

BERNARD F. BRAGEN, JR., Ed.D.

Improving Student Performance • Inspiring Systemic Change

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Link to Digital Portfolio: tinyurl.com/BFBleadership

EXPERIENCED EDUCATOR/ADMINISTRATOR/PROFESSOR

...dedicated to building schools where students succeed with inspiration and passion for learning

Visionary Leader, Consensus Builder, and Dedicated Educator with a Doctoral Degree coupled with 30+ years' experience instructing secondary and elementary students, implementing effective programs, and displaying instructional leadership as a building and district-level administrator and full-time university professor.

SUMMARY OF QUALIFICATIONS

- **Enthusiastic, creative, and passionate educator**, mentor, and advisor who believes that all children can learn and thrive in a learning environment that is stimulating, comforting, and appropriate to their unique talents and abilities
- **Instructional Leader** who facilitates a balance of motivational and targeted strategies to enhance curricula and focus on the three "Rs - rigor, relevancy, and relationships."
- **Engages Parents** – Worked closely with parents throughout career, repeated successes securing a high degree of parental involvement and commitment
- **Leverage Resources / Strategic Collaborations** – Works collaboratively with district leaders and community partners to forge effective partnerships and strong community alliances
- Utilize a **Visionary Approach with consistency** with administrators that ultimately enable students past the threshold of *not-knowing* to *knowing* and develop to their fullest extent
- **Educational Researcher** who demonstrates that effective research leads to more effective educational practices in meeting students' needs

HIGHLIGHTED PROFESSIONAL EDUCATIONAL EXPERIENCE

SUPERINTENDENT OF SCHOOLS

December 2022 – Present

Montgomery County Public Schools, Christiansburg, VA

- Oversee all school operations for a school division of almost 10,000 students and almost 2,000 full-time employees across 20 schools (11 elementary schools, 4 middle schools, 4 high schools, and 1 alternate school), including the towns of Christiansburg and Blacksburg
- Upon arrival, immediately implemented a site-based management paradigm at each of the district's 20 schools to increase ownership and responsibilities of building-based leadership and reduce central office bureaucracy
- Increased Dual Enrollment access to course offerings with New River Community College, where students can graduate from our four high schools with an Associate's Degree
- Restructured the entire administrative structure and organizational chart to streamline district leadership and reduce central office administration and redundancy
- Actively managing a \$100 million addition at Christiansburg High School
- Serves as a member of the **Greater Montgomery County Liaison Group**, influencing many county-wide economic and political decisions as the second largest employer in the county and leading the only public school system in the county

- Working with local **Police Departments** and **County Sheriff** to enhance our school safety and security procedures and maintain an open and continuous dialogue
- Effectively worked with School Board Members to establish appropriate norms and protocols for productive dialogues on all school issues, both in public and closed sessions
- Created and implemented the first-ever Collective Bargaining Agreement with professional staff
- Actively overseeing a \$100 high school renovation project
- Successfully implemented self-insured prescription health benefits via a PBM for all employees, saving the district over \$2 million annually

SUPERINTENDENT OF SCHOOLS

December 2019 – December 2021

Edison Township Public Schools, Edison, NJ

- Supervised all school operations for a district of over 17,000 students and over 2,100 staff members across 19 schools
- Led the district through the **COVID-19 Pandemic** and successfully transitioned all students to remote learning programs in a short period of time and back again to in-person instruction
- Implemented site-based management paradigm at each of the district's 19 schools to increase ownership and responsibilities of building-based leadership
- Created a state-of-the-art **eSports Arena** used by hundreds of students weekly
- Successfully managed annual average growth of 500 students per year during tenure as chief school administrator
- Created **Early College Academy Program** with Middlesex County College, where students will graduate from our high schools with an Associate's Degree
- Restructured the entire administrative structure and organizational chart to streamline district leadership
- Built and implemented a **Zero tax levy** increase for the 2021-2022 school year
- Since January 2021, also worked as Acting School Business Administrator, overseeing all the district's financial needs of its \$300 million budget
- Serves on New Jersey Association of School Administrators Legislative Committee representing Middlesex County Superintendents' Roundtable since 2020
- Implemented **self-insured medical and prescription** health benefits for the district beginning July 2021, saving the district over \$7 million annually
- Developed and Board approved a **Zero tax-levy** 2022-2023 school budget for the second consecutive year
- Created a **full-day Kindergarten Program** for implementation in September 2022 at no additional staffing costs

ASSISTANT PROFESSOR/PROGRAM DIRECTOR

September 2017 – December 2019

Monmouth University, West Long Branch, NJ

- Director of Educational Leadership and Ed.D. Programs
- Helped establish and implement a new Doctoral Program in the School of Education
- Created Doctoral Handbook and procedures/processes for student dissertations
- Teach a variety of offered classes at the Master's and Doctoral levels across several programs in educational leadership
- Represent Monmouth University at the New Jersey Association of School Administrators (NJASA)
- Oversee Principals', Superintendents' and Business Administrators' Professional Academies
- Monmouth University member of Monmouth County Superintendents' Roundtable

SUPERINTENDENT OF SCHOOLS

November 2011 – December 2017

Hazlet Township Public Schools, Hazlet, NJ

- Passed \$43 million construction referendum in December 2016
- Implemented 1:1 Chromebook Initiative grades 7-12
- Piloted year-long student internships for student teachers with Monmouth University 2015-2017
- Created Early College Academy Program with Brookdale Community College, where students graduate from our high school with an Associate's Degree

- Developed multi-grade classrooms at each elementary school
- Achieved district-wide **Middle States Accreditation Excellence by Design** protocol in April 2013, Hazlet is the only district in Monmouth County to achieve this distinction
- Increased technology applications in the classroom, including installation of **Smart Boards** in each elementary classroom, **wireless access** in each building, **iPad** and **netbook** sets for classrooms, and online textbooks
- Led district administration in the **disaggregation of data** through formative and summative practices, resulting in **standardized test scores consistently above District Factor Group and State averages**
- Promoted and secured **shared services** through cooperative purchasing and service delivery, including trash removal, bussing, snow removal, personnel, and business services with neighboring school districts and Hazlet Township
- Secured **alternate revenue sources**, including professional development services, business office services, attendance/truancy officer responsibilities, and through renting of athletic facilities
- Successfully facilitated **collective bargaining negotiations** to include health-care concessions and improved educational practices, increased workday and professional responsibilities
- Facilitated **significant cost-saving measures** such as installation of solar energy, a self-insured prescription plan, in-district management of construction projects, utility audits, retiring of all district bus routes, and refinancing district bonds for compounded annual savings
- Established **District Professional Development Academy**, delivering over 300 in-house and online workshops annually for administrators, staff, parents, families, and students throughout the school year
- Facilitated comprehensive **District Professional Development Plan**, which became a **county-wide model**, including a partnership with **Monmouth University**
- Developed a continuous year-round **budget process** providing a forum for all stakeholders at Board of Education meetings, Hazlet Township Committee meetings, faculty meetings, sporting/co-curricular events, parent workshops, and through the District website, to communicate fiscally responsible budgeting practices, which are transparent and educationally sound
- Promoted **educational leadership** through example to develop a culture of reflective practice and life-long learning among all staff members
- Worked with the administrative team to develop an informative **District website** to better communicate with the public and promote the educational, social, and co-curricular successes of the Hazlet Township Public Schools, including a mobile application for cell phones
- **Expanded inclusive practices** to place Special Needs students in the least restrictive educational environments, **saving the District over \$660,000 annually**, which represents a **46% decrease in out-of-district tuition**
- Served on the Board of the **Bayshore Jointure Commission**, which operates the Shore Center for Autism School
- Served on Monmouth County Superintendents' **Roundtable Executive Committee** since 2012 and as President from 2015-2017

ASSISTANT SUPERINTENDENT OF SCHOOLS

November 2007 – October 2011

Hazlet Township Public Schools, Hazlet, NJ

- Oversaw personnel department of over 400 staff members
- Directly supervised all building-level administrators
- Reviewed all staff observations and evaluations
- Orchestrated complete revision of the District Intervention and Referral Services process that led to a 40 percent reduction in Child Study Team referrals
- Initiated and supervised administrators in a collaborative process to develop the District's Essential Teaching Behaviors that have become the benchmarks for the teaching and evaluation process
- Oversaw the day-to-day operations of the District's eight schools, with approximately 3,400 students
- Regularly presented in the District's Professional Development Academy and initiated the creation of the District's Master Teacher Innovation Lab
- Coordinated District efforts for the New Jersey Quality Single Accountability Continuum (NJ QSAC) review

PRINCIPAL**July 2005 – October 2007*****James Madison Intermediate School, Edison, NJ***

- Sole administrator in grades 3-5 elementary school/adjacent special needs school
- Directly supervised over 70 staff members and 600 students in two buildings
- Created a Professional Learning Community along with shared decision-making teams
- Restructured Intervention & Referral Services process aligned to the Response to Intervention Model
- Changed instructional processes to enable the school to meet Adequate Yearly Progress in all NCLB subgroups

ASSISTANT PRINCIPAL**July 2004 – July 2005*****John P. Stevens High School, Edison, NJ***

- Part of a four-member administrative team supervising 160+ professional staff members
- Responsible for oversight and discipline of over 700 students
- Assisted in master schedule, assignment of duties, homerooms, and classrooms
- Actively engaged in all administrative aspects of a comprehensive 2,200+ student high school consistently listed in the top 75 high schools in New Jersey

SUPERVISOR OF SPECIAL SERVICES**July 2003 – July 2004*****Edison Public School District, Edison, NJ***

- Supervised 105 professional staff members/55 non-certified
- Responsible for special education programs of over 600 students
- Monitored staff practices to ensure compliance with State and Federal regulations
- Trained staff in numerous areas, from learning strategies to in-class support
- Implemented and trained staff in a new computer-based IEP program

LDT-C/SPECIAL EDUCATION TEACHER**September 1993 – July 2003*****Ocean Township Public School District, Ocean, NJ***

- Served as Learning Disabilities Teacher Consultant (LDT-C) on the Child Study Team in two schools
- Case managed 60+ students
- Trained staff in alternative reading techniques/learning strategies for special needs students
- Developed a new Basic Skills reading program
- Taught self-contained emotionally disturbed classes (high school and middle school)
- Taught high school resource center/in-class support United States History
- Responsible for administering all curricular needs of special education students
- Coordinated curricular needs of mainstreamed students
- Aligned curriculum with New Jersey Core Content Curriculum Standards

EDUCATION

M.S., Accounting Practice, University of Delaware, Newark, Delaware	2023
Ed.D., Educational Leadership, Nova Southeastern University, North Miami Beach, FL	2007
M.A., Educational Leadership/Administration, New Jersey City University, Jersey City, NJ	2002
M.A., Special Education, Kean University, Union, NJ	1997
B.S., Management Science/Finance, Kean University, Union, NJ	1988

CERTIFICATIONS AND ASSOCIATIONS

School Administrator/Superintendent (NJ, VA, PA, & FL)

School Business Administrator

Principal

Supervisor

Learning Disabilities Teacher-Consultant

Teacher of the Handicapped (PSD-12)

Virginia Association of School Superintendents

New Jersey Association of School Administrators

National Association of Elementary School Principals

New Jersey Principals and Supervisors Association

Association for Supervision and Curriculum Development

Phi Delta Kappa International

Council for Exceptional Children

Association of Learning Consultants

New Jersey State Police Training Commission Certified Instructor

OTHER PROFESSIONAL EXPERIENCE

- **Region Six committee member for the Virginia Association of School Superintendents (VASS) Professional Learning Committee** for the 2023-2024 school year.
- **Panelist for the Nation Center for School Safety AASA Focus Group for School Superintendents** February 2024, where direction was provided for future training for school personnel on topics of school safety, threat assessments, and security.
- **Instructor for the New Jersey Association of School Resource Officers Training Academies** since Spring of 2020 on topics ranging from *Classroom Management* to *Special Education*.
- **Presenter at the National Professional Development Schools Conference** in February 2013 on Hazlet Township School District's Professional Development School Partnership with Monmouth University (*Pen Pals Engage In Shared Writing Using iPads at The Middle Road Professional Development School*)
- **Instructor at Monmouth University's Fall Literacy Symposium** October 19, 2012, on Using Active Reading Strategies to Improve Reading Comprehension with Special Needs Students
- **Instructor at Monmouth University's Fall Literacy Symposium** October 23, 2010, on Using Reading Comprehension Strategies in an In-Class Support Elementary Setting
- **Presented at National Staff Development Conference (now Learning Forward)** December 2010 on Hazlet's In-District Professional Development Academy Model

PRESENTATIONS

- Bragen, B.F. & Aldarelli, E. (February 2024). How to Save Millions of Dollars Annually with a Self-insured Health Benefits Program. Presented at the national conference on education of the American Association of School Administrators. San Diego, CA.

- Bragen, B.F., Wickham, B., & Rowland, K. (November 2023). Professional Development in the Science of Reading. Presented at the annual convention of the Virginia School Boards Association. Williamsburg, VA.
- Bragen, B.F. (April 2023). Ignite Presentation: Your Why-What Keeps You in the Superintendency. Presented at the spring convention of the Virginia Association of School Superintendents. Roanoke, VA.
- Bragen, B.F., Mulvaney, T., George, W., & Villarreal, A. (February 2023). Teacher Residency Program: Reflections of P-12/University Partners and Students. Presented at the annual convention of the American Association of School Administrators. San Antonio, TX.
- Bragen, B.F., Henning, J.E., Mulvaney, T., George, W., Falco, J., Schuld, K., Plummer, J. (February 2019). Teacher Candidate: Paid Professional in a Clinical Setting. Presented at the annual meeting of the American Association of Colleges for Teacher Education. Louisville, KY.
- Bragen, B.F., Duffy, G., George, W., Henning, J.E., Catanzaro, K., McCue, S., Mulvaney, T.L., Geleti, G., Grabowski, G., Schuld, S. (March 2018). Developing a Sustainable Teacher Residency: Paying Undergraduates for their Work in School Classrooms. Presented at the annual meeting of the American Association of Colleges for Teacher Education. Baltimore, MD.
- Bragen, B.F., Duffy, G., George, W., Yard, M., W., Henning, J.E., Catanzaro, K., McCue, S., Mulvaney, T.L., Geleti, G., Foster, L., Schuld, S. (March 2018). The Yearlong Clinical Experience: Design and Implementation. Presented at the annual meeting of the American Association of Colleges for Teacher Education. Baltimore, MD.
- Bragen, B.F., & Henning, J.E. (March 2018). Ed.D. Program-Partners-All In. Presented at the annual conference of the National Association of Professional Development Schools. Jacksonville, FL.
- Bragen, B.F., Duffy, G., & Henning, J.E. (March 2018). Developing a Sustainable Teacher Residency: Creating Paid Internships for Undergraduates. Presented at the annual conference of the National Association of Professional Development Schools. Jacksonville, FL.

ACADEMIC PUBLICATIONS

- Henning, J. E., Bragen, B. F., Mulvaney, T., & George, W. (2022). Designing a Curriculum for Clinical Experiences. In D. Polly, & E. Garin (Eds), *Preparing Quality Teachers: Advances in Clinical Practice*. Information Age Publishing: Charlotte, NC.
- Bragen, B.F., Henning, J.E., & Furda, M. (2019). Leading school change through an ed.d. program: Developing effective educational leadership in partnership with local school districts. *School-University Partnerships, The Journal of the National Association for Professional Development Schools* 12(2).
- Bragen, B.F., Klenk, P.R. & Cosgrove, D.F. (2019). Teachers and the Law. In K. Lubniewski, D.F. Cosgrove, & T.Y. Robinson (Eds), *Supervision modules to support educators in collaborative teaching*. Information Age Publishing: Charlotte, NC.
- Cram, H., Bragen, B. F., & Smith, W. (2018). Moving beyond state and federal accountability to real school improvement. *Educational Viewpoints*, Spring 2018, 46-48.

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- Henning, J. E., Bragen, B. F., Mulvaney, T., George, W., Duffy, G., Aldarelli, E.,...Borlan, C. (2018). The Monmouth university partnership: Redesigning practice. *School-University Partnerships: The Journal of the National Association of Professional Development Schools*, 11(1), 3-8.
 - Henning, J.E., Bragen, B.F., Mulvaney, T., & George, W.O., III. (2018) A sustainable teacher residency: Designing paid internships for teacher education. *School-University Partnerships, The Journal of the National Association for Professional Development Schools* 11(3).