

- Developed the district's first strategic plan, with a primary focus on educational reform and academic rigor
- Instituted Smaller Learning Communities and Professional Learning Communities Programs at the High School level
- Implemented the International Baccalaureate Program – K-12
- Increased the district's Academic Performance Index rating by 35 points in only a 20-month timeframe
- Significantly improved the district and Board of Education's media profile
- Increased communication with parents and community through on-going community forums and networking opportunities
- Reduced litigation by more than 75% by holding district staff and consultants accountable for their contractual obligations

Associate Superintendent, Personnel

2002 – 2005

Oceanside Unified School District, Oceanside, CA

Served as the chief personnel officer for this district of 22,500 students. Served as the district public relations agent, delivering the district message and communicating with all internal and external stakeholders to ensure common focus.

- Increased the number of No Child Left Behind compliant/highly qualified teachers and increased the number of teachers certified to teach English Language Learners by 60% while ensuring that the most effective teachers worked with the neediest students
- Worked collaboratively with the Teachers Association to create a new teacher evaluation process and focus (The Professional Growth System)
- Decreased litigation by more than 60% by improving employee morale
- Reduced the number of worker compensation claims by more than fifty percent by instituting an aggressive return-to-work policy and program
- Served as the Chief Negotiator for the district

Assistant Superintendent, Educational Services

2000 – 2002

Grant Joint Union High School District, Sacramento, CA

Served as the chief instructional officer of this 14,500 student district. Worked extensively to align the written, taught and tested curriculum with California standards and worked to ensure that all students had equal access to quality curriculum, instituting appropriate interventions.

- Successfully led district out of Federal sanctions for the improvement of instruction for English Learners by fully implementing the district's strategic plan for instruction
- Successfully coordinated the Western Association of Schools and Colleges' (WASC) accreditation process
- Created a district-wide Student Leadership Council
- Aligned categorical program budgets with district strategic plan
- Established a district-wide staff development master plan that aligned all Professional Development activities and monies to the district strategic plan
- Increased participation in staff development events by 300%
- Increased the number of staff development offerings held annually by 100%

Learning Director

1998 – 2000

Clovis Unified School District, Fresno, CA

Responsible for ensuring the academic success for all students that attend Clovis West High School, a district of 22,500 students. Additional responsibility for coordinating professional development, student supervision, WASC Accreditation, and Choral Music.

- Improved student achievement as shown by top scores on Stanford 9 Test, Scholastic Achievement Test (SAT), Advanced Placement Test (AP), and Golden State Exams
- Enhanced student learning by training staff to use data and provide individualized instruction
- Successfully improved student behavior by instituting programs for self-esteem and positive direction (Wednesday Lunch Bunch/Peer Coaching)
- Aligned master schedules and teaching assignments for optimum student achievement

RELATED PROFESSIONAL EXPERIENCE

2003 – Present	Adjunct Professor - University of Southern California Educational Leadership & Personnel Administration
2002 – 2005	Adjunct Professor - California State University at San Marcos Educational Leadership & Human Resources Development
1996 – 1998	Adjunct Professor - Old Dominion University Special Education
1996 – 1998	Special Education Teacher - Norfolk Public Schools Special Education: Mild/Moderate/Severe/ SED

MILITARY SERVICE

1996 – 2004	United States Marine Corps Reserves, Retired, Honorable Discharge
1983 – 1996	United States Marine Corps, Active Duty, Honorable Discharge

PROFESSIONAL AND COMMUNITY ACTIVITIES

Chino Valley YMCA	Board of Directors
WestED	Board of Directors
San Bernardino County District Advocates for Better Schools	Board Member
California Association of Low Wealth Districts	Board Member
Association of California School Administrators	Past Chair - Urban Education
Rotary International	Member
Association for Supervision and Curriculum Development	Member
National Alliance of Black School Educators	Member
National Association of Secondary School Principals	Member
Phi Delta Kappa	Member
Chino Valley Chamber of Commerce	Member

HONORS AND AWARDS

- 2009 Superintendent of the Year, ACSA Region 12 (San Bernardino and Riverside Counties)
- 2008 Outstanding Administrator of the Year Region 12, California League of High Schools
- 2008 Fellowship, Broad Superintendents Academy
- 1997 Rookie Teacher of the Year – Norview High School, Norfolk, VA

Military:

- Bronze Star Award (1)
- National Defense Medal (2)
- Combat Action Ribbon (3)
- Navy and Marine Commendation Medal (5)
- Navy and Marine Achievement Medal (8)
- Southwest Asia Service Medal (2)
- Kuwaiti Liberation Medal (K)
- Kuwaiti Liberation Medal (SA)
- DOD Intelligence Instructor of the Year Award (2)
- Navy and Marine Corps Intelligence Training Center's Instructor of the Year (2)

SELECTED PRESENTATIONS

- 2009 Panel Member – Education Summit, Senator Bob Huff, Glendora, CA
- 2009 Panel Member –Superintendents Research Roundtable Program, AASA National Conference, San Francisco, CA
- 2007 Co-Presenter – California Department of Education Achievement Gap Summit. “District-wide Efforts to Close the Achievement Gap”. Sacramento, CA
- 2007 Co-Presenter - San Bernardino County Office of Education, “The Journey Towards Quality Schools,” San Bernardino, CA
- 2006 Presenter - Effective Schools Conference, “The Journey Towards Quality Schools,” Dallas TX
- 2006 Expert Panel Member – Claremont Graduate University, “Conversations that Matter: Dealing with Policies Before They Become Policy,” Claremont, CA
- 2005 Featured Speaker – Community Day School Conference, “Fulfilling the Promise through Community Day School”, Ontario, CA
- 2004 Presenter – National Alliance of Black School Educators, “Reconnecting School Districts and Communities,” Dallas, TX