

## PROFILE

Twenty years of successful urban school experience; 11 years of diverse school leadership experience resulting in raising school performance level and leading new schools. Demonstrate strengths in strategic planning, establish robust collaborative systems and structures responsive to school improvement needs, and establish a positive school culture of performance that places students' needs at the forefront of decision-making.

## LEADERSHIP EXPERIENCE

### **STRIVE Prep Montbello, Principal - Denver, CO 11/17-Present**

*6th--8th neighborhood charter school on Denver's Northeast side servicing 256 students; Title I; 95% Hispanic; 5% African American*

- Create and oversee trauma-informed strategies for campus; using Valor Compass Circles, SEL lessons for advisory school saw a 95% drop in school suspensions. Teacher and student qualitative surveys saw a 56% improvement in students and a 47% increase in the first year of implementation.
- Facilitated DEI monthly meetings to discuss the implementation of culturally responsive pedagogy in classrooms.
- School Title IX coordinator responsibilities included:
  - Conducting interviews with the involved parties
  - Informing all parties about the grievance process
  - Establishing witness credibility
  - Evaluating evidence with an impartial view
- Increased World Studies Department IA scores by 20% in the first year from 35% to 65% of students meeting or exceeding CCR reading and writing standards.

### **Acero Charter School, Assistant Director of Culture & Strategy - Chicago, IL 11/14-08/17**

*9th-12th neighborhood charter school on Chicago's southwest side servicing 656 students; Title I; 98% Hispanic; 2% African American*

- Create data-inquiry cycle protocols to support a culture of teacher collaboration around standards-based curriculum, backward planning, and RtI, resulting in a 91% Freshman On-Track rate and a 1.7 gain on the end-of-the-year Explore exam.
- Collaborate with lead teachers to develop policies and initiatives to shape a college-going culture, resulting in 96% average attendance, 91% Freshman On-Track rate, and quarterly family nights with an 87% average parental participation rate.
- Collaborate with the UCSN-parent outreach team to provide students and families with monthly workshops to raise college readiness awareness.
- Re-designing 9<sup>th</sup>-12<sup>th</sup> course sequence and master schedule to support student learning and align to college preparation.

### **Chicago International Charter Schools, School Leadership - Chicago, IL 06/08 - 08/14**

*K-12 Charter School network in Chicago's North Side and South Side, servicing 9000 students in 14 Campuses: Title I, 65.9 % African American, 26% Hispanic, 3.4% White, 4.2% Other*

## **CICS Victory School, Network Director of Operations - Chicago, IL** 08/13 - 07/14

- Surveyed parents, faculty, staff meetings, workshops, etc., to identify issues and develop recommendations for campus improvement plans.
- Implemented efficient strategies for campus operation managers to decrease daily workflow by 10% and provided established timeframes for required tasks.
- Successfully administered purchasing processes and maintained accurate financial records and transactions for three campuses, including monitoring budget allocations and expenditures.

## **CICS Washington Park, Interim Principal - Chicago, IL** 08/12- 07/13

- Developed organizational systems and an instructional leadership team to drive school improvement goals aligned to district priorities, school goals, and teacher learning needs, which raised school performance status from Level 3 Probation to Level 2 Good Standing.
- Designed year-long learning cycles to support teacher development, resulting in a collegial culture of collaboration and continuous improvement.
- Created data-inquiry cycle protocols to support a culture of teacher collaboration around standards-based curriculum, backward planning, and RtI, resulting in increased student NWEA individual growth targets from 34% meeting or exceeding standards to 52%.
- Collaborated with lead teachers to develop policies and initiatives to shape a college-going culture, resulting in a 98% 8th-grade promotion rate.

## **CICS Northtown Academy, Campus Operations - Chicago, IL** 08/10- 07/12

- Implemented a standards-based evaluation process for the student services department and non-instructional staff aligned to the Charlotte Danielson framework and evaluation system.
- Managed all extracurricular activities to create a positive, inclusive school community
- Assisted in developing teacher leaders to lead professional learning communities and establish a distributed leadership model.

## **CICS Ralph Ellison, Humanities Department Lead - Chicago, IL** 08/08- 07/10

- Introduced and facilitated a cycle of inquiry that included strategic planning, assessing effectiveness, and adjusting strategies, which resulted in a 9.7% student attendance increase and a 95% Freshmen On-Track rate.
- Collaborated with grade-level teams to host quarterly grade-level family nights to raise parent awareness around college and career readiness.
- Led bi-weekly sessions with grade-level teachers and counselors to identify targeted behaviors and plan and monitor individual student behavior plans.
- Partnered with the Auburn Gresham Neighborhood Council to establish a community-wide parent patrol to increase student safety and safe passage.

### **TEACHING EXPERIENCE**

- 9<sup>TH</sup>-10<sup>TH</sup> Social Studies- CICS Ralph Ellison, Chicago, IL: 11/06-06/07
- 3<sup>RD</sup>-6<sup>TH</sup> Lead Teacher - Confluence Academy, Saint Louis, MO: 9/03-6/06
- 4<sup>TH</sup>-5<sup>TH</sup> Lead Teacher- Saint Ambrose Catholic School, Baltimore, MD: 6/99 – 8/02

### **Fellowships/Volunteer**

# Phil J. Gordon

- **Capuchin Volunteer/AmeriCorps – 1999**
- **Education Pioneer Fellowship – 2017**
- **Principal Fellowship - 2020**

## EDUCATION

- **The University of Cincinnati**, Cincinnati, Ohio  
B.A. Political Science 1996
- **Harvard University**, Cambridge, MA  
Educational Leadership Certificate 2018