

KUUMBA ACADEMY CHARTER SCHOOL
Vision Leadership Group
2012 – 2013

Member	Position
Hugh Atkins	Dual Board Member for Kuumba and CCAC Boards; Head of English Dept. Tower Hill School; collage artist
Dr. Joan Coker	Kuumba Board President; Otolaryngologist
Darren Moore	Kuumba Board V-P, Financial Services; Business Owner
Bernard Fisher	Kuumba Board Treasurer; CPA
Steven Werbe	CCAC Board President; Director, Corporate Projects Ashland
Tracey Merritt	Kuumba Board Secretary; Engineer
Raye Jones Avery	Kuumba Founding Board President; Executive Director, CCAC
Sally Maldonado	Kuumba Head of School

Citizen’s Budget Oversight Committee
2012 – 2013

Member	Position
Sally Maldonado	Kuumba Head of School
Bernard Fisher	Kuumba Board Treasurer
Michelle Lambert	Kuumba Finance Director
Darren Moore	Kuumba Board Member
Maria Beauchamp	Kuumba Parent
Deb Hansen	DDOE Liaison

HUGH ATKINS
1000 Hillside Boulevard
Wilmington
De. 19803
U.S.A.

Tel: (302) 575-0550, ext. 247 (w)
(302) 761-9917 (h)
e-mail: huatkins@towerhill.org

PROFESSIONAL EXPERIENCE

Chair of English Department, 1985-
Tower Hill School, Wilmington, Delaware

Responsible for all teaching of English in grades 5 through 12 and the reading program in grades 5 through 8 as well as the coordination of a 13 person department. Instituted a major curriculum overhaul that resulted in challenging new courses in grades 5 through 12. Have also been chair of school's curriculum committee and coordinator of new arts center (featuring 450 seat theatre, art galleries, rehearsal rooms, visual arts and photography departments).

Courses taught include Shakespeare, 19th Century British Novel, Is You Is, or Is You Ain't? (Jazz fiction and poetry), Sea of Words (maritime fiction and poetry), Modern Asian-American Literature and Planet Waves (an exploration of the ways authors have viewed the planet). Also co-founded and was first co-chair of Faculty Council.

Teacher of English, 1984-85
Sanford School, Hockessin, Delaware

Taught English in grades 9 through 11 and was asked to plan a new drama department, originally slated to open in September, 1985

Teacher of Drama, 1983-84
Fillmore Arts Center, Washington D.C.

Taught drama classes in grades PK through 8 to 300 students from five different public schools, as part of innovative arts program. (Fillmore was the recipient of a Rockefeller Brothers Foundation Award for Excellence in Arts Education).

Chair of Speech and Drama Department, 1982-83
Tower Hill School, Wilmington, Delaware

Invited to apply for a year-long position. Responsible for directing school productions and teaching upper school drama, English and public speaking classes.

Director of Drama and teacher of English, 1973-82
Wellington College, Crowthorne, Berkshire, England

Hired to start and develop a drama department. Responsible for 12-14 in-house productions annually as well as organization of performances of visiting companies. Managed 500 seat theatre and coordinated classes in acting, directing, movement and dance. Created divisions of wardrobe, set construction and stage management, lights and sound.

Taught full load of English classes, including specialist courses in Shakespeare, Jacobean Tragedy, William Blake, D.H.Lawrence, Beckett and the Brontes.

Teacher of English, 1970-73
City of London School, Victoria Embankment, London, England

Taught full complement of English courses in the equivalent of grades 8 through 12, as well as assisting with drama program.

Teacher of English, 1970
Hampton Grammar School, Hampton, Middlesex, England

Temporary position as teacher of English in the equivalent of grades 8 through 12.

ADDITIONAL EXPERIENCE

Directing:

Have directed over sixty shows, including works by Shakespeare, Beckett, Brecht, Stoppard, Shaffer, Anouilh, Chekhov, Tourneur and Neil Simon. Have also created a number of original experimental productions, as well as a series of performances featuring original movement and music.

Founded and directed D.R.A.M., an acting company designed to explore and implement improvisation techniques.

Co-founder of TASCH Productions, an operation designed to provide stimulating alternative theatre in the Wilmington area.

Acting:

Have played a wide range of parts, including James Tyrone in *Long Day's Journey into Night* and Arnholm in Ibsen's *The Lady from the Sea* (both for the Source theatre in Washington, D.C.), Norman in Ayckbourn's *Table Manners* and Tepperman in Kenneth H. Brown's *The Brig*.

Writing:

Have written several plays and a wide range of cabaret and revue material.

Wrote, developed and directed *Sleepers, Awake!* (1997), a production that, in its use of masks, dance and music, fused eastern and western theatrical traditions.

Was commissioned to develop a compilation, *Shakespeare in the Garden* that was performed at Winterthur Museum (De.) in May 1991.

Co-wrote lyrics for *Cinderella* at Folger Theatre in Washington D.C. and co-wrote *Crossed Words*, an original musical that received its premiere at the Folger in 1984.

Visual Arts:

Exhibitions:

2008 *Paper Cuts: Collage and Beyond*. Tower Hill School, Wilmington, De.

2009 *Three Artists*. Aloysius, Butler and Clark, Wilmington, De.

2012 Selected for National Collage Society 28th Annual juried Exhibit. Philip and Muriel Berman Museum of Art at Ursinus College, Collegeville, Pa.

EDUCATION

BA, MA, Emmanuel College, Cambridge.

AWARDS

1966 Open Scholarship at Emmanuel College, Cambridge

1966 Ford Foundation Scholarship

1980 English Speaking Union Chautauqua Scholarship (included six weeks at the Chautauqua Institute, working with members of the Cleveland Playhouse, and then another six weeks in San Francisco, Los Angeles, Dallas, Nashville, Richmond, Washington D.C. and New York, meeting with directors, teachers and other theatre professionals).

MISCELLANEOUS

Board member, Christina Cultural Arts Center, Wilmington, Delaware

Board member, Kuumba Academy, Wilmington, Delaware

Past board member, South Hill Park Arts Centre, Bracknell, England
Past member of Educational Advisory Board, Delaware Theatre Company
Past board member, Tri-State Bird Rescue, Newark, Delaware

Participating artist, Delaware State Arts Council, Artists-in-Education program
Coordinator of state-wide conference for arts teachers (1990)
Founder member, Independent Schools Drama Conference (England)



H. Raye Jones Avery

407 Washington Street, Wilmington, DE 19801

302-530-9717 • rayea24@gmail.com

NOT-FOR-PROFIT EXECUTIVE DIRECTOR

Results driven and bottom-line oriented Director with twenty-five years of experience in all operational aspects of a not-for-profit business. Has the proven skill to provide inspirational team leadership to turn around under-performing operations driven by exceptional performance, program evaluation and customer feedback.

Plans and implements cutting edge strategies in seeking new development opportunities. Led the adaptive re-use of two (2) vacant, historic properties in Wilmington's central business district, attracting 1200 families to educational programs designed to create safe harbors for youth. Cited by corporate executive, not-for-profit and community leaders for organizational sustainability, solid fiscal management, and results oriented business approach. Creative program design often replicated in arts organizations nationwide. Founder of a successful urban public charter school with a proven data-driven record for closing the achievement gap.

A visionary leader in Delaware's arts, human services and community development sectors with the ability to build community support through cultivation of relationships guided by a shared sense of purpose. Possesses the ability to lead cross-sector strategy formulation to engage citizens' in participatory government. Has a track record of analyzing data and identifying business and community alliances to create change strategies resulting in more efficient use of resources and enhanced organizational functioning. Further, renowned as a leader in Delaware urban business center revitalization efforts, generating income for area businesses.



- Fundraising for Operations/Capital
- Program Logic Model Development
- Community, Media Public Relations
- Research
- Social Networking
- Strategic Planning, Implementation, Evaluation
- Turn Around Operations/Change Management
- Operations/Change Management
- Support for Governance Board of Directors
- Consensus Building//Citizen's Engagement



CHRISTINA CULTURAL ARTS CENTER INC., WILMINGTON, DE

May 1991-Present

Executive Director

- Successfully managed the organization overcoming a crisis stage to emerge as a celebrated model linking arts, education achievement and family engagement.
- Increased general operating support from funders from \$230,000 to \$1.2 Million per year. Revenue growth an average 42% increases over a 10 year span. Orchestrated high impact developmental initiatives to boost programming and financial support.

- Managed two (2) successful capital campaigns adapting the re-use of vacant historic properties, adding value to downtown revitalization efforts. Served community development efforts of Delaware citizens and families with early childhood, elementary and secondary school programs. Alternative school services and parent engagement is a specialized focus.
- Established organizational brand recognition more than doubling student enrollment between 1991 and 1997.
- Edited "They Matter Most" Wilmington Neighborhood Schools report to the General Assembly. Published a series of articles in Gannet News Journal paper.
- Direct staffing and succession planning for the organization.
- Effectively recruit and foster the development of young professionals in employment and board positions.
- Complete 30 public events per year designed to increase educational access, build social capital and fund development opportunities, while generating roughly \$250,000 per year in income producing programs.

UNITED WAY OF DELAWARE

October 1986- May 1991

Planning & Research Director

- Provided professional support to corporate executives, private philanthropists, academicians and community leaders serving United Way planning, research and fund distribution committees.
- Managed research design, implementation and publication of Insight Delaware, Statewide Community Needs Assessment.
- Facilitated change management process requiring agency needs assessment, impact evaluation and shifts from the funding of organizations to program funding.

DELAWARE LEAGUE FOR PLANNED PARENTHOOD

1981-1986

Community Health/Patient Education Director

- Successfully developed and implemented human sexuality curriculum for middle and high school students. The intended outcome was to improve decision making skills resulting in a decreased incidence of teenage pregnancy in New Castle County.
- Conducted statewide human sexuality education training programs for teachers and parents.
- Collaborated with public school administrators to create support groups for behaviorally challenged students attending Newark, Glasgow, and Christiana High Schools.
- Represented the organization on various governmental agency planning commissions tasked with creating statewide plans to reduce teen pregnancy and infant mortality.

COMMUNITY ACTION OF GREATER WILMINGTON

1979-1981

Student/Parent Advocate, Trainer, and Conference & Seminar Planner

- Led teams of volunteers to better engage parents as key stakeholders and participants in the public education process at school and district level.

- Planned and implemented training conference targeting teachers, parents and community leaders to forge educational partnerships.
- Represented students and their parents during suspension, expulsion and special education hearings to ensure equal protection of their right to a free and appropriate education.

UNIVERSITY OF DELAWARE, Newark, DE
 Urban Affairs & Public Policy, 2001
 30 Doctorate Credit Hours, ABD

WEST CHESTER UNIVERSITY, West Chester, PA
 Master of Administration in Health Services, 1986

UNIVERSITY OF DELAWARE, Newark, DE
 Bachelor of Arts in English Literature/Sociology, 1977

UNIVERSITY OF AUSTIN, Austin, Texas
 Certificate in Arts Entrepreneurship

- Chair of the Wilmington Neighborhood Schools Committee
- Kuumba Academy Charter School Founding Board of Directors, President Emeritus, VP Governance
- Metropolitan Wilmington Urban League Board of Directors, VP Community Engagement
- Vision 2015 Implementation Committee
- Rodel Foundation Board of Trustees
- Wilmington Renaissance Board of Directors
- National Governor's Association Charter School Conference Planning Committee
- Delaware Arts Alliance
- Christiana Health Care Systems Board of Trustees
- Fruits of the Spirit Choral Ensemble
- HildaMan Chorale
- Delaware College of Art & Design, former Board Trustee

- State Farm Insurance Good Neighbor Award 2010
- City of Wilmington Jefferson Award for Volunteerism in 2007
- Metropolitan Wilmington Urban League Littleton P. Mitchell "Lions & Legends" Award 2009
- Governor's Award for the Arts in 2000

REFERENCES FURNISHED UPON REQUEST

Citibank Delaware

7/1997-12/1997

Assistant Vice President, Cash Management Services/ Customer Services

Responsible for growth and profitability of the Cash Management and Customer Services

- Held customer services training on subjects including how to handle irate customers, handling multifunctional task management, how to deal with different types of customers,, just to name a few.
- Managed career development sessions
- Managed account retention training courses
- Managed motivational sessions for employees
- Managed performance and workflow.
- Set and measured team performance goals.
- Created long-term strategic plans for teams.
- Developed reward system for team.
- Provided coaching to team members on technical aspects of the job.
- Recruited, interviewed and hired employees.
- Provided external customer service and site visits.
- Proactively, recognized and resolved all customer or operational investigations and processing errors.
- Lead, monitored and implemented appropriate procedures and processes that enhanced the efficiency of services.

Discover Card Services, New Castle, Delaware

Manager, Card member Services/Customer Services - May 1996 – July 1997

Unit Coordinator, Card member Services/Customer Services June 1994- May 1996

Unit Coordinator, Collection Charge-Off April 1992 – June 1994

Manager, Collection – February 1986 – February 1988

Avon Products, Newark Delaware

Supervisor, Attaching – February 1989 – April 1992

Visual Order Entry Administrator – February 1988 – February 1989

Education:

Cabrini College

Masters of Education, 2002

Settlement School of Music – Queen Street Campus

Certificate, Early Childhood Movement Specialist, 1998

University of Delaware

Certificate, Teen and Adult Male Counseling, October 1999

North Carolina Agricultural & Technical State University

Bachelor of Arts, Political Science, 1983

References available upon request

Curriculum Vitae

Joan Francisca Coker, M.D.

Demographics

Name: Joan Francisca Coker, MD
Date of Birth: February 7, 1964
Marital Status: Single
Email Address: ifcoker14@yahoo.com

Education

High School: Alexis I. DuPont High School
Greenville, DE
1978-1982

College: Tuskegee University
Tuskegee, Alabama
Bachelor of Science (Biology)
8/1988-6/1994

Medical School: Medical College of Ohio
Toledo, Ohio
Doctor of Medicine Degree
7/1993-6/1994

Internship: Howard University Hospital
Department of Surgery
Washington, D.C.
7/1993-6/1994

Residency: Charles R. Drew University
Martin Luther King Jr. Hospital
Department of Otolaryngology
7/1994-6/1999

Fellowship: Stanford University, Department of Surgery
Division of Otolaryngology
Surgical Management of Obstructive Sleep Apnea 6/2001

Licenses

Medical License: State of Delaware
ACLS, BCLS

Board Certification: American Board of Otolaryngology, 4/2000
Diplomat of the American Board of Otolaryngology
Fellow of the American Academy of Otolaryngology/ Head and Neck Surgery
Fellow of the American College of Surgeons

Professional Career Experience

1999-2000	Assistant Director, Otolaryngology Department of Surgery Arrow Regional Medical Center Colton, CA
1999-2003	Clinical Attending Staff Department of Otolaryngology Charles R. Drew University/Martin Luther King Jr. Hospital Los Angeles, CA
1999-2003	Clinical Attending Staff Hubert Humphrey Comprehensive Health Center Los Angeles, CA
2003-2007	Dr. Girgis and Associates, SC 908 North Elm Street Suite 306 Hinsdale, IL 60521
2007-Current	Delaware Valley ENT Corporation 1508 Pennsylvania Avenue Suite 1-A Wilmington, DE 19806

Academic Career Experience

2002	Assistant Professor II. UCLA Department of Surgery, Division of Otolaryngology
1999	Assistant Professor II, Charles R. Drew University of Medicine & Science
1998-1999	Clinical Instructor, Charles R. Drew University of Medicine & Science

King/Drew Medical Center Committees

Referral Center Committee

OR Committee

Grievance Committee

Bioethics Committee

Los Angeles Mentoring Program Committee

Ambulatory Care Committee

IOP Committee

Boards Professional Societies

2010-Present	American Academy of Otolaryngology Allergy
2010-Present	Kuumba Academy School Board President
2010-Present	Diplomat of “The Grand Opera House”
2010-Present	Unison Insurance Company
2010-Present	Medical Society of Delaware
2010-Present	Chicago Otolaryngology Society
2010-Present	California Medical Association Young Physicians Section
2010-Present	Association of Black Women Physicians
1999-2003	Los Angeles Otolaryngology Society
1994-Present	American Academy of Otolaryngology/Head & Neck Surgery
1992-Present	National Medical Association
1990-2003	American Medical Association

Honors & Awards

2008	Mayoral Award for Outstanding Contribution to the Community
2008	Martin Luther King Jr. Award for Citizenship
2003	Fellow American College of Surgeons
2001	Certificate of Appreciation, Student National Medical Association
1999	Paul Ward Society, Annual Resident Research Forum - First Place for Presentation of Head & Neck Cancer in a Minority Population - The Charles R. Drew Experience
1991	Pathology Student Fellowship Medical College of Ohio at Toledo

Bibliography

Invited Lectures/Presentations

1. Smith L, Coker, J. Patient Advocacy- The role of the physician; Brown University, SNMA Medical education conference, Region VII, 12/2001.
2. Brown, J.J., Mohommed, H., Smith, L., Coker, J., Correlation of Ki67 index with stage, grade and Survival of patients with oral and pharyngeal SCCA, Triologic Society-Western section, Pasadena, 2/2002.

- Williams-Smith L, Coker J, Washington E, Ukatu C, Rajagopalan S. “The one week surgical subspecialty core experience at Drew: Pros and Cons” Presented at the Western Group on Education Affairs, 4/2002.
- Terris Dj, Coker J, Thomas A, Chavoya M. Preliminary findings from the first prospective, randomized trial of surgery for sleep-disordered breathing. Presented at the Annual Meeting of the American Academy of Otolaryngology-Head and Neck Surgery, 2001.
- Williams-Smith L, Brown J, Coker J, Mohammed H, Gill G. Head and Neck Cancer in a Minority Population- The Charles Drew experience- 7th Biennial Symposia on Cancer in Minorities, 2/2000.
- Coker J, Head and Neck Cancer in a Minority Population- The Charles Drew experience- Paul Ward Society Meetings, 1998.
- Coker J, Wolf K. Tuning Forks – Tine & Tine Again, Nation Medical Association Annual Conference Chicago, 1996.
- Coker J, Psychoneuroimmunology, Interactions between the Central Nervous System and Immune Function, Alpha Omega Alpha Research Forum. Medical College of Ohio at Toledo, 1992.

Research Papers-Peer Reviewed

- Terris, D, Coker, J. Preliminary findings from a prospective. Randomized trial of two palatal Surgeries for sleep disordered breathing. Otolaryngology-Head and Neck Surgery. 127 (4), 315-23, 2002.
- Brown, J.J., Quin, M., Williams-Smith, L., Coker, J., et al., Identification of genes up regulated in Human papillomavirus type 16 infected oral cancer cells. Otolaryngology/Head and Neck Surgery 124:663-668, 2002.
- Brown JJ, Mohammed H, Williams-Smith L, Osborne R, Coker 7/18/2007J, Yee B. Primary Hyperparathyroidism secondary to simultaneous bilateral parathyroid carcinoma Ear Nose Throat J; 81(6): 395-8, 2002.

Abstracts:

- Brown J., Mohammed, H., Smith L., Coker J., Correlation of Ki67 index with stage, grade and survival of patients with oral and pharyngeal SCCA Triologic Society- Western section, Pasadena, 2/2002.
- Terris DJ, Coker J, Thomas A, Chavoya M. Preliminary findings from the first prospective, randomized trial of surgery for sleep-disorder breathing. Presented at the Annual Meeting of the American Academy of Otolaryngology-Head and Neck Surgery, 2001.
- Lorraine Williams-Smith, M.D., M.P.H, Joan F. Coker, M.D., Eleby Washington, M.D. Chidi Ukatu, MS IV, Shobita Rajagopalan, M.D. “The one week surgical subspecialty core experience at Drew: Pros and Cons: Presented at Western Group on Educational Affairs, April 2002.
- Williams-Smith, L, Brown J, Coker J, Mohammed H, Gill G. Head and Neck Cancer in a Minority Population- The Charles Drew experience- 7th Biennial Symposia on Cancer in Minorities,2/2000.

Samantha Connell

161 Christina Landing Drive Wilmington, DE 19801
Phone: 412- 370-5117 E-Mail: samanthalynn.connell@yahoo.com

Experience

Kuumba Academy Charter School

August 2009- Present

4th Grade Teacher

- Increased average class reading level by 1.5 years in one school year in 2009-2010 academic year and sustained or improved upon these gains each year thereafter.
- Reached 85% proficient on Delaware Comprehensive Assessment System for 2011-2012 academic year, 84% proficient for 2010-2011 academic year.
- Member of Instructional Leadership Team
- Teacher Representative on Kuumba Academy School Board

Teach for America

August 2009- June 2011

Corps Member

- Member of a highly selective national service corps of recent college graduates who commit two years to teach in high needs area.
- Participated in professional development and professional learning communities on assessment, data analysis, state standards, classroom management, and instruction.

The New Teacher Project

January 2011- March 2011

[Selector

- Facilitated interview events for potential teacher candidates for the Delaware Teaching Fellows program.
- Observed sample lessons and provided feedback to teacher candidates.
- Conducted personal interviews with teacher candidates.
- Evaluated interviews and sample lessons in order to recommend candidates for hire in the Delaware Teaching Fellows program.

Education

Wilmington University

September 2009- May 2011

- Master of Education, Elementary Education
- GPA: 3.93

University of Pittsburgh

August 2005- April 2009

- Bachelor of Arts in History
- Minor in Italian Language and Literature, Certificate in West European Studies
- GPA: 3.75

Other Experience and Skills

- eMints technology certified
- Proficient in Microsoft Excel, PowerPoint, Smart Notebook
- Mentored Wilmington University undergraduate practicum student

Douglas L. Cuffy

84 Oakmont Dr
New Castle, DE 19720
(302) 722-3644 Cell
Dcuffy@kuumba.k12.de.us

Profile

- A talent for involving and motivating students of all ability levels.
- The ability to relate effectively to students of diverse cultural backgrounds and to tailor teaching methods to suit their individual needs.
- Excellent written and verbal communication skills, with the ability to convey subject material in an accessible and compelling manner.
- Highly developed computer skills, with in-depth experience of utilizing technology in the classroom to maximize the learning experience.
- Strong leadership qualities and the ability to manage challenging behavior calmly and effectively.
- The ability to establish positive relationships with fellow professionals and parents.
- A genuine interest in and respect for young people.
- A passion for your subject area and a commitment to maintaining up-to-date knowledge in your specialist field

EDUCATION/TRAINING

B.A. Degree English May 2007

Delaware State University

Instructional Leadership Team Member

2011-Present

Kuumba Academy Charter School Board Representative

Voted as a teacher representative in 2011

Common Core Curriculum Math and Science

Train the trainer- 2011 and 2012

Extensive Singapore Math Training

Adopted Singapore Math Curriculum in 2008

Emints Technology Training

Insure that significant investments in technology translate into improved student performance

Professional Development

- De-Escalation Training
- Functional Behavioral Assessment Training
- Differentiated Instruction Training

- Classroom Discipline and Management Training
- Inclusion Training
- Delaware Dept of Ed- 2010 Train the Trainer Delaware Common Core Standards

Professional Experience:

4 and 5 Grade Math Teacher

Kuumba Academy Charter School Sept 08- Present

- Developed age-appropriate lesson plans and lead classroom instruction in various subject areas
- Incorporated innovative uses of technology into classroom instruction
- Provided visual and auditory learning techniques to make lessons interesting and more hands-on to promote continued growth in all academic success
- Developed, maintained, evaluated and implemented extracurricular programs to reflect student achievement and growth
- Provide leadership for the planning and development of the school's curriculum
- Assist in the implementation and development of student discipline management system
- Instrumental in reviewing safety and emergency procedures to assure compliance; implemented regular drills for emergencies and disasters
-

Substitute Teacher Experience-

Kelley Educational Service March 08- Sept 08

- Provided instruction, maintained safe classroom environment and promoted student learning in the absence of the classroom teacher.
- Implemented lesson plans
- Maintain classroom control and discipline
- Provided a daily report to communicate back to the lead teacher

Dover Boys and Girls Club Youth Counselor (YC)

- Primary responsibility is to provide and manage a range of services for teenagers who are seeking help with many different issues: college, relationship and family issues.

Final Activities/Interest Section

- Big Brother Big Sister Mentoring Volunteer
- Delaware Geography Alliance
- Assistant Basketball Coach (Volunteer)
- Saturday School Math Teacher

References Available Upon Request

BERNARD H. FISHER
2613 Tonbridge Drive
Wilmington, DE 19810
302-475-5646

B.S. Accounting, Gannon University, Erie, PA.

BAI Graduate School of Bank Financial Management (with honors), Bank Administration Institute at Vanderbilt University, Nashville, TN.

M.S. Sport Management, Neumann University, Aston, PA.

CERTIFICATION

Certified Public Accountant, Pennsylvania License

B H FISHER, CPA, Wilmington, DE

Provide services to a variety of clients in several industries. Industries served include medical providers, banking, private investment, and not-for-profit and private foundations. Entities ranged in size from assets of \$300,000 to over \$150 million.

HODSON SERVICES, Wilmington, DE

Treasurer

Trust management company. Assets under management in excess of \$400 million.

BENEFICIAL NATIONAL BANK

Senior Vice President/Chief Financial Officer

BENEFICIAL MANAGEMENT CORPORATION

Assistant Vice President/Director of Bank Auditing

CITY OF PHILADELPHIA, Philadelphia, PA

Deputy Revenue Commissioner

DELAWARE VALLEY REGIONAL PLANNING COMMISSION, Phila, PA

Comptroller

GIRARD BANK, Philadelphia, PA

Audit Manager

ERNST & ERNST, Philadelphia, PA

Senior Accountant

BINDU KOLLI

1420 Locust Street, Apt.22P ♦ Philadelphia, PA 19102

908-377-3992 ♦ bindu.kolli@gmail.com

Education

UNIVERSITY OF PENNSYLVANIA LAW SCHOOL, Philadelphia, PA

J.D., May 2008

Honors: Administrative Editor, *Journal of Business and Employment Law*

Activities: Penn Law Immigration Client; Penn Advocates for the Homeless; Equal Justice Foundation; Research Assistant to Professor Lawrence White

CORNELL UNIVERSITY, Ithaca, NY

B.A. Government, *magna cum laude*, Distinction in all subjects, May 2005

Thesis: *Beyond Black and White: The Effect of Residential Diversity on White Americans' Voting Behavior on Racial Ballot Initiatives*, advisor: Dr. Nicholas Winter

Honors: Meinig Family Cornell National Scholar (less than 2% of the Class of 2005 were chosen; selected for exemplary leadership, scholarship, and service); Member, Pi Sigma Alpha Political Science Honor Society; Dean's List; Member, National Society of Collegiate Scholars

Experience

October 2010 –
Present

University of Delaware, Newark, DE

Director, Policy, Compliance and Equity

Legal Counsel and Chief Policy Advisor

Oversee policy related initiatives for the Vice President for Finance and Administration. Manage the Office of Equity and Inclusion. Coordinate the university's compliance activities related to Title IX, affirmative action and equity issues and related external audit processes. Draft, revise and consult on policies affecting the University's employee population. Collaborate with both academic and administrative senior administrators on a variety of personnel issues.

October 2008 –
October 2010

Morgan, Lewis & Bockius LLP, Philadelphia, PA

Associate, Business & Finance Practice Group

Developed research, drafting and client relation skills with emphasis on mergers and acquisitions, securities filings and corporate governance. Reviewed, drafted and revised a variety of procurement agreements for various clients. Commended by the firm-wide pro bono counsel for my commitment to and involvement with these cases.

Summer 2006

Reed Smith LLP, Pittsburgh, PA

Summer Associate

Worked on a variety of corporate, litigation, and pro bono matters. Completed memoranda on issues including labor and employment, investment management, corporate & securities, tax & benefits, adoption, prisoners' rights and immigration law. Drafted petitions and conducted legal research on two high-profile juvenile immigration cases. Commended by the firm-wide pro bono counsel for my commitment to and involvement with these cases.

Fall 2005-
Spring 2008

Penn Law Immigration Clinic, Philadelphia, PA

Volunteer

Chosen as one of eleven new volunteers by demonstrating a commitment to public service as well as foreign language skills. Advocated for a client seeking asylum under the Violence Against Women Act. Wrote memoranda and compiled necessary information for client's U-Visa application. Work closely with a supervising attorney and speak with clients and law enforcement personnel in a professional capacity.

Academic Years
2003- 2005

Cornell University, Government Department, Ithaca, NY

Research Assistant to Dr. Nicholas Winter

Researched theories regarding racial and gender stereotyping and their application to interpreting political rhetoric. Wrote a variety of research reports and contributed to forthcoming papers to be published by Dr. Winter. Coordinated and evaluated political opinion survey data.

Summer 2004

The Civil Rights Project at Harvard University, Cambridge, MA

Project Intern

Assisted scholars and attorneys in conducting research on such topics as affirmative action, the No Child Left Behind Act, voter registration, the fifty years since *Brown v. Board of Education*, and the increasing high school dropout rate. Co-edited the book, *Dropouts in America: Confronting the Graduation Rate Crisis*, published in November 2004 by the Harvard Education Publishing Group. Attended and compiled data for presentations conducted by Civil Rights Project co-director, Dr. Gary Orfield, for various interest groups during the Democratic National Convention 2004 in Boston, MA.

Fall 2003

U.S. Department of Justice, Civil Rights Division, Washington, D.C.

Intern in the Special Litigation Section

Conducted preliminary inquiries into complaints received by the DOJ regarding a variety of alleged civil rights infractions. Drafted memoranda on the findings of my investigations into complaints on such topics as prisoners' and religious rights. Compiled a national racial profiling directory which chronicled incidents of profiling and the subsequent legislative solutions proposed. Interacted with attorneys and government officials in an official capacity on a daily basis. Received excellent reviews from all supervising attorneys.

Bar Admissions

Pennsylvania; New Jersey; Delaware (Rule 55.1 Limited Admission)

Publications/Invited Speaking Engagements

Planning Committee, Conference on Higher Education Discrimination Law, National Association of College and University Attorneys, March 2013 (*anticipated*).

Speaker, Legal Issues in Higher Education Conference, University of Vermont, October 2012 (*anticipated*).

Speaker, CLE Workshop on Responding to Sexual Violence on Campus – OCR Dear Colleague Letter Compliance, National Association of College and University Attorneys, February 2012.

Kolli, B. (2008), In Love and In Jeopardy: Why Legal Recognition of Same-Sex Unions Does Not End the Need for Domestic Partner Benefit Programs, *Journal of Business and Employment Law*, Vol. 10, Issue 1.

SALLY ANNE MALDONADO, M. ED.

509 Becker Ave • Wilmington, DE 19804 • Phone: (302) 420-4239 • Email: sallym14@comcast.net

PRINCIPAL

Results-oriented, school leader seeking to work in an urban environment that is committed to raising student achievement. Outstanding organizational, leadership, data analysis, and interpersonal skills to lead teachers, and foster meaningful and productive relationships with parents, students, and the school community to bring about dramatic results in student achievement and school culture.

Areas of expertise include:

- Data Analysis
- Developing teacher leadership
- Research-Based Instructional Practices
- Student Assessment
- Parental Engagement
- Data-Driven Decision-Making
- Distributed Leadership
- DPAS II and Effective Teacher Evaluation
- Teacher Recruitment and Retention
- Technology Integration (eMINTS)

EDUCATION & CREDENTIALS

Master's Degree in Educational Leadership

Wilmington College, New Castle, Delaware

Overall GPA: 3.8

Bachelor of Science in Education, Certified Elementary K-6 and Special Education K-8

University of Delaware, Newark, Delaware

Major GPA: 3.9 • Overall GPA: 3.6 • Cum Laude • Dean's List

Balanced Leadership

Delaware Academy School Leadership, 2010

Comer School Development Leadership Training

Yale School of Medicine, Summer 2007

Delaware Certification and Licensure

School Leader I-Exceptional Children

School Leader I

Principal/ Assistant Principal

ADMINISTRATIVE EXPERIENCE

KUUMBA ACADEMY CHARTER SCHOOL, Wilmington, DE

2006-Present

Principal/Dean

Responsible for instructional leadership in an urban charter school serving 260 elementary students.

Ensure improvement in student outcomes by coordinating and providing professional development in best practices for the entire faculty. Fostered a collaborative learning environment for data-driven decision-making. Observed and Evaluated staff utilizing DPAS II. Constructed and implemented teacher improvement plans in accordance with DPAS II and DOE guidelines.

Trained and coached teachers in the implementation of the eMINTS instructional model

HIGHLIGHTS AND CONTRIBUTIONS

- **Established a school wide instructional focus in math** that resulted in a significant increase in student achievement school wide from 49.93% proficient in 2007 to 87.45% in 2010 as measured by the Delaware State Testing Program.
 - **Increased parental involvement and participation in school wide instructional focus areas** by instituting “Bring your parent to School Day” and monthly Parent Academy Workshops
 - **Pioneered the implementation** of Singapore Math Curriculum in grades K-5. One of 3 schools in the state to early-adopt this rigorous math curriculum.
 - **Implemented teacher incentive program** to reward teachers who were able to meet rigorous student achievement targets
 - **Reduced teacher turn-over by 50%** by implementing sound strategies for teacher recruitment, retention and professional development
 - **Transformed instruction** by leading the implementation of an inquiry-based, technology centered instructional model known as eMINTS school wide to more deeply engage students in meaningful learning
 - **Delaware Academic Achievement Award** for achieving academic excellence with low-income student populations during the 2009-2010 school which resulted in an additional \$150,000 in federal Title 1 funds
 - **Appointed to serve as a member of the Vision Network Writing team** responsible for planning professional development modules for 27 schools around parental and community engagement, evidenced based teaching practices, accountability and instructional leadership
-

TEACHING EXPERIENCE

KUUMBA ACADEMY CHARTER SCHOOL, Wilmington, DE

2001-2006

Classroom Teacher

Created a positive learning environment for students by modeling and encouraging fairness, respect, and compassion within the classroom. Successfully implemented Standards-based instruction in all content areas utilizing Delaware Recommended Curriculum, and student achievement data to inform decision-making and flexible grouping. Participated in grade-level Professional Learning Community for continuous improvement in student achievement utilizing MAPs, DIBELS and district wide assessments

REFERENCES

Dr. Yamil Sanchez, M. Ed, Head of School

Kuumba Academy Charter School
519 N Market St, Wilmington, DE 19801
302 472-6450

Dr. Sharon Brittingham, DASL

University of Delaware, Newark, DE 19716
302 831-2792

Michelle Hastie, Former-Acting Head of School

Kuumba Academy Charter School
519 N Market St, Wilmington, DE 19801
302 472-6450

Janice Barclay, Ed.D

Focus on Results, Boston, MA 02108
703-339-3737

TRACEY E. MERRITT, P.E.

(302) 753-3578, penn4015@msn.com

Objective:

To provide leadership in a career opportunity which utilizes my expertise in electrical design, communications, technology, management and interpersonal relations.

Experience:

Senior Electrical Services Engineer

Kling Stubbins

Philadelphia, PA

February 2006 – Present

- Serves as the lead electrical services engineer on design projects.
- Designs all projects in accordance with all federal, state, local applicable codes, standards and recommendations, including but not limited, LEED, NEC, IES, NFPA, etc.
- Project types include, but not limited to, corporate commercial, restaurant & hospitality, schools & university, mission critical, medium voltage, residential, laboratory, government, interior fit-outs and new construction.
- Responsibilities include, but not limited to, the design of lighting, power, fire alarm, security, and telecommunications, emergency power, lightning protection & grounding systems, and management.
- Writes basis of designs and technical specifications for projects.
- Reviews and conducts quality checks for design projects.
- Mentors engineers and designers.
- Conducts construction administration activities, including shop drawing review, site visits, punch list and field report documentation, request for information response, and change order review.
- Provides information, such as technical description, estimates of manpower and schedule, project proposal development.
- Participates in project team interviews with potential clients.
- Communicates effectively with internal and external clients, including owners, contractors, multiple discipline personnel, managers and vendors.
- Conducted a class/workshop, Electricity for Designers, for IES Philadelphia Chapter.

Electrical Design Engineer

Endecon, Incorporated, Wilmington, DE
January 1998 – May 1999, March 2002 – February 2006

Becker Morgan Group, Wilmington, DE
June 1999 – November 2001

- Participated in project interviews and pre-proposal meetings.
- Prepared design and construction documents for all electrical systems, cost estimates, specifications and punch lists for residential, commercial, hospitality, light industrial and government projects.
- Worked with the local utility to obtain necessary information to design electrical services.
- Assisted clients during the bidding process and construction phase by reviewing shop drawings, answering RFIs, contributing to construction meetings, and developing punch lists.

Engineer

Delmarva Power & Light Company, Newark, DE
June 1991 – December 1997

- Environmental, Health and Safety Compliance Plan Coordinator, December 1994 -December 1997
- Developed, implemented and managed the EHS Compliance Plan for the Regulated Delivery Business Unit.
 - Managed internal and external supporting staff throughout all phases of the project.

- Prepared and communicated environmental presentations to Senior Management.
- Participated in the presentation of the Compliance Status Report for the Board of Directors.
- Authored concise, 'user friendly' compliance guidance documents encompassing federal and state regulations and company policies.
- Developed and facilitated Hazardous Material and Emergency Response training.
- Developed self-audit and assessment tools. Conducted EHS assessments.

Distribution Engineer, June 1991 – December 1994

- Authored and presented a technical paper, Low Set Instantaneous Overcurrent Relay (LSI) Removal and its Effects on Distribution Reliability, to the Pennsylvania Electric Association.
- Conducted and documented a circuit reliability study identifying concerns and solutions.
- Designed reliable distribution circuits and maintained the integrity of the electrical system related to assigned capital projects.
- Prepared job orders which included material procurement coordination, estimation, permit acquisition and single line diagrams.
- Investigated and determined corrective action on circuits that did not meet reliability criteria.
- Maintained computerized circuit profiles, phasing maps and connected load data files.
- Assisted in the development of a distribution line equipment rating list that contained the ampacity and fault duty of the equipment.
- Organized the preparation of the department's capital budget.

Adjunct Instructor

Delaware Technical & Community College, Wilmington, DE
Summer 2002 – Spring 2009

- Taught Elementary Algebra to 18-26 students.
- Prepared lessons, graded assignments, evaluations and provides supplemental exercises.

Education:

Bachelor of Science in Electrical Engineering, Howard University, Washington, DC, May 1991.

Awards/Certification:

Professional Engineer, State of Delaware

Personal Interests:

Education, Mentor/Tutor, Travel, Tennis, Sports, Photography, Spanish



Darren Moore, CHFC

Experience

OWNER, MOORE INSURANCE AND FINANCIAL SERVICES, INC. ESTABLISHED 1997

Own and operate full service insurance and financial service company exclusively with State Farm Insurance company. Agency provides valued community and business services, with a compliment of five full time and fully licensed employees.

STATE FARM AUTOMOBILE CLAIM REPRESENTATIVE 1988-1997

Handled bodily, personal injury, property damage claims and lawsuits resulting from automobile and homeowner insurance claims in Delaware and Philadelphia counties.

MASTERCARD CUSTOMER SERVICE REP, CHASE MANHATTAN BANK 1986-1988

Handled various customer inquiries and complaints via phone or mail correspondence.

Education

Delaware State University-----1982-1986, B.S. Degree Business/Accounting

American College---- 1990, Associate in Claims, 2003 Life Underwriting Training Council Degree, 2010 Chartered Financial Consultant Designation

Skills

Series 6 & 63 license, property and casualty license, life and health license, Investor Advisor Rep designation.

Referrals

Upon request

Colleen M. Sheeron

28 Fairview Avenue
Clifton Heights, Pennsylvania 19018
csheeron@comcast.net 484-620-6480

SUMMARY: Communication and Instructional Professional focused on improving performance through technology enhancements, team-building activities, and instructional support. Solid background in education, and experience in building collaborative efforts toward achieving objectives.

EDUCATION: **Bachelor of Arts in Elementary Education** May 2000
Neumann College, Aston, Pennsylvania
Graduated Magna cum Laude with a GPA of 3.85

TEACHING EXPERIENCE: **Third Grade Teacher/Math Coach August 2006 – Present**
Kuumba Academy Charter School, Wilmington, Delaware

- Plan and implement a program of instruction that correlates to state and district philosophy, goals, and objectives in core curriculum. Meet statewide proficiency rating as assessed by the DCAS.
- As math coach, lead in school-wide professional developments on Singapore Math, implement and monitor school-wide assessments, mentor new teachers on lesson planning and instruction strategies, lesson observations and feedback provided on monthly basis to math teachers.
- Instructional Leadership Team (ILT) member, implemented through Vision 2015, which plans and conducts school-wide professional development, participates in biweekly meetings, evaluates assessment data, and develops school goals, builds and evaluates decisions related to student achievement, plans agenda for PLC meetings.
- eMINTS partner; incorporate technology such as Smart board and student computers into daily lessons, create class website, web quests, scavenger hunts; attend biweekly professional development to achieve proficiency with iMac software and integration.
- Monitor progress of students' knowledge using NWEA testing and goal setting, adjust lessons appropriately. SMARTe goals met quarterly since date of hire.
- Instructor during AAEP (Academic Arts Enrichment Program) afterschool program for students in first through third grades, Subjects include Reading, Math, Spanish, etc.
- Design sample units for Delaware Department of Education, participant in charter renewal
- Member of Wellness Committee; originated Biggest Loser competition for staff, confirm healthy snacks for students and acceptable exercise, plan school-wide incentives
- Team director of Professional Learning Community (PLC); meet weekly with grade level colleagues to plan and discuss student improvement and modify lessons to relate to school goals.
- Generate report cards and interim reports quarterly, construct assessments and curriculum supplements using Microsoft Excel, Power point, and Word, as well as iMac Numbers, Keynote, and Pages.
- Mentor to Wilmington University practicum students, demonstrate best teaching strategies.
- Teacher liaison at June 2008 National Charter School Convention in Louisiana.
- Communicate with parents weekly to inform of student content knowledge and behavior.
- Tutor at-risk students afterschool in reading and math to prepare for state testing.

Colleen M. Sheeron

Fifth Grade Teacher *September 2000-June 2006*
Blessed Virgin Mary School, Darby, Pennsylvania

- Educated students in both a self-contained (three years) and departmentalized setting for math and science for fifth and sixth grade (three years).
- Utilized understanding of theory of multiple intelligences for differentiated instruction.
- Identified and referred students for school special services, modified curriculum content for students with special needs, as well as organizing enrichment projects for accelerated students.
- Implemented multiple behavioral reward systems, which motivated all and helped address economic needs of many students.
- Incorporated technology into the classroom by creating a homeroom web page updated daily, using interactive smart boards, internet quests, Microsoft Office, and laser discs.
- Served as Math Coordinator Grades K-8; tracked progress of each grade, suggested teaching strategies, and organized class competitions.
- Functioned as an Instructional Support Team Member; evaluated the needs of students at risk, offered support to teachers and parents through recommendations, scheduled and managed follow-up meetings to track student's progress.

RELATED EXPERIENCE:

Database Coordinator 6/04 – 9/05
Mothers' Home, Darby, PA

- ❖ Modified and updated Access database
- ❖ Recorded financial transactions
- ❖ Assisted directors and residents
- ❖ Facilitated fundraising activities

Assistant Manager 4/97 - 7/01
Pier 1 Imports, Springfield, PA

- ❖ Conducted customer service, special orders
- ❖ Arranged displays, managed inventory
- ❖ Scheduled hours of associates, trained new employees, performed various financial responsibilities



CHRISTINA D. TAYLOR

405 W. 3rd Street □ Wilmington, Delaware 19801 □ (302) 494-8116 □ taylor_christinad@yahoo.com

RESULTS-DRIVEN PROFESSIONAL with an outstanding record of leadership and management skills. A proven record of top performance in team building, recruiting, screening and placement. Successful in leading cross-functional project teams by cultivating and promoting effective working relationships. Committed to exceeding performance expectation. Excellent communication and problem resolution skills; energetic motivator. Computer proficient.

AREAS OF EXPERTISE

- Recruitment/Hiring
- Career Management
- Project Management
- Employee Relations
- Policies and Procedures
- Marketing / Public Relations
- New Hire Orientation
- Training and Assessment
- Public Speaking/Presentations

PROFESSIONAL EXPERIENCE

Development Support

- Coordinates programs and services with divisions and departments to ensure the most effective staffing and service delivery.
- Supported a climate that promotes and expects innovation, cross-cultural effectiveness and improved service to employees, students and the community.
- Initiates and maintains ongoing personal contacts with a variety of businesses and community leaders.
- Develops and implements plans, procedures, goals and objectives in accordance with policies and guidelines.

Program Support

- Leads, plans, supervises, coordinates and evaluates all programs and services for effectiveness and efficiency.
- Maintains contact with employers during the participants' employment. Planned and developed outreach programs; determines needs and makes appropriate referrals and follow-up arrangements with relevant service agencies and local high school contacts; and encourage underrepresented and disadvantaged participants to enroll in appropriate educational programs.
- Responsible for maintaining files, records, facilities, equipment and supplies.
- Chairs or serves on various committees; participates in local, regional, statewide, and national meetings; maintains compliance with division, district, state, and federal regulations; prepares and distributes required reports.

CAREER TEAM, Wilmington, DE Employment Manager/Trainer

April 2010 – April 2012

- Assists clients in marketing their job skills for positions with employers; instructs in job seeking, application procedures, resume writing, interview preparation and job retention skills.
- Assists clients in preparing job search portfolio; provides job search/career information workshops and presentations; arranges for interviews.
- Performance on the job and counsels participants when job performance is not satisfactory; works with participants to improve job performance and gain necessary job skills or reviews other employment options.
- Execute recruiting strategy through job fairs and Internet resources; researches various resume programs; participates in outreach and recruitment activities by coordinating and attending job fairs.
- Prepares forms and reports related to placement activities; tracks participant activity and progress data.
- Collect data from employers related to job orders including job requirements and skills.
- Assess job skills with applicant qualifications to forward qualified applicants to employers.
- Conducts necessary follow-up when applicants are placed in positions.

CONTINUED ...

**SUPERIOR STAFF RESOURCES, Williamsville, NY
Onsite Program Manager (HSBC – New Castle, DE)**

October 2005 – May 2009

- Provides Human Resources (HR) support to assigned business unit(s) and employees to include interpretation of HR policies, recruitment, new hire orientation and employee relations.
- Manage the recruitment process, data, reporting and program related responsibilities with the objective to source quality and diverse candidates for both exempt and non-exempt positions.
- Partner with hiring managers re: staffing strategies involving sourcing, outreach, diversity, candidate assessment, offer packages and hiring decisions. Effectively manage relationships in support of business and department goals. Support and manage diversity goals through management of candidate slate, coaching/ counseling of managers and partnership with HR team members.
- Utilize E-solutions and web-based tracking and sourcing tools for candidate recruitment; interview, evaluate and assess candidates in a high volume environment. Extend job offers; coordinate hiring/ orientation process with staffing team members and Hiring Managers. Manage pre-employment related processes. Partner with HR Generalist Teams on related issues.
- Responsible for adhering strictly to compliance and operational risk controls in accordance with Company and regulatory standards, policies and practices; report control weaknesses, compliance breaches and operational loss events.

Olsten Staffing Services., New Castle, DE 19720

Branch Manager

May 2002 - October 2004

Plan, direct and control all phases of a successful branch operation. Responsible for the preparation and achievement of a successful annual business plan. Develop staff members so that each member of the staff is fully trained and utilized to the optimum level. Perform sales and customer service activities with assigned clients to increase gross margin dollars. Develop and maintain a high-level name awareness through the use of advertising and public relations.

Achievements

- Managed team of 16, including supervision of over 500 employees.
- Directly supported top ten corporate customers, each billing in excess of \$1 million per month.
- Recognized for “continuously providing leadership in achieving business goals by managing and coaching others in delivering superior customer and client experience while minimizing cost.
- Increased gross margin by 75% and net contribution by 145% on a 5% rate increase.

The News Journal., New Castle, DE 19720

Recruitment Project Leader

May 2000 - May 2002

Joined company to lead recruitment advertising market penetration initiatives throughout Delaware and surrounding counties. Conduct in-depth client need assessments and develop advertising strategies to ensure maximum results. Manage, service, and build existing accounts; develop new business, establishing both regional and national accounts. Supervise a team of inside sales specialists to increase sales and improve customer service.

Achievements

- Identified target market, initiated contact with prospects, developed proposals, and forged major account relationships.
- Reversed a history of stagnant sales; delivered consistent growth and build territory sales 60% in first year.
- Negotiated advertising contract with potential customers to assist firm’s closing of deals in a highly competitive market. Typical sales range from \$52,000 to \$150,000.
- Implemented creative sales contests and incentive programs that increase revenues, boosted morale, and minimized employee turnover.

Independence Blue Cross (AmeriHealth HMO, Inc., Wilm, DE 19801)

August 1995 - May 2000

- **Account Executive**

CoreStates Bank, Philadelphia, PA 19101

October 1992 - July 1995

- **Trainer II** (September 1994 - July 1995)
- **Recruiter/HR Sr. Specialist** (March 1994 - October 1992)

EDUCATION:

Bachelor of Arts Degree, Communications 1991

Mansfield University, Mansfield, PA

Society of Human Resources Management Certification, 2008

Villanova University, Lincoln, PA

COMPUTER SKILLS:

Proficient in Microsoft Office (including Word, Outlook, Excel, Publisher & PowerPoint), Internet, Client Management/QuickSearch, Taleo Talent Management System/Typing +65 wpm

Susan A. Thomas-Holder, PH.D.
1621 Coleman Street
Wilmington, DE 19805

Education

1967 – BS Secondary Science Cheyney State University -
1970 – MS Chemistry Education University of Delaware
1986 –MS African American Studies Temple University
1992 – PH.D. African American Studies Temple University

Work History

1967-1968 - Science Teacher Shaw Junior High School Philadelphia
1969 – 1975 –Chemistry and Physics Teacher - Howard High School Wilmington
1975 – 2002 – Chemistry and Physics Teacher – Department Chair Delcastle Vo-
Tech High School
2002 – Retired from Delcastle
Served on numerous school committees during my tenure at both Howard and
Delcastle

Honors

1984 - Teacher of the Year – Delcastle Vo-Tech High School
1984 – Teacher of the Year – New Castle County Vo-Tech School District
1985 – Teacher of the Year – State of Delaware
1984 – One of three runner-ups - Teacher of the Year – United States

Community Involvement

Founding member and former president of the board of directors – Kuumba
Academy Charter School
Member of the Student Achievement Committee at Kuumba
Former vice president of the board of directors – Cathedral Choir School of DE
Mentor for the Cathedral Choir School of DE
Member of the intergenerational choir at the Cathedral Church of St. John
Member of the advisory board of the Historical Society of Delaware
Art Student at Christina Cultural Arts Center



Engaging Board Members in the Mission

Kuumba Academy

December 8, 2011

**Theresa F. Haenn, MBA, CFRE
Aurora Philanthropic Consulting LLC**

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OBJECTIVES OF THIS SESSION

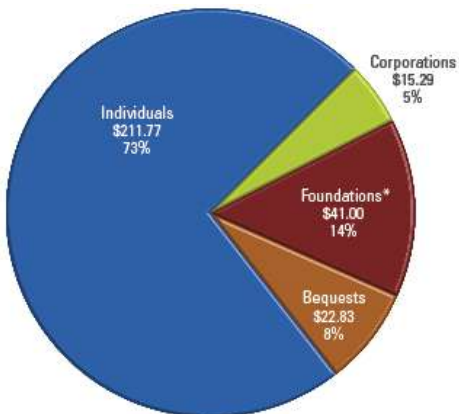
- Identify the unique opportunities that as Board members you have for the school.
- Identify ways for you to engage others in your community.
- Top three things that donors want from non-profit organizations.
- Tactical differences among fund-raising strategies.

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2010 charitable giving Total = \$290.89 billion

(\$ in billions – All figures are rounded)

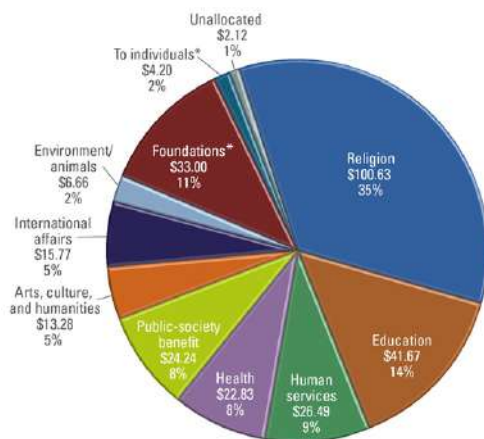


*The giving by foundations estimate is provided by the Foundation Center.

Source: Giving USA Foundation™ / GIVING USA 2011

Types of recipients of contributions, 2010 Total = \$290.89 billion

(\$ in billions – All figures are rounded)



Includes rounding to get to 100%

*Estimate developed jointly by the Foundation Center and Giving USA

Source: Giving USA Foundation™ / GIVING USA 2011

What About You?

Let's talk about why you chose to support a charity for the first time

- **Organizations you support**
 - What did they do to win your heart to make a gift?
 - Why?
- **Organizations you do not support**
 - What what did they do to make you decide not to give?
 - Why?

Reasons For Giving

AAFRC analyzed methods of approach by nonprofits when soliciting (or planning to solicit) gifts. These are the top 11 reasons that most consistently resulted in a gift from a first time donor.



Rank the order of why you feel US donors give

- Being asked at work _____
- Advertisement in newspaper or magazine _____
- Being asked to give by someone you know well _____
- Being asked by a celebrity _____
- Television commercial _____
- Someone coming to your door _____
- Being asked by clergy _____
- Telethon or radio-thon _____
- Reading or hearing a news story _____
- Receiving a letter asking for a gift _____
- Receiving a telephone call asking for a gift _____

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The “I’s” of Fundraising

- **Identify** who would be eligible
- **Invite** initial introduction to mission
- **Inform** education about importance
- **Interest** qualify further engagement
- **Involve** multiple channels of involvement
- **Invest** solicitation at leadership level
- **Inspire** stewardship

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Start by building your own Treasure Map

- Business and Professional Networks
- Alumni students, parents and grandparents
- Clubs and associations to which you belong
- Personal – family, friends, neighbors
- Suppliers
- Others

Treasure Map



Ways to have personal impact as a Board Member

- Host Leadership Gatherings
- Be an “Ambassador” in the community
- Be a point of connection
- Tell your favorite stories about the impact of Kuumba Academy

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Your Own Elevator Speech

- Importance of the 30 second introduction
- Top 1 or 2 activities fulfilling mission
- Comfortable talking about this
- Call to action

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What you can do NOW to engage others

- Promptly thank donors for their gifts (2-3 business days)
- Personally thank donors for gifts (hand-written notes, phone calls)
- Meaningful information on results
- Sounds simple – but VERY important

Personal Benchmarks ... do I?

- ***Make generous gifts***, which, relative to my means, are commensurate with my leadership role as a board member?
- ***Refer*** prospective individual, corporate and foundation donors?
- ***Regularly share*** the mission, vision programs and services of the agency with personal and professional friends?
- ***Sign or write*** personal notes on solicitation letters and thank you letters, as appropriate?
- ***Promote, support and attend*** cultivation and fundraising special events?

Fitting it all together ...



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Planning for Development

- Annual Giving
 - Ongoing and regular activities
- Major Giving
 - Capital giving and pipeline development
- Planned Giving
 - Estate gifts

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What are the Next Steps?

- **Plan for opportunities** to utilize board members as ambassadors for Kuumba Academy in the community
- **Develop a schedule** for board members to call donors thanking them for their gift(s)
- **Identify key successes** and create impact statements that can be incorporated into each volunteer's "elevator speech"
- Consider a **strategy to segment** the donors who have influence or affluence who are committed to your mission

“Never doubt that a small group of thoughtful, committed citizens can change the world; indeed, it's the only thing that ever has.”

- Margaret Mead

Thank You

Theresa F. Haenn, MBA, CFRE

theresa.haenn@auroraphilanthropic.com

610-517-1681

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