

ADDED AGENDA ITEM #1

APPROVAL OF PRINCIPAL CONTRACT, YCMS

Meeting of 7/15/2019

Presented by **Sue McCarty**

Prepared by **Paula Gutzman**

| | | | | | | | | |
|---|----------------------------------|-------------------|-----------------------------|--------------------|---------------|-----------------------|-----------------------------|--------------------|
| <input type="checkbox"/> Discussion <input checked="" type="checkbox"/> Action – Roll Call <input type="checkbox"/> Action – Voice Ayes _____ Nays _____ | | Brenda Meadows | Gillian Ream Gainsley | Ellen Champagne | Sharon Lee | Meredith Schindler | Maria Sheler- Edwards | Celeste Hawkins |
| | 1 st /2 nd | | | | | | | |
| | Aye | | | | | | | |
| | Nay | | | | | | | |
| | Abstain | | | | | | | |
| | | | | | | | | |

Rationale/Background Information

A committee comprised of administrators, building level staff and a parent representative interviewed candidates using the MiExcel Blueprint Talent Management process.

Proposed Motion

" move that the Board of Education approve the hire of Steven B. Elam for Principal of Ypsilanti Community Middle School, effective August 5, 2019 – June 26, 2020."

Budget Impact: ☐ None ☒ As follows:
General Fund

Attachments:

☒ Enclosed ☐ Issue Study Enclosed ☒ To Be Distributed Separately ☐ None

STEVEN B. ELAM

EDUCATIONAL ADMINISTRATOR | PROFESSIONAL SUMMARY

- Respected Educational Administrator with 10+ years of experience transforming educational environments by implementing programs and resources that increase graduation rates and inspire thousands of students
- Dynamic leader with a history of uniting teams, families, and communities toward a shared vision of academic excellence and engagement

SKILLS

- | | | | |
|------------------|-------------------------|----------------------------|-----------------------|
| • Administration | • Education | • Safety Policy Compliance | • Community Relations |
| • Recruitment | • Hiring Training | • Scheduling | • Course Design |
| • Event Planning | • Intervention | • Testing Reporting | • Project Management |
| • Counseling | • Program Evaluation | • Data Analysis | • Program Maintenance |
| • Grant Writing | • Budget Analysis | • Researcher | • Salesforce |
| • SEL Trainer | • Restorative Practices | • PowerSchool | • Microsoft Suite |

EXPERIENCE

Algebra Nation Assistant Director | State of Michigan

7/17 – Present

Facilitates statewide usage and development of Algebra Nation, a comprehensive online resource that provides custom-developed resources, supports, and training aligned to the Michigan Mathematics Standards

- Develop relationships with school districts throughout the State of Michigan to further engagement of students and teachers with free Algebra 1 resource, increasing school district implementation from 35 to 175
- Coordinate professional development for teachers participating in the program, demonstrating available resources to increase teacher engagement with online platform and to design data-driven curriculum
- Facilitate statewide usage and development of Algebra Nation, a comprehensive online resource that provides custom-developed resources, support, and training aligned with Michigan Mathematics Standards

Academic Engagement Interventionist | Pershing High School – Detroit, MI

8/16 – 6/17

Collaborated directly with school counselor and teaching staff to identify struggling students, developing strategic academic student intervention and support programs to reduce dropout rate

- Developed needs assessment to gauge which programs were most effective in helping students graduate, strengthening them and eliminating obstacles to guide 75% of caseload to graduation day
- Implemented programming to increase graduation rates of at-risk and first-generation students, surveying to discover interests, then facilitating mentor groups that met monthly to develop hobbies and offer support
- Consistently communicated with 325 families involved in programming to ensure awareness of their student's performance, planning events to increase involvement, which were continually standing-room-only
- Collaborated with community partners to provide supplemental programming, including character development assemblies, to emphasize the importance of attendance, tutoring, motivational speaking, and career exploration

Principal | Southeastern High School – Detroit, MI**7/14 – 7/16**

Turned failing school around, implementing 21st century skills and providing leadership for the school's mission and vision to improve education rate, attendance, behavior, and coursework while meeting state standards

- Served turnaround population of 350 students, overseeing \$1.5 million annual operating budget to develop and implement recruitment plans, increasing enrollment by 63% to maintain a sustainable program
- Planned and held year-round events, collaborating with external community partners including organizations, churches, recruitment fairs, and other schools to create effective learning environment for all stakeholders
- Closely monitored academic, attendance, and suspension data to improve curriculum and graduation rate
- Started a business club that developed products sold at local stores; developed club partnerships that facilitated opportunities for student internships and summer jobs

Intern Leadership Coach | Columbia University Teacher's College – New York, New York**7/14 – 7/16**

Coached Master Candidate intern, practicing leadership standards in real-world setting to help interns balance administrative, professional, and personal demands and help them find success in their program

- Met with candidates in monthly partnership mentor sessions, guiding them to identify successful administrative policies, develop their professional network, and increase self-awareness and professionalism
- Oversaw candidate monitoring process, discerning progress and skills to meet program standards

School Director | Detroit Collegiate Preparatory High School at Northwestern – Detroit, MI**7/13 – 7/14**

Directed a Diploma's Now, John Hopkins University School, utilizing research model to analyze students' attendance, behavior, and coursework to provide interventions for students to remain on track for graduation

- Oversaw \$4.5 million annual budget to develop and implement retention plans for teachers and staff, maintaining enrollment numbers at 100% throughout the school year
- Gathered and interpreted data to ensure effectiveness of attendance, behavior, and coursework, developing influential curriculum that improved content, sequence, and outcomes of teaching and learning processes
- Supported teachers by establishing expectations, routines, and effective classroom culture
- Prepared status updates and reported to governing board to communicate work activities and progress with students, parents, teachers, and self-governing council

Dean of School Culture | Kramer Middle School – Washington, D.C.**7/11 – 6/13**

Served a turnaround school population of 285 Middle school students. Aligned support team with the school mission of supporting the social and emotional needs of a 21st Century student. Provided leadership in lowering suspension rate by 50%. Created systems and incentives to increase Average Daily Attendance and In – Seat Attendance. These two data points help support academic learning gains that surpass one year's learning growth.

- Supported the first blended learning model in Washington, D.C.
- Led and met weekly with a team of 25 support members, including four community partners
- Collaborated with parents and families to build an authentic school – wide community
- Developed and monitored systems and policies for tracking attendance, behavior and transitions
- Supported teachers with the establishment of expectations/routines and effective classroom culture
- Conducted regular school culture walkthroughs to maintain high standards of excellence
- Led recognition, celebration events and school – wide culture-building activities
- Analyzed behavioral data to eliminate In – School Suspension and established a Social Adjustment Center

In – School Suspension Coordinator | *Imagine College Preparatory High School – St. Louis, MO* **8/10 – 6/11**

Provided a positive and structured In – School Suspension (ISS) program that promoted academic, social, and behavioral performance in the students assigned to the program. Developed strategies to lower in – school suspension recidivism rates by 35%

- Supported teachers with the establishment of best instructional practices and behavioral interventions
- Monitored student attendance and discipline records in PowerSchool database
- Utilized PowerSchool data to establish ninth grade dropout prevention program

Summer Enrichment Camp Administrator | *Imagine Academy of Careers Middle School – St. Louis, MO* **6/10 -7/10**

Provided instructional leadership to a team of teachers and promoted the educational development of 100 students at the school

- Supervised and evaluated eight Summer Enrichment Camp staff members
- Developed an appropriate class schedule for 100 students
- Directed, guided, and coordinated KUMON Math, FAST Reading, and Read 180 programs
- Successfully collected benchmark data establishing individual learning plans for 100 students

Reading Recovery Teacher | *Imagine Academy of Careers Middle School - St. Louis, MO* **12/08 - 6/10**

Provided literacy instructional support to students and assistance to teachers that enabled students to gain necessary literacy skills appropriate to age, grade level, and individual capacity

- Implemented Read 180 program for 168 6th, 7th, and 8th grade students
- Increased Scholastic Reading Inventory scores by 60 points for 80% of students
- Used data to develop formative and summative tests, using multiple tools to assess students learning on an ongoing basis
- Provided effective literacy interventions for struggling students with the goal of accelerating their literacy development

Speech/English Teacher | *Chandler Park Academy – Detroit, MI* **8/98 – 6/08**

Promoted an appreciation of public speaking and debate. Supported academic achievement by creating a space where students analyzed information and expressed themselves through both written and verbal communication. Responsible for all aspects of administration, operations, and coaching of the competitive speech and debate team.

- Implemented English Benchmark standards
- Taught speech and acting techniques to support the English curriculum
- Ensured that students understood the expectations of debate/forensics
- Ensured that team activities and other events met district guidelines

EDUCATION

| | |
|--|-------------|
| National Principals Academy Fellowship <i>Relay Graduate School of Education</i> | 2015 |
| Master of Education <i>Columbia University</i> | 2012 |
| Master of Secondary Educational Administration <i>Missouri Baptist University</i> | 2011 |
| Secondary Speech and Theatre Teacher Certification <i>Saginaw Valley State University</i> | 2008 |
| Bachelor of Arts in Communications and Mass Media <i>Adrian College</i> | 1996 |

PROFESSIONAL ACHIEVEMENTS

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|--|-----------------------|
| Panelist at National Society of Black Engineers 45th Annual Convention - STEM Table Talk | 2019 |
| Lenawee County Martin Luther King Jr. 31st Community Celebration Keynote Speaker | 2019 |
| Member of 100 Black Men of Greater Detroit | 2018 - Present |
| International Institute for Restorative Practices Trainer (IIRP) | 2017 - Present |
| Co-Host of The Courageous Hour Radio Show | 2014 – Present |
| Teach for America: Detroit Leads Cohort – School Administration | 2013 – 2014 |
| Speaker at National Alliance of Black School Educators Conference | 2013 |
| Life Space Crisis Intervention Training | 2012 |
| Imagine College Preparatory High School Strategic Planning Committee Member | 2010 – 2011 |
| Founder and Director of “Distinguished Gentlemen of Imagine College Preparatory High School” | 2010 |
| Imagine Academy of Careers Middle School “Teacher of the Year” Award | 2009 – 2010 |

ADDED AGENDA ITEM #2

APPROVAL OF PRINCIPAL CONTRACT, *Holmes Elementary*

Meeting of 7/15/2019

Presented by **Sue McCarty**

Prepared by **Paula Gutzman**

| | | | | | | | | |
|--|----------------------------------|----------------|-----------------------|-----------------|------------|--------------------|----------------------|-----------------|
| <input type="checkbox"/> Discussion | | Brenda Meadows | Gillian Ream Gainsley | Ellen Champagne | Sharon Lee | Meredith Schindler | Maria Sheler-Edwards | Celeste Hawkins |
| <input checked="" type="checkbox"/> Action – Roll Call | | | | | | | | |
| <input type="checkbox"/> Action – Voice | | | | | | | | |
| Ayes _____ | 1 st /2 nd | | | | | | | |
| Nays _____ | Aye | | | | | | | |
| | Nay | | | | | | | |
| | Abstain | | | | | | | |

Rationale/Background Information

A committee comprised of administrators, building level staff and a parent representative interviewed candidates using the MiExcel Blueprint Talent Management process.

Proposed Motion

" move that the Board of Education approve the hire of Gregory W. Anglin for Principal of Holmes Elementary School, effective August 5, 2019 – June 26, 2020."

Budget Impact: ☐ None ☒ As follows:

General Fund

Attachments:

☒ Enclosed ☐ Issue Study Enclosed ☒ To Be Distributed Separately ☐ None

Gregory W. Anglin

PROFESSIONAL EXPERIENCE

Assistant Principal, Salem High School, Plymouth-Canton Community Schools, MI

2014-Present

- Instructional leader and educational advocate of all students, and especially typically underserved and underrepresented student subgroups.
- Utilize data to implement best practices for the learning of all students. Monitor achievement and discipline data to implement effective strategies for growth.
- High School World Languages Department Lead.
- Coordinator of high school World Languages staffing & master scheduling.
- Plan, lead, and facilitate building-level and district level professional development.
- Engage with community stakeholders to enhance the capacity of the school to effectively serve the student population.
- Facilitate the staffing process to screen, hire, and support highly skilled instructors in delivering culturally responsive, engaging, and rigorous instructional strategies to a diverse body of students.
- Building testing administrator for PSAT9 and PSAT/NMSQT annually.

Principal, Success Mile Academy (K-6), Charter Schools USA Warren, MI

2013-2014

- Instructional leader and educational advocate of all students, and especially typically underserved and underrepresented student subgroups.
- Supervise and evaluate instructional and non-instructional staff annually. Support staff with curriculum development, instructional practices, and classroom management strategies that reflect culturally responsive and engaging strategies.
- Monitor student behavior and utilize strategies to support a positive school culture. Utilize discipline alternatives to suspension.
- Utilize data to implement best practices for the learning of all students. Monitor achievement and discipline data to implement effective strategies for growth.

Student Services Coordinator, Erickson Elementary/Perry CDC, Ypsilanti Public Schools, MI *2010-2011*

- Collaborate with department chairs, support curricular goals, and monitor achievement data.
- Implement strategies to support positive school culture through PBIS.
- Monitor student behavior and utilize strategies to support a positive school culture. Utilize discipline alternatives to suspension.
- Utilize data to implement best practices for the learning of all students. Monitor achievement and discipline data to implement effective strategies for growth.

Teacher, Social Studies, Ypsilanti High School, Ypsilanti Public Schools, MI

2008-2013

- Develop lessons for history, economics and government students. Create engaging lesson plans for students of all backgrounds and learning levels. Utilize data-driven decision-making to positively impact student achievement. Collaborate with colleagues to improve student achievement and school culture. Active participant in extracurricular activities and events for students.

Teacher, Social Studies, University Preparatory Academy, Detroit, MI

2007-2008

- Created interdisciplinary lessons for 9th grade Social Studies students through individualized learning plans. Differentiate instruction to engage students in learning. Utilize data to monitor and impact academic achievement of grade cohort. Effectively collaborate with grade level members and other teachers and administrators to develop curriculum and improve school culture and achievement. Participate in and present professional development sessions. Active supporter of student activities throughout the school year.

Teacher, Social Studies, Monroe High School, Monroe Public Schools, MI

2004-2007

- Developed lesson plans for 11th grade Government and 10th grade U.S. History courses. Adapted multiple teaching strategies to accommodate various learning styles. Collect and analyze formative and common

assessments within classroom and department. Collaborated with department members to enhance the curriculum in the Social Studies Department. Participated in regular professional development opportunities offered by the district. Encouraged students by being supportive in extra-curricular activities throughout the year.

ACCREDITATIONS

Michigan Administrator Certification: Elementary & Secondary Administration (K-12)

Michigan Teacher Certification: Professional Education Certificate, Secondary Social Studies and History (6-12)

EDUCATION

Masters in Educational Leadership
Eastern Michigan University

December 2007

Bachelor of Science – Social Studies/History
Eastern Michigan University

December 2003

MEMBERSHIPS & AFFILIATIONS

Michigan Association of Secondary School Principals (MASSP)

Kappa Delta Pi International Educational Honor Society, Eastern Michigan University

Omega Psi Phi Fraternity, Inc.

LEADERSHIP & COMMITTEES

P-CEP School Improvement Team

P-CEP Learning Targets Committee

P-CCS Teacher Evaluation Committee

P-CCS SLO Development Committee

P-CCS District Equity Leadership Team

P-CCS District Improvement Stakeholder Team

REFERENCES

Kimberly Villarosa, Principal, Salem High School (Supervisor) (734) 306-6301

Hal Heard – Director of High School Education, Plymouth-Canton Community Schools (734) 320-6603

Dr. Dwayne Richardson – Director of Curriculum, Harper Woods Schools (313) 971-9227