Elementary Leadership Development, Office of Organizational Development, MCPS

2003-2007 Principal, Clopper Mill Elementary School, (MCPS)

2002-2003 Principal Intern, Ronald McNair Elementary School, (MCPS)

2000-2002 Assistant Principal, Rosemont Elementary School, (MCPS)

* 1. Coordinator, School-Based Learning Center/Reading Initiative Teacher, Rock View Elementary, (MCPS)

1997-1999 Coordinator, School-Based Learning Center/Special Educator, Rock View /Highland Elementary, (MCPS),

1988-1997 Special Educator, Early Childhood, Highland and Glen Haven Elementary Schools

1986-1988 Childcare Leave

1981-1986 Early Childhood Teacher, Jewish Community Center, Rockville, Maryland

1980-1981 Childcare Leave

1979-1980 Special Education Teacher, Carl Sandburg Special Center, Prince George’s County Public Schools (PGS)

1977-1979 Early Childhood Teacher, Aspen Hill Co-op Nursery School, Rockville, MD

1976-1977 Childcare Leave

1975-1976 Special Education Teacher, Suitland Special Center, Suitland, Maryland, (PGS)

1974-1975 Master's Fellowship, George Washington University, Washington, D.C.

1972-1974 Resource Teacher, Chillum Elementary School, Chillum, Maryland, (PGS)

***SELECTED PROFESSIONAL EXPERIENCES***

***Vision***

* Developed professional learning communities, as principal of Clopper Mill and Fallsmead Elementary Schools, in which all stakeholders were focused on student learning and school improvement. Collaborative teams worked toward high achievement, used regular monitoring of student data on *Performance Matters* platform to inform instruction and systematic responses when students did not learn and/or needed acceleration.
* Contributing author, chapter 11: *The Equitable Leader: Changing Beliefs and Actions,* Innovative Voices in Education: Engaging Diverse Communities (2012, Rowman & Littlefield)
* Developed and presented regional webinar for Regional Educational Laboratory (REL) Mid-Atlantic, April and November 2014, *“How Adaptive Leaders Use Root Cause Analysis to Collaboratively Solve Student Achievement Needs”.*
* Presenter of “Using Data: Are you Data Rich and Analysis Poor?” at the National Staff Development Conference, Washington, D.C., Dec. 2008
* Presenter at U.S. Department of Education Office of English Language Acquisition (OELA) Summit V, November 2006, “Turn Data into Knowledge, Knowledge into Action”
* Leadership focus on adaptive leadership, root cause analysis, equity and cultural competence studies leading to high expectations and achievement for all students, collaborative problem solving, and social emotional learning for students.
* Focused on student achievement and equity by incorporating Professional Growth System (PGS) standards and equitable teaching practices in pre-observation, post observations forms and conferences as well as celebrations
* Presented and analyzed state, local and school data at School Improvement Team, Core Team and staff meetings utilizing multiple sources of data to monitor and revise current practices to ensure flexible groupings, equitable practices and high expectations for all students

***Teaching and Learning Leadership***

* Created Baldrige School Improvement Plans (SIP) with leadership teams, including quantifiable goals and focus on closing the achievement gap. Using the SIP as a guide, monitored instructional programs regularly for alignment with MCPS’ strategic plan through walk-throughs, data analysis, observations, and team meetings.
* Recognized and awarded by the Maryland State Department of Education for Clopper Mill’s Maryland School Performance Program (MSA) assessment results, 2003-2006 reading gains for all subgroups: African American: +26.9%, Hispanic: +41.4%, White +8.1, Asian: + 27.8, FARMS: +46.6, Special Education + 50.9 and LEP: +65%
* Designed and delivered over 90 professional development seminars per year to elementary assistant principals, new principals, and principal interns, as Director of Elementary Leadership Development, that included Baldrige, equitable classroom practices, the change process, etc. in order to build their capacity as school-based administrators and to ensure their success as future principals.
* Supervised, observed and evaluated professional and support staff at four Montgomery County elementary schools: Fallsmead Elementary, Clopper Mill Elementary, Ronald McNair Elementary, and Rosemont Elementary School
* Developed *Instruction Improvement Planner* to help grade level teams focus on school improvement goals and collaboration
* Developed staff development using the Cultural Proficiency Continuum and Mindset to encourage equitable practices in all classrooms.

***Management***

* Collaboratively created master schedules that provide extended planning for all teams and allow for Special Education intervention.
* Organized and instructed staff, students and parents in school emergency preparedness procedures with input from MCPS Security, PTA, and School Safety committee, including parent/student reunification, *Lockdown, and Shelter* drills
* Developed and coordinated a school-wide discipline program in order to establish and maintain consistency of expectations and reduce suspensions
* Created Special Education process management and training, chaired Educational Management Team (EMT), Individual Education Plan (IEP) meetings and Annual Reviews and directed cluster LAD (Learning Disabilities) program.

***Collaboration with Stakeholders***

* Facilitated new Kindergarten articulation structure and trained 75 MCPS principal and Kindergarten teams on process. 2016
* Supervised interviewing and hiring process of professional and supporting services staff, including development of interview questions tied to Professional Growth System Standards (PGS) for teachers and PGS competencies for supporting services
* As Director of Leadership Development, served on the county-wide Leadership Development Advisory Committee, leading the revision of the principal intern application process and assistant principal pool requirements
* Led Parent Study Circle group to establish trust within the community and to promote parent participation in school events
* Created and presented quad cluster workshops to principal colleagues on collaborative use of student data to create master schedules; “Pyramid of Interventions”; and yearlong systematic intervention and acceleration
* Facilitated vertical partnerships with middle school in order to provide effective acceleration in math and reading
* Developed parent and staff surveys to determine needs and to promote a culture of continuous improvement
* Facilitated the development of a fair and equitable process to support underperforming assistant principals and principal interns and an exit process from the leadership development program as member of the A&S Professional Growth Systems Implementation Team

***Professional Growth***

* Redesigned and presented Data Driven Decision-Making course to elementary and secondary school leaders, including an updated root cause analysis protocol tied to the MCPS school improvement processes and linkages charts
* Principal member of the MCAAP PAR Committee 2014 to 2016, advising and supporting new principals
* Conducted professional staff training to analyze student data, monitor student progress, and guide instruction
* Member of the design team and presenter of Diversity Study sessions for the January 2007 Superintendent’s Administrative and Supervisory meeting, 98% of participants rated session relevant to their work
* Designed and executed the *Brown Bag Lunch* seminars for central service administrators covering topics including, *time management, adaptive leadership, the MCPS Strategic Plan, and planning effective meetings*

***Leadership in the Political, Social, Legal and Cultural Context***

* Presenter of “The Equitable Leader” at the REL ESOL Conference, 2013.
* Hosted visit to Clopper Mill Elementary by Ms. Susan D. Patrick, director, Office of Education Technology, in the Office of the Secretary, United States Department of Education (USDE), June 6, 2005, demonstrated new technology enhanced assessments; staff shared expertise and best practices.
* Wrote and received MCPS Educational Foundation, Inc. Extended Technology Hours Grant, “Computing for Success”, and Washington Post Grants to establish Bilingual Parent -Child Reading Club 2004-2006
* Chairperson of MCEA Guidelines for Art, PE and Music workgroup 2007 and member of BOE Negotiating Team for the 2006-07 MCEA contract, Time and Workload subgroup
* Created NAACP partnership with Germantown Elementary School to increase participation and community connections
* Conducted leadership seminar on Collaboration, Effective Meetings and Delegation at the annual MCAAP Fall Conference, 2007