

# Andrew Bott

## Profile

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Experienced school leader with 14 years experience as a school principal in the Public Schools of Brookline and the Boston Public Schools. Leadership in curriculum, professional development, use of data and the successful inclusion of inquiry cycles in all aspects of school work; all focused on significantly improved outcomes for students. Work includes experience expanding programs, launching new programs, and merging schools/student bodies. Proven success with all groups of students. Extensive experience with budgeting, hiring, operations, and management of partnerships. Close work with families and community stakeholders to achieve student learning goals.

## Work Experience

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### **Principal: W. H. Lincoln School; Brookline, Ma 02445**

2014-present

- Leading a school of 600 students
- Collaborating with parents, staff and district leaders to develop multi-year school improvement plan
- Implementing new school-wide anti-bullying initiatives
- Developed school schedule to allow better utilization of all school resources
- Supporting long-term literacy and math professional development to increase differentiation and achievement for all learners
- Significantly increased growth rates across student groups as measured by the spring 2015 MCAS exam
- Implementing a variety of measures to improve communication throughout the school community

### **Principal: Orchard Gardens K-8 School; Roxbury, Ma 02119**

2010-2014

- Led the successful turnaround of Orchard Gardens from a level 4 school in 2010 to a level 1 school in 2013.
  - 2011-2013, the combined English Language Arts and Math growth rates (SGP) were in the top 2% in the Commonwealth.
  - Among large schools (schools >750 students), student growth rate was the highest in the Commonwealth (2011-2013).
- Student attendance increased from 2010 to 2014 to nearly 96%
- Successfully expanded the school day for students in grades 5 through 8 to a day that runs from 7:05 a.m. to 5:15 p.m. Monday through Thursday and 7:05-2:30 Fridays. Students K1-4 have optional extended school programming with approximately 175 students enrolled.
- After the first year of school turnaround, led the merger of Orchard Gardens with the Emerson school, which was closed at the end of the 2010-2011 school year. Merger included all Cape Verdean ESL students from the Emerson School.

## **Andrew Bott**

- Built a highly specialized strand for students with Autism, serving 50 students K-8
- Worked with school's instructional leadership team to develop and implement coherent instructional models and curricular plans kindergarten through grade 8. This work included implementation of the Literacy Collaborative K-2 and Readers and Writers workshop across all grades.
- Successful NAEYC accreditation of Orchard Gardens early childhood program during the first year of school turnaround work.
- Selected as one of eight schools nationwide to partner with the President's Committee on the Arts and Humanities to be a part of national Turnaround Arts initiative.
- Developed a rigorous, K-8 arts program that includes music (instrumental and choral), visual arts, dance, theater, and library/media arts.
- Developed successful partnerships with CityYear, Citizen Schools and BELL to increase school day support and expand extended learning opportunities for students throughout the school.
- Work closely with the Boston Plan for Excellence and their Boston Teacher Residency Program to train student teachers.
- Developed multiple family engagement initiatives and rebuilt the school's governing board.
- Built a comprehensive reading support and intervention plan K-8 including Reading Recovery, LLI and ESL support across all grades.
- Successfully secured \$3.7 million School Improvement Grant in 2010; secured on-going financial support from Linde Family Foundation, Barr Foundation, Shippy Family Foundation, Van Otterloo Family Foundation, and Hayden Foundation to support school post school improvement grant funding.

### **Principal: William Barton Rogers Middle School; Hyde Park, Ma 2006-2010**

- Launched 8<sup>th</sup> grade algebra I initiative with support from EdVestors; school-based initiative later became the model for the BPS Algebra I expansion.
- Worked with the PlayBall Foundation and another school principal to launch middle-school Football in Boston Public Schools.
- Maintained one of the highest English/Language Arts proficiency rates in Boston Public Schools middle grades.

### **Principal: Mather Elementary School; Dorchester, Ma 2002-2006**

- Led significant improvement in school culture, with suspensions dropping from over 150 during the 2001-2001 school year to under 40 during the 2002-2003 school year.
- Significantly improved English/Language Arts scores and math scores over a 4 year period.
- Partnered with local organizations to implement Literacy Collaborative K-5 and to support a full compliment of Reading Recovery, with Reading Recovery available to every student in need.

### **Assistant Principal; Charles Sumner School; Roslindale, Ma 2000-2002**

- Served for two years as Assistant Principal in a 500 student K-5 school

# Andrew Bott

## Teacher; Houston Independent School District 1996-1999

- 5<sup>th</sup> and 6<sup>th</sup> Grade Spanish Bilingual Teacher; taught all subjects in a self-contained bilingual-education class.

## Education

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B.A. Sociology

Rice University; 1996

M.Ed. Administration Planning and Social Policy

Harvard University; 2000

## Licensure

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Principal/Assistant Principal Pre K through 6

Massachusetts

Principal/Assistant Principal 5-9

Massachusetts

Superintendent/Assistant Superintendent All Levels

Massachusetts

# JONATHAN SILLS

## EDUCATION

M Ed	Harvard Graduate School of Education	1974
BA	Cornell University, Government, Phi Beta Kappa	1973

## EDUCATIONAL LEADERSHIP HIGHLIGHTS

### ➤ Teaching and Learning

*Have led both district-wide and school-wide processes designed to:*

- reorient curriculum and instruction to focus on higher order thinking
- transition pedagogy to student-centered instruction
- integrate instructional technology, coding curricula and STEM programming
- create pre-K through 12 in-house special education programs

### ➤ School Culture Change

*Have built leadership capacity, fostered relationships and communicated clearly to:*

- create highly collaborative, innovative and energized professional cultures
- place students' needs at the center of all decision-making
- elevate academic expectations for all students
- create district-wide standards and practices to strengthen skill development

### ➤ Educational Equity

*Have used research and achievement data to create:*

- district-wide equity and diversity committee and curriculum review process
- local and inter-district achievement gap closing programs, e.g., EXCEL, Tenacity
- district-wide anti-racism and cultural proficiency training programs

### ➤ Community and State-wide Reform

*Have organized other superintendents to:*

- influence DESE's state-wide assessment and educator evaluation mandates
- reform the NEASC accreditation process and revitalize METCO, Inc.
- testify before the Board of Education and MA Legislature
- promote cultural proficiency and diversity work throughout Metropolitan Boston

## OPERATIONS AND CAPITAL PROJECTS

- Responsible for \$36,000,000 operating budget
- Oversaw \$54,000,000 high school renovation/addition
- Presently leading process to address emerging space needs at three schools
- Secured a major ongoing commitment to cyclical technology replacement and technology expansion and how they are funded

## ADMINISTRATION

Superintendent	Bedford Public Schools, Bedford, MA	2012-Pres
Principal	Bedford High School, Bedford, MA	2000-2012
Social Studies Curriculum Coordinator	Brookline High School, Brookline, MA	1991-2000
Summer School Director	Brookline High School, Brookline, MA	1995-2000
History Department Chair	Cathedral High School, Boston, MA	1983-1991

## SECONDARY SCHOOL TEACHING

Social Studies/History	<b>Bedford High Schools</b> <i>Taught class while principal</i>	2004-2005
Social Studies/History	<b>Brookline High School</b> <i>US History, African-American History, World History</i>	1991-2000
Social Studies/History	<b>Cathedral High School</b> <i>US History, Senior Seminar</i>	1983-1991
Social Studies	<b>Newton North High School</b> <i>LOA Position</i>	1976
Social Studies	<b>Markles Flat Junior High</b> <i>Full-time unpaid teacher Earned Course Credit</i>	1972-1973

## COMMUNITY COLLEGE TEACHING

Principal Licensure Program	<b>Curry College</b>	2014
<i>Sociology, United States History</i>	<b>Newbury Junior College, Roxbury Community College Quincy College</b>	Assorted Years 1975-1995

## ADDITIONAL EMPLOYMENT

Machinist	<b>General Electric Corp</b>	1978-1983
Curriculum Designer	<b>Indochina Curriculum Group</b>	1974-1976

## CURRENT PROFESSIONAL ASSOCIATIONS AND BOARDS

- NEASC Advisory Committee
- METCO Board of Directors
- Massachusetts Association of School Superintendents
- Association for Supervision and Curriculum Development
- Merrimack Valley Superintendents Roundtable
- Board of Directors EDCO, CASE and LABBB Collaboratives
- Executive Committee, EDCO Collaborative

## **OUT OF DISTRICT WORKSHOPS**

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|----------------------------------------------------------|-----------------------------------|------------|
| • Closing Gaps: Tenacity                                 | ASCD National Conference          | 2014       |
| • A Strengths-based Approach to Closing Achievement Gaps | MDA Conference                    | 2014, 2015 |
| • Tenacity, NEASC, PARCC                                 | MASS Exec Institute               | 2014       |
| • Organizing Committee Member                            | College Board Regional Conference | 1998       |
| • Leadership Curriculum Controversies                    | National Council for Social St    | 1993,1994  |
| • Co-facilitator, China Seminars                         | Primary Source                    | 1999       |

## **AWARDS**

- National Urban League
- Andrew Hacker Award

**LICENSURE:** Massachusetts Secondary School Principal, Massachusetts Superintendent/Assistant Superintendent

# BERNARD TAYLOR, JR. ED.D.

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## PHILOSOPHY

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Today's urban school districts must provide a setting conducive to learning and deliver an academically challenging curriculum that prepares students to successfully confront the complexities of living in the 21st century. The Superintendent must take a lead role in supporting the policy direction provided by the Board of Education, engaging in a collaborative process involving constant communication, trust, and openness. Success can only be achieved when the Board of Education and the Superintendent actively broaden the level of communication, engagement and involvement with various stakeholder groups, such as parents, elected officials, teachers, administrators, students, business and community based organizations, and area colleges and universities.

## EDUCATION

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### **Doctor of Education: K-12 Administration**

University of Pittsburgh  
School of Education, Department of Administrative and Policy Studies

**December 1995**

Pittsburgh, PA

### **Master of Public Administration**

#### **Certificate: Personnel and Labor Relations**

University of Pittsburgh  
Graduate School of Public and International Affairs

**April 1983**

Pittsburgh, PA

### **Bachelor of Arts: Secondary Education**

Emphasis: Comprehensive Social Studies

University of Pittsburgh  
School of Education

**April 1981**

Pittsburgh, PA

## CERTIFICATIONS

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### **Superintendent's Letter of Eligibility**

States of Louisiana, Missouri, and Pennsylvania

### **Instructional II (Teaching) Certification**

State of Pennsylvania

## PROFESSIONAL MEMBERSHIPS

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American Association of School Administrators

2001 - present

Louisiana Association of School Administrators

2012 - 2015

National Superintendents' Roundtable

2006 - present

## **PROFESSIONAL EXPERIENCE**

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### **Superintendent of Schools**

#### **East Baton Rouge Parish School System**

**June 2012-June 2015**

**Baton Rouge, LA**

- Removed twelve schools from Louisiana Department of Education's academically unacceptable list including four schools that were on the state's "takeover" list.
- Improved state school report card grades for 27 of the district's 88 schools.
- Improved academic achievement such that the district did not have to offer school choice for the first time since the inception of NCLB. This resulted in a \$500,000 savings in Title I funding.
- Expanded magnet and school choice offerings.
- Created Superintendent's Academies to provide specialized services for overage/underperforming upper elementary and middle school students.
- Reduced central office expenditures by \$1 million.
- Led successful efforts to prevent legislative formation of a "breakaway" school district that would have sharply divided the community and reduced revenues and resources for the students, staff, and programs remaining in the East Baton Rouge Parish School System.
- Supported expansion of opportunities for charter operators with a proven track record of success.
- Appointed to serve as a representative to the State Superintendent's Advisory Panel.
- Successfully implemented Medicare Advantage health plan for district retirees which resulted in a net savings of \$6 million to the district during the first year of implementation.

### **Superintendent of Schools**

#### **Grand Rapids Public Schools**

**July 2006-June 2012**

**Grand Rapids, MI**

- Reorganized central office staffing to achieve \$1 million in savings.
- Awarded a \$400,000 renewable grant from the Doug and Maria Devos Foundation utilized to launch professional development opportunities for administrators and teachers in partnership with the University of Pittsburgh's Institute for Learning.
- Selected as part of the inaugural group of the National Superintendent's Roundtable.
- Initiated community walks to visit the various neighborhoods where district students reside.
- Achieved enrollment incentive by reducing the number of students that were projected to leave the school district during the 2006-2007 school year.
- Doubled the number of schools meeting federal Adequate Yearly Progress up from 26 to 49 schools meeting AYP today – just 8 schools shy of every school in the district meeting AYP.
- GRPS was selected as one of only 14 Project Re-Imagine "Demonstration Sites" in the state of Michigan for bold, innovative educational reforms.
- GRPS was selected as one of only 5 pilot sites for a multi-million dollar investment by the Kellogg Foundation and the Woodrow Wilson Foundation for alternative teacher certification (a.k.a. The Kellogg Foundation's Woodrow Wilson Michigan Teacher Fellowship Program)
- Won local version of "Dancing With The Stars" while raising \$8,000 for the Susan G. Komen Foundation
- Presented balanced budgets, made appropriate expenditure cuts, outsourced non-instructional services, and created inter-district partnership to provide food service to an adjacent school district as well as to private and parochial schools within the district. Savings of approximately \$40 million were achieved.



**Superintendent of Schools  
Kansas City Missouri School District**

**April 2001 – June 2006  
Kansas City, MO**

- Created and implemented strategic plan to regain state accreditation within the mandated deadlines as prescribed by the State of Missouri.
- Developed methodology and oversaw district-wide initiatives resulting in the achievement of unitary status for the school district following twenty-seven years of federal court supervision.
- Instituted reforms to re-establish comprehensive professional development for all staff.
- Awarded \$6.5 million grant from the Bill and Melinda Gates Foundation utilized to establish a comprehensive school reform initiative known as “Achievement First!”
- Implemented incentive program which increased summer school enrollment by 50%
- Served as a representative to the Missouri Commissioner of Public Education’s Superintendent’s Roundtable.
- Created Higher Education Partnership to facilitate teacher training and recruitment as well as increase program evaluation capacity of the school district

**Executive Director for School Leadership  
Kansas City Missouri School District**

**August 2000 - April 2001  
Kansas City, MO**

- Directed administrative service support functions for 26 elementary schools, 1 middle school, and 1 high school.
- Assumed major administrative responsibilities for the departments of Student Admissions and Transportation.
- Guided the Human Resources Office in the development and implementation of a new teacher performance evaluation process
- Consulted with individual schools to improve performance in the area of professional development, data driven decision making, instructional coaching, and budgeting.
- Ensured compliance with all court ordered desegregation related plans and requirements.
- Ensured compliance with Missouri School Improvement Plan mandates.

**Lead Principal/Principal, Weil Technology Institute  
Pittsburgh Public Schools**

**July 1997 - July 2000  
Pittsburgh, PA**

- Led reconstitution effort for one of the district’s lowest performing elementary schools, transforming it to an achieving school in three years.
- Implemented curriculum reforms that established practices based on data driven decision making, instructional coaching, balanced literacy, and standards driven mathematics instruction.
- Mentored and provided professional development assistance to new principals.
- Represented the district at the Area Superintendent’s cabinet.
- Provided technical assistance to architects and district personnel with respect to \$4.5 million renovation project for Weil Technology Institute.
- Participated in the implementation of site based management pilot in the Pittsburgh Public Schools.

**Principal, West Side Traditional Academy  
Pittsburgh Public Schools**

**January 1995 - April 1997  
Pittsburgh, PA**

- Achieved designation as a Distinguished Title I School by the U.S. Department of Education.
- Instituted performance based grade reporting process for students in grades K through 2.
- Instituted computerized grade reporting process for grades 3 through 5

- Piloted reading comprehension strategies developed by noted literacy expert Dr. Isabel Beck. These strategies, word building and “Questioning the Author” have served as the basis for literacy improvement efforts throughout the country.

**Dean of Students, Prospect Multicultural Center  
Instructional Teacher Leader**

**July 1993 – December 1995  
August 1989 – June 1993**

**Prospect Multicultural Center, Greenway Middle School  
Teacher Center  
Pittsburgh Public Schools**

**August 1988 – June 1989**

**Adjunct Professor  
2012-2015**

**Course: Supervising, Analyzing, and Improving Instruction  
Southern University  
Baton Rouge, LA**

**Adjunct Professor  
2009-2011**

**Course: Data Driven Decision-making  
Western Michigan University  
Grand Rapids, MI**

**Adjunct Professor  
1995 - 2000**

**Course: Methods in Elementary Education in the Social Studies  
Slippery Rock University  
Slippery Rock, PA**

**Adjunct Professor  
1995 - 2000**

**Graduate Course: Multicultural Education  
Duquesne University  
Pittsburgh, PA**

## **CIVIC ACTIVITIES**

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Louisiana State Superintendents' Advisory Council	2012 - 2015
Student Advancement Foundation	2006 – 2012
Kent County School Services Network	2006 – 2012
Joan and Ray Kroc Community Center Campaign Committee	2006 - 2012
Board of Directors, Kansas City, Missouri Retirement Board	2001 – 2006
Education Committee, Greater Kansas City Chamber of Commerce	2003 – 2006
Education Committee, Civic Council of Kansas City, Missouri	2003 – 2006
Board of Directors, Full Employment Council for Kansas City, Missouri	2004 – 2006
Board of Directors, Kansas City Public Television	2004 – 2006

## **SPEAKING ENGAGEMENTS**

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Presentations on the state of the East Baton Rouge Parish School System were made to the following organizations:

Baton Rouge Chamber of Commerce Education Committee  
Metro Council for East Baton Rouge Parish  
Press Club of Baton Rouge  
City Year Annual Fundraising Gala  
Louisiana Senate Education Committee  
Louisiana House of Representatives Education Committee  
Various churches  
Various student organizations at Louisiana State University and Southern University

Presentations on the state of the Grand Rapids Public Schools were made to the following organizations:

- The Economic Club of Grand Rapids
- Downtown Rotary Club
- Grand Rapids Press Editorial Board
- Golden Kiwanis Club
- Grand Rapids Community Foundation Board of Trustees and Donor Luncheon
- Education Reform Initiative Annual Meeting
- Leadership Grand Rapids
- Women's City Club
- West Michigan Counseling Association
- Various community churches
- Various colleges and universities

Presentations on the state of the Kansas City Missouri School District were made to the following organizations:

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|----------------------------------------------------------|--------------------------------------------------------------------------|
| • ABC affiliate, KMBC "This Week in Kansas City"         | • Rotary International                                                   |
| • Baptist Ministers Association                          | • Saint Louis University Superintendent Preparation program participants |
| • City Council of Kansas City, Missouri                  | • The Honorable Bob Holden, former Governor of Missouri                  |
| • City of Independence, Missouri                         | • The Honorable Kay Barnes, Mayor of Kansas City, Missouri               |
| • Civic Council of Greater Kansas City                   | • Urban League of Greater Kansas City                                    |
| • Greater Kansas City Chamber of Commerce                |                                                                          |
| • Kansas City Star Editorial Board                       |                                                                          |
| • Kiwanis                                                |                                                                          |
| • Missouri State Senate and House legislative committees |                                                                          |
| • NAACP of Greater Kansas City                           |                                                                          |
| • PBS affiliate, KPCT "Kansas City Week in Review"       |                                                                          |