



PRESS RELEASE
ENLACE FLORIDA
4202 E. Fowler Avenue, SOC 107
Tampa, FL 33620
www.enlaceflorida.org

Media Contact: (813)974-3897-direct
(813)313-8903-cell

****EMBARGOED UNTIL TUESDAY, SEPTEMBER 2, 2008****

FOR IMMEDIATE RELEASE

Tuesday, September 2, 2008

REPORT WEIGHS IN ON FLORIDA'S NEW ACCOUNTABILITY PILOT PROGRAM

~Group calls Florida's plan ambitious and promising ~

Tampa, FL- According to a report released today by ENLACE FLORIDA, the Florida Department of Education's Differentiated Accountability Pilot Program is the state's first major attempt to provide districts and low-performing schools with a comprehensive package of support services designed to help districts meet federal requirements under No Child Left Behind while supporting the needs of thousands of students in underperforming schools. "After much review, I see a program that is attempting to increase the odds of success for students trapped in failing schools by emphasizing proven school leadership and high-quality classroom instruction," said Paul Dosal, Ph.D., Executive Director for ENLACE FLORIDA. On July 1, 2008, U.S. Secretary of Education Margaret Spellings authorized Florida and six other states to participate in a new "differentiated accountability" system that aligns the state's school grading system with federal requirements under the No Child Left Behind (NCLB) Act. Florida's participation in the differentiated accountability system allows the Florida Department of Education (FDOE) to provide specialized assistance to the state's neediest schools. The details of Florida's new accountability system reveal a more nuanced approach to accountability that could make Florida a national leader in efforts to evaluate and improve school performance. ENLACE FLORIDA

analyzes the program's potential impact on thirteen critically low-performing schools identified by the state. Among those are Mollie E Ray Elementary of Orange County, Franklin Middle School of Hillsborough County, and Miami Central Senior High School in Miami-Dade County. "More than half of the students at these schools have failed to meet Sunshine State Standards in reading and math for the last several years," said Braulio Colón, Assistant Director of ENLACE Florida. "It seems obvious that districts could use some significant guidance on how to move forward within these schools." In an effort to provide such guidance, FDOE is working to establish new regional support centers designed to provide technical assistance to schools and to monitor program implementation. Each regional center will be directed by a person with a record of success in improving student performance in schools with similar demographic profiles. Districts and schools are reacting quickly to the pilot program while expressing cautious optimism and reasonable concern. James Notter, Superintendent of Broward Schools, notes that while Commissioner Smith has built trust and communicated well with superintendents around the state, he predicts that the success of the pilot program will depend on how it is implemented. The new regional support offices and staff is an addition that some districts welcome. "We're excited about the regional support offices," said Karen Wilson, Principal on Assignment from Orange County Schools. "We believe they will help bring extra focus and support to our schools." The Differentiated Accountability Plan represents an ambitious effort to turn around failing schools by targeting resources and support services to them. ENLACE FLORIDA encourages all education stakeholders to offer constructive criticism designed to improve and support this bold effort to turn failing schools into models of success.

(INTERVIEW CONTACT INFORMATION BELOW)

CONTACT INFORMATION FOR INTERVIEWS

Hillsborough County:

Jeff Eakins, 813-272-4475
Director of Federal Programs
Hillsborough County Public Schools

Joe Brown, 813-744-8108
Principal
Franklin Middle School

John Copeland, 863-816-0903
Retired Principal, Hillsborough County Public Schools
Franklin Middle School

Orange County:

Lee Baldwin, 407-317-3201
Director of School Improvement
Orange County Public Schools

Karen Wilson, 407-317-3458
Principal on Assignment
Orange County Public Schools

Katherine Shuler, 407-296-6460
Principal
Mollie E Ray Elementary
Orange County Public Schools

Christopher Benedetti, 407-249-6430
Former Principal of Mollie E Ray Elementary
Now at Stonewall Jackson Middle
Orange County Public Schools

Dr. Patrick Galatowitsch
Principal
Rolling Hills Elementary
Orange County Public Schools

(RESUMES OF NEW REGIONAL EXECUTIVE DIRECTORS BELOW)

Leila M. Mousa

RESUME

EDUCATIONAL BACKGROUND

Master of Education, Educational Leadership

University of North Florida, Jacksonville, Florida 1980

Bachelor of Science, Secondary Education

Texas A&I University, Kingsville, Texas 1969

EXECUTIVE TRAINING

- Breaking Rankings II: Strategies for Leading High School Reform, National Association for Secondary Principals, 2006
- Redesigning the High School Construct, 2005
- Six Critical Systems at the Heart of Educational Innovation, Phillip C. Schlechty, 2005
- National Institute for School Leadership, National Center on Education and the Economy, 2005
- Leadership and Sustaining Understanding by Design, Jay McTighe, 2004
- Using Data to Lead Change, Southern Regional Education Board, 2004
- Changing Our Organization to Change the World: Systems Thinking in Action, Peter Senge, Pegasus Conference, 2003
- A Framework for Understanding Poverty, Dr. Ruby R. Payne, 2003
- Problem Solving/Decision Making/Rational Thinking Processes, Tregoe Education Forum, 2000
- WorldClass Leadership Academy, Florida Chamber Foundation, 1999
- Linking Strategic Planning and Staff Development, Florida Association of District School Superintendents, 1998
- Principle – Centered Leadership, Covey Leadership Center, 1995
- Seven Habits of Highly Effective People, Covey Leadership Center, 1995
- Facilitative Leadership, Interaction Associates, 1994

CERTIFICATION

School Principal (all levels): English, History; Educational Leadership

EXPERIENCE

DUVAL COUNTY PUBLIC SCHOOLS, JACSONVILLE, FLORIDA

Assistant to the Superintendent 2006-Present

College Board Schools Initiative

DUVAL COUNTY PUBLIC SCHOOLS, JACKSONVILLE, FLORIDA

Regional Superintendent, Region II 2002 – 2006

Schools: 27 (17 elementary, 3 middle, 4 high schools, 3 exceptional centers)

Enrollment: 19,177 students

Total annual budget: \$93,706,425

Regional Superintendent, Region IV 1997 – 2002

Schools: 30 (19 elementary, 5 middle, 4 high schools)

Enrollment: 33,177 students

Total annual budget: \$109,152,019

Principal 1995 – 1997

Duncan U. Fletcher High School

Expanded Advanced Placement offerings and increased student involvement

Principal 1992 – 1995

Mayport Middle School

Expanded Advanced level courses

Vice Principal 1989 – 1992

Nathan B. Forrest High School

Coordinated Advanced level courses

Assistant Principal for Curriculum 1980 – 1989

Paxon Middle School

Developed the Pilot Middle School for Duval County Public Schools

Teacher of English Bilingual Program 1977 – 1979

District ESOL Centers

Teacher and Department Head of Language Arts 1971 – 1977

Jean Ribault Senior High School – Advanced Placement English

CORPUS CHRISTI PUBLIC SCHOOLS, CORPUS CHRISTI, TEXAS

Teacher of Language Arts and History

1969 – 1971

Tom Brown Junior High School

RESPONSIBILITIES AND EXPERIENCES

- Represent the superintendent in the operation and administrative oversight of all regional schools to be aligned with the district's mission and goals
- Serve on the District Leadership Team in developing: district policy and procedures; curriculum and instructional projects; long range facility plans; budget planning on the local and state level; superintendent's liaison on district school advisory council
- Serve as the direct contact for School Board Members
- Train principals in linking strategic planning with staff development aligned with district goals
- Led principals in strategies to create a school culture of high expectations and academic rigor
- Serve on the District Committee for School Improvement for low performing schools
- Oversee the District Athletic Program
- Serve on the District Committee for High School Reform and Career Academies
- Organize and provide training in School Data Analysis; Literacy Training; Continuous School Improvement Model; School Budget Preparation and Management; Improving School Culture; Human Effectiveness; Gallup's Strength Finder Training; and Critical Thinking Processes
- Chair the District Discipline Task Force Safe Schools Initiative
- Coach and counsel principals and assistant administrators
- Review and approve each school budget to ensure adequate provisions of funds
- Respond to parent and community concerns and problems in an appropriate manner
- Evaluate the instructional and managerial leadership strategies employed by each principal
- Mentor and develop potential candidates for future principal appointment
- Supervise the responsibilities of the Regional Student Services Support Team
- Coordinate district services and support to meet the needs of the regional schools
- Provide input for the design of K-8 and middle school facilities
- Organized Duval County Pilot Middle School Program
- Developed and implemented a safe and drug free program that resulted in being featured on the CBS program 48 Hours
- Member, Education Advisory Council of Florida Community College of Jacksonville
- Member, Articulation Committee of Post Secondary Education and Duval County Public Schools

PROFESSIONAL AND CIVIC ORGANIZATIONS

- Past President, Secondary Principals' Association
- Past President, Vice Principals' Association
- Past President, Assistant Principals for Curriculum
- Past President, Ramallah American Club of Jacksonville
- Member, Rotary Club International
- Member, Duval County Parent Teacher Association
- Member, Florida Association of School Administrators
- Member, National Association of Secondary School Principals
- Member, Association for Supervision and Curriculum Development
- Member, Phi Delta Kappa Educational Fraternity
- Member, American Cancer Society

RECOGNITION AND AWARDS

- Paul Harris Fellow, Rotary Foundation of Rotary International, Jacksonville, Florida, 2005
- Recipient, Instructional Leadership Award for Preparing a New Breed of School Leaders, Southern Regional Education Board, 20
- Recipient, Gateway Conference Award, Outstanding Leadership in Improving Athletics in Duval County Public Schools, Jacksonville, Florida, 2001
- Recipient, National Leadership Recognition on Race Relations and America's Public Education System, The National Conference, 1997
- Finalist, EVE Award for Education, Florida Times Union, Jacksonville, Florida, 1995
- Recipient, United States Department of Education Safe and Drug Free School Award, 1995
- Teacher of the Year, Jean Ribault High School, Duval County Public Schools, Jacksonville, Florida, 1975

PROFESSIONAL REFERENCES AVAILABLE UPON REQUEST

Nikolai Paul-Carlo Vitti



EDUCATION

Doctorate of Education (A.B.D.), Harvard University, Cambridge, MA. Education, Administration, Planning and Social Policy. 16th Cohort of the Urban Superintendents Program. Dissertation Topic: *Building Social Capital in Urban Communities: A Study of Miami-Dade's Parent Academy*. Expected Date of Graduation: June, 2009.

Master of Education, Harvard University, Cambridge, MA. Education, Administration, Planning and Social Policy. June, 2006.

Master of Education, Wake Forest University, Winston-Salem, NC. Professional specialization: Secondary Social Studies. August, 2001. Masters' Thesis: *Social Studies Teachers' Attitudes Toward End-of-Course Exams*. December, 2001.

Bachelor of Arts, History Major. Wake Forest University, Winston-Salem, NC. Magna Cum Laude and Phi Beta Kappa. May, 2000.

ACADEMIC HONORS AND AWARDS

Presidential Fellowship, \$174,000/4 Years, Harvard University, 2004

Master Teacher Fellowship, \$30,460/14 months, Wake Forest University, 2000

Golden Key Honor Society, 1999

Eight Time Dean's List Honoree as Undergraduate, 1995-2000

Two Time City of Homestead "Certificate of Recognition" Recipient

Who's Who in American Education, 2008

LEADERSHIP EXPERIENCE

2007/Present **Principal**

Homestead Middle School

Miami-Dade County Public Schools

650 NW 2nd Avenue, Homestead, FL 33030

- Increased FCAT Letter Grade from a "D" to a "B".
- Increased "Meets Standards" in Reading by 7%, Mathematics by 10%, Science by 18%, and Writing by 3%. Increased "Learning Gains" in Reading by 8% and Mathematics by 15%. Increased growth of "Lowest 25%" in Reading by 3% and Mathematics by 16%.
- Implemented International Baccalaureate (IB) Program.
- Introduced uniform policy.
- Named strongest Language Arts/Reading Program in Region VI by District.
- Reduced outdoor suspension rate by 70%.
- Increased student attendance by 3% (led District in the highest increase in attendance).
- Assisted both Assistant Principals in being admitted to the Principal Preparation Program.

2007

Knowledge Management Officer

Miami-Dade County Public Schools
1450 NE 2nd Avenue, Miami, FL 33134

- Served on Senior Cabinet.
- Co-planned and facilitated COMSTAT meetings among Senior Staff and Regional Superintendents to strengthen District's lowest-performing schools, which led the District to increase its attendance rate and decrease its suspension rate.
- Analyzed data to identify problem areas in schools and conducted instructional walkthroughs to provide principals with instructional support and to inform development of COMSTAT meetings.
- Aligned and coordinated District Office and Regional Center resources and strategies to address problem areas.
- Spearheaded Senior Cabinet's Collegial Collaborative meetings.
 - Vetted District initiatives prior to implementation.
 - Incorporated feedback from all District departments.
- Served as Superintendent's representative on Early Learning Coalition and Homeless Trust Boards.
- Conducted instructional audit of the District's Early Childhood Programs.
- Assisted in the development and negotiation of innovative professional development for District's non-instructional personnel.
- Prepared District staff for the development and presentation of Board items.

2006

Intern to Superintendent Dr. Rudolph F. Crew

Miami-Dade County Public Schools
1450 NE 2nd Avenue, Miami, FL 33134

- Participated on Senior Cabinet.
- Served as Project Leader of District Assistance Team
 - Formed over fifty Focus Teams to conduct instructional walkthroughs of schools district-wide.
 - Designed classroom walkthrough tool for district-wide school visits.
 - Trained Focus Teams on use of walkthrough tool and school visit protocol.
 - Developed professional development menu for Focus Teams.
 - Coordinated Focus Team visits to schools.
 - Reviewed, compiled, and assessed feedback from Focus Team visits.
 - Met with Deputies and Regional Superintendents to review feedback from Focus Team visits and determine school-site intervention.
- Assisted Superintendent in the selection of A-Items for School Board Meetings.

2003/05

Head Dean of Students

Fordham Leadership Academy High School
New York City Public Schools
T.R. Educational Campus, 500 East Fordham Road, Bronx, NY 10458

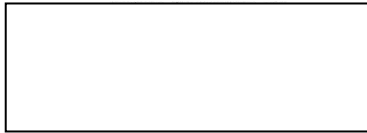
- Opened smaller high school within former 4,000 student high school.
- Designed and implemented innovative discipline strategies which united the roles of guidance counselors, deans, teachers, principals and parents to significantly improve student achievement, increase attendance, and reduce suspension rate.

- Supported first and second year teachers by creating individualized classroom management models.
- Represented school at Regional Suspension Hearings.

TEACHING EXPERIENCE

- 2003/05 **Social Studies Teacher**
 Fordham Leadership Academy High School
 New York City Schools
 T.R. Educational Campus, 500 East Fordham Road, Bronx, NY 10458.
- Prepared and taught one eleventh grade U.S. History course, three ninth grade Global Studies courses, and one Global Studies course. Teacher of the Year nominee 2003-2004.
 - Served as mentor teacher for first-year social studies teachers.
- 2002/03 **Social Studies Teacher**
 Joseph Wade Middle School (Professions and Careers Academy)
 New York City Public Schools
 1865 Morris Avenue, Bronx, NY 10453.
- Prepared and taught six classes including three sixth grade World History courses and one seventh and two eighth grade U.S. History courses.
 - Spearheaded the successful completion of over fifty state-mandated eighth grade Exit Projects, which required a satisfactorily written, oral, and visual component.
- 2001/02 **Social Studies Teacher**
 Carver High School
 Forsyth County Schools
 3545 Carver School Road, Winston-Salem, NC 27105.
- Prepared and taught three classes including ninth grade Economic, Legal, and Political Systems (E.L.P.S) and eleventh grade U.S. History.
- 2001 **Social Studies Teacher**
 Parkland High School
 Forsyth County Schools
 1600 Brewer Road, Winston-Salem, NC 27127.
- Prepared and taught three classes including two ninth grade E.L.P.S. courses and two eleventh grade U.S. History courses.

DR. JOSEPH P. BURKE



EDUCATION:

ED.D. Educational Leadership, Nova University, January 1992
M.S. Educational Administration, Florida International University, June, 1976
B.A. Philosophy/History, College of the Holy Cross, June, 1973

* * *

PUBLICATIONS:

Doctoral Practicum "Reducing the Number of At-Risk Students in Region V
Secondary Schools, Dade County, Florida"

Doctoral Practicum "Improving Mathematics Performance of Eighth Grade Students
At Thomas Jefferson Middle School, Dade County, Florida"

* * *

EMPLOYMENT HISTORY:

June 4, 2001 – June 30, 2008

Superintendent of Schools, Springfield, MA

Several major accomplishments are significant to cite as part of the Culture of Achievement theme of this superintendency:

- || Steadily improving scores on the Massachusetts Comprehensive Assessment System (MCAS) tests;
- || Specific improvements in achievement of African-American and Latino students;
- || Development and implementation of systemic curriculum initiatives: Reading Plan, Mathematics and Science Plan, English Language Learners Plan, Pupil Progression Plan, and Comprehensive Guidance Plan;
- || Acquisition of the competitive Wallace Foundation L.E.A.D grant, and documented progress on leadership development benchmarks;
- || Development and implementation of a city-wide "campaign for proficiency" with broad-based stakeholder engagement and significant private and foundation funding (Step Up Springfield).

July 1997 – June 1, 2001

Administrative Director, Division of Mathematics and Science, Dade County Public Schools

- || Major responsibilities – development of district-wide policies and curriculum in mathematics and science; Professional development related to Math and Science education; Implementation of NSF-funded Urban Systemic Initiative.

July, 1996 – July, 1997
Region Director, Personnel and Labor Relations,
Region V, Dade County Public Schools
|| Major responsibilities - Personnel
procedures/practices and contract management
for 58 schools (secondary and elementary),
approximately 62,000 students. Line supervisor
for 25 schools (secondary and elementary)
Killian Feeder Pattern/Palmetto Feeder Pattern

November, 1993 – July, 1996
Region Director, Personnel and Labor Relations,
Region II, Dade County Public Schools
|| Major responsibilities - Personnel
procedures/practices and contract management
for 38 schools (secondary and elementary),
approximately 47,000 students. Line supervisor
for 19 schools (secondary and elementary)
Norland Feeder Pattern/Miami Beach Feeder
Pattern

January, 1992 – November 1993
Region Director, Personnel and Labor Relations
Region I, Dade County Public Schools
|| Major responsibilities – same as above.
47 schools (secondary and elementary),
approximately 56,000 students. Line supervisor
for 23 schools (secondary and elementary)
Hialeah Feeder Pattern/American Feeder Pattern

July, 1990 – January, 1992
Region Director, Exceptional Student Programs/
Federal Programs, Region I, Dade County
Public Schools
|| Major responsibilities – Exceptional
Student Education Programs and Federal
Programs, e.g. Chapter 1, including program
compliance. 47 schools (secondary and
elementary), approximately 56,000 students.
Line supervisor for 11 schools (secondary and
Elementary)

July, 1989 – July, 1990
Region Director, Exceptional Student Programs/
Federal Programs, Region V, Dade County
Public Schools
|| Major responsibilities – same as above.
52 schools (secondary and elementary),
approximately 58,000 students

May, 1985 – July, 1989
Principal, Thomas Jefferson Middle School, Dade
County Public Schools

* * *

OTHER PROFESSIONAL ACTIVITIES:

2002 – Present	Harvard University, Kennedy School of Government, Public Leadership Series
2002 – Present	Board of Directors, Jr. Achievement of Western MA
2003-Present	Advisory Board – Mass. Business Alliance for Education
2002-Present	Board of Directors Regional Employment Board of Western Mass.
2002-Present	National Conference for Community and Justice, Board Member
June 1999 – 2002	Member, Board of Directors, SECME
2001-Present	Executive Committee, USP Superintendent's Coalition
1993 – 2000	Adjunct Professor - Nova/Southeastern University, Masters Degree Program Courses taught: Organization and Management of Schools School Budgeting and Finance School Leadership

AWARDS:

April 14, 2004	Distinguished Academic Outreach Award – University of Massachusetts
----------------	--

*Miami
Dade*

Education:

Masters of Science in Educational Leadership
Nova University 1997 GPA 4.0

Bachelors of Science in Elementary Education
Florida International University 1994 GPA 3.7

Work Experience:

Miami-Dade County Public Schools

- **Administrative Director for Curriculum and Instruction**
 - **South Regional Center (formerly called Regional Center VI)**
April 2007 to present
 - Monitored and supported the implementation of the District's curriculum in **57** schools which resulted in **91%** of these schools demonstrating an improvement in the students scoring at Achievement Level 3 or higher in reading, **94%** in mathematics, and **89%** in science.
 - Implemented school reform initiatives in the ten "D" and "F" schools placed under my direct supervision in July 2007. The initiatives resulted in all ten schools increased by at least one letter grade under the A+ Plan in July 2008 (South Dade Senior High School, Miami Southridge Senior High School, Pine Villa Elementary School, Naranja Elementary School, West Homestead Elementary School, Miami Sunset Senior High School, Homestead Middle School, Arthur & Polly Mays Middle School, Redland Middle School, Pine Lake Elementary)
 - Supervised the implementation of the No Child Left Behind Act requirements in the Schools in Need of Improvement (16 schools) and the implementation of the Restructuring Plans for the SINI 5 schools in this regional center (13 schools).
- **Principal**
 - **Lakeview Elementary School (School Improvement Zone)**
August 2004 to April 2007
 - Assistant Lead Principal for Miami-Central Feeder Pattern
 - The school increased from a "D" to an "A" (maintained for **three** consecutive years) under the Florida A+ Plan.
 - In the 2005-2006 school year, Lakeview Elementary was rated number 40 in the State of Florida for high academic performance.
 - Revamped the instructional program ensuring the implementation of the Superintendent's School Improvement Zone Literacy Plan, incorporation of Sunshine State Standards and usage of data-driven decision making.
 - Set procedures as outlined in the labor contract for observation and remediation of instructional personnel using Professional Assessment

- and Comprehensive Evaluation System (PACES).
 - Work collaboratively with the Educational Excellence School Advisory Council (EESAC) to identify schoolwide needs and implement action plans to meet those needs.
 - Develop the school's master schedule to comply with all curricular instructional block requirements in a departmentalized manner.
 - Develop and monitor the fiscal expenditures (no audit exceptions).
 - Promote parental involvement and increased customer satisfaction within the school.
 - Coordinate Sunshine State Standards Intervention Programs to increase students' academic performance on state assessments in compliance with the NCLB.
 - Coordinated the School Performance Excellence Plan and Adequate Progress Meetings.
- **Assistant Principal**
 - **M. A. Milam K-8 Center**
July 2001 to August 2004
 - Assistant Principal for Curriculum and Instruction which resulted in the school increasing from a "D" to an "A" (maintained for **two** consecutive years) under the Florida A+ Plan.
 - Coordinated the National School Change Award Program (received Honorable Mention Recognition).
 - **Jane S. Roberts K-8 Center**
July 1999 to July 2001
 - Assistant Principal for Curriculum and Instruction which resulted in assisting the principal in planning and administering the *elementary and middle* school instructional program ensuring the implementation of the Competency-Based Curriculum and Sunshine State Standards.
 - **Blue Lakes Elementary School**
August 1997 to July 1999
 - Assistant Principal for Business Operations which required me to assist the principal with the physical plant, maintaining safety and cleanliness and maintaining a sound fiscal status.
 - Worked cooperatively with students and parents to resolve disciplinary matters and ensure appropriate behaviors within the learning environment.
 - Ensured compliance with state, district, and Regional Center guidelines with regards to the Exceptional Student Education Program.
 - Implemented the School Support Team (SST) alternative strategies program.

- **Executive Training Program (Principal Intern Program)**
 - *M. A. Milam K-8 Center*
Summer 2003
 - *Nathan B. Young Elementary*
Summer 2002
- **Teacher**
 - Fairlawn Elementary School
July 1996 to August 1997
 - Frederick Douglass Elementary
August 1994 to July 1996
 - Hialeah Adult Education Center (Part-Time Night Teacher)
August 1994 to December 1997
- **Paraprofessional III**
 - Fairlawn Elementary School
July 1993 to July 1994
- **Office Employee**
 - South Hialeah Elementary School
October 1988 to July 1993

Barry University

- **Adjunct Professor**
(Elementary Method Courses)
August 1998 to August 2004

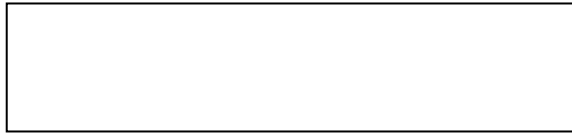
Presentations

- Improving Educational Outcomes and Reducing Disparities in Arrests and Discipline By Doing What Works-April 28, 2006, Miami-Dade County School Board Auditorium. *Against All Odds: Best Practices for Fostering a Safe and Nurturing Learning Environment.*
- Florida Just READ Conference-June 2005, Orlando, FL. *Best Practices to Raise Student Achievement from a "D" to an "A".*
- Miami-Dade County Public Schools Quarterly Principals' Meeting-October 2006. *School Reform.*
- The Millennium Group Superintendents' Symposium- January 2006. *Constructing the Future, Challenging the Past.*
- Assistant Principals' Preparation Program Conference-March 2006. *The Impact of a Master Schedule on Academic Achievement.*
- Regional Center 3 COMSTAT Principals' Learning Community-November 2006. *The Lakeview Journey to Excellence*
- School Improvement Zone Elementary Principals' Retreat-July 2006. *Using Data to Drive Instruction in the School Improvement Zone*

Awards, Conferences, and Professional Organizations:

- Harvard University Principal Summer Institute (July 2005)
- Co-Chairperson of the Gifted Ad-Hoc Committee responsible for creating the REGAL PLAN 2006 District/Board Initiative
- Board Member of the Florida Association For Supervision and Curriculum Development (FASCD) (2002-2006)
- Member of the Miami-Dade College Baccalaureate in Education Advisory Committee (2006-Present)
- Member of the Miami-Dade Association of School Administrators (August 1997 to present)
- Member of the Superintendent's District Assistant Principals' Liaison Committee (October 2000 to August 2004)
- Member of the Florida Reading Association (2000-2006)
- Finalist for the Florida School Administrator of the Year (2005-2006)
- Region I Assistant Principal-of-the-Year Nominee (2004-2005)
- Region V Assistant Principal -of -the-Year Nominee (2000-2001)
- Beginning Teacher-of-the-Year for Frederick Douglass Elementary (1994)
- Member of the Association For Supervision and Curriculum Development (ASCD)
- Attended Dade Association of School Administrators' Summer Institute (1999,2000,2002,2004)

Gail D. Daves



Employment History

**July 1, 2004-
Present**

**Gail D. Daves Consulting
Provide services and assistance to schools
and school districts specific to instructional and curriculum
monitoring for continuous school improvement**

**Previous clients include NC Department of Public
Instruction; Anne Arundel County Schools, Maryland;
The CollegeBoard EXCEerator Schools Project**

February 1, 2004

Retired from NC Public School System

**September 2000 -
January 30, 2004**

**Coordinating Director: A+ Project
Charlotte Mecklenburg School System
Charlotte, North Carolina**

**Coordinated central office departments including
Curriculum and Instruction, Assessment, and
Supervision for school improvement project. Supervised
development of materials used in a Nine-Step School
Improvement Process.**

Monitored implementation of project in 50 K-12 schools.

**October 1998
August 2000**

**Assistant Director for School Improvement
Department of Public Instruction
Raleigh, North Carolina**

**Provided support to NC State Assistance Teams
including team member training and monitoring visits to
identified schools. Seventy team members were assigned to low
performing schools in NC.**

**Provided support to Department of School Improvement staff at
NC Department of Public Instruction.**

**July 1997 -
October 1998**

**Leader, NC State Assistance Team
Department of Public Instruction
Raleigh, North Carolina**

**Lead teams of teachers in identified low performing
schools. Teams remained in schools for one year period.**

August 1989 - June, 1997	Principal Boiling Springs Elementary School Cleveland County Schools, Shelby, NC (School population of 1000 students and staff exceeding 100)
	Summer 1995, Adjunct Teacher Department of Psychology Gardner Webb University Boiling Springs, NC
July 1988 - August 1989	Assistant Principal Boiling Springs Elementary School (K-3) West Cleveland Elementary School (4-6) Cleveland County Schools, Shelby, NC
	Adjunct Teacher, Department of Education Gardner Webb University Boiling Springs, NC
August 1978 - June 1988	Chapter I Reading Teacher Boiling Springs Elementary School Boiling Springs, NC
August 1971 - May 1973	Title I Reading Teacher (Grade 6) Crosby Garfield School Wake County Schools, Raleigh, NC
August 1970 - May 1971	Teacher, Language Arts (Grades 7-9) Carroll Junior High School Wake County Schools, Raleigh, NC

Education

Appalachian State University, Boone, NC
BS Degree, 1969, English, Secondary Education
MA Degree, 1978, Reading Education

Gardner Webb University, Boiling Springs, NC
Administrative Certification, 1988

UNC Chapel Hill, Chapel Hill, NC
Principals' Executive Program, 1995

Certifications

North Carolina "A" certificate: English
North Carolina "G" certificate: Reading Education
North Carolina Administrative Certification

Special Training/Seminars

Leadership/Administration

NC Department of Public Instruction: Monitoring for Continuous School Improvement (Trainer)
NC State Assistance Team Training (Trainer)
Principal Centered Leadership (Trainer)
Effective Schools Organization (Trainer)
Conflict Management Training

Curriculum and Instruction

LEARN NC
Strengthening Instruction in the Classroom (Trainer)
Serving Exceptional Children in the Classroom
Dimensions of Learning
Analysis and Assessment of the Total School Program
Technology Learning Activities (Problem Solving Instructional Strategy - Trainer)
Flexible Scheduling for Elementary Schools

Assessment for Principals, Teachers and Students

Principal Performance Appraisal Instrument
Teacher Performance Appraisal Instrument (Trainer)
Reliable Assessment Using the Teacher Performance Appraisal Instrument
Using Portfolios/Authentic Assessment Strengthen Instruction

Memberships and Organizations

Professional: Association for Supervision and Curriculum Development
NC Alternative Educators Association
Tarheel Association of Principals and Assistant Principals
Parent Teacher Association
Association of Childhood International
Delta Kappa Gamma Society International
Cleveland County Principal/Assistant Principals' Association
(1989-1997)
North Carolina Association of Teacher Assistants (1989-1997)
North Carolina Association of Office Personnel (1989-1997)
Greater Cleveland International Reading Association
(1978-1997)

- Civic:** Destination Cleveland County Oral History Project
Friends of Cleveland County Memorial Library
Cleveland County Historical Society
Broad River Council, Events Committee
Boiling Springs Area Rotary Club (1989-1997)
- Other:** Board Member, Advisory Board, First Charter Bank, 1994-99
NC Department of Public Instruction, Reorganization
Committee Member, 1995
Board Member, Cleveland County Educational Foundation
1994-1995
Board Member, Advisory Council, Cleveland County
Board of Education, 1994-1995

Honors

Honor Student Teacher, 1969, Appalachian State University
Teacher of the Year, 1981-82 and 1985-86, Boiling Springs Elementary
School
Wachovia Principal of the Year, 1994-95, Cleveland County Schools
Administrator of the Year, 1994-95, Cleveland County Association
of Office Professionals
Administrator of the Year District 2, 1995, NC Association of Office
Professionals

Hobbies

Reading, cooking, camping, hiking, writing, photography

ENLACE FLORIDA is a statewide network funded by the W.K. Kellogg Foundation and managed by NCCEP to promote college readiness, access, and success for Latinos, African-Americans, and other underrepresented students through non-partisan research, communication, advocacy, and support.