

SECTION: 12
DATE: October 14, 2021

BOARD OF REGENTS

EASTERN MICHIGAN UNIVERSITY

RECOMMENDATION

APPOINTMENT/REAPPOINTMENT OF CHARTER SCHOOL BOARD MEMBERS

ACTION REQUESTED

It is recommended that the Board of Regents appoint Kenny Rose to a three-year term on the Board of Directors of The James and Grace Lee Boggs School; JoAnne McCann to a three-year term on the Board of Directors of the Grand Blanc Academy; Dr. Ned Cooper and Carolyn King to three year terms on the Board of Directors of New School High; and appoint Duriel Mask Sr. and Dr. Mildred Mason to three-year terms on the Board of Directors of The LaMarr Woodley Leadership Academy

STAFF SUMMARY

According to the resolutions which establish these public school academies (charter schools), vacancies on the Boards of Directors shall be filled by the Eastern Michigan University Board of Regents.

The James and Grace Lee Boggs School

Kenny Rose is a Therapist for Radical Well-Being Center in Southfield, Michigan. He earned both a Bachelor of Arts degree in Secondary Education Major in Social Studies and a Master of Arts degree in Social Work from Wayne State University in Detroit, Michigan. He obtained a State of Michigan, Social Worker Clinical License. This is a new appointment.

Grand Blanc Academy

JoAnne McCann is a retired Realtor from Prudential Real Estate Company in Genesee County, Michigan. She attended four years at Mott Community College in Flint, Michigan and graduated with a High School Diploma from Denby High School in Detroit, Michigan. She was the Vice President of the Women's Council of Realtors. This is a re-appointment.

New School High

Dr. Ned Cooper is a retired Leadership Coach from the Institute for Excellence in Education in Mt. Pleasant, Michigan. He earned a Bachelor of Arts degree in Psychology at Wittenberg University in Springfield, Ohio, a Master of Arts degree in Counseling and Student Personnel at Western Michigan University in Kalamazoo, Michigan and a Doctorate in Educational Leadership at Eastern Michigan University in Ypsilanti, Michigan. He has a Michigan Secondary Teaching Certificate in Psychology with a Counseling Endorsement (K-12). This is a re-appointment.

Carolyn King is a Literacy Interventionist at Plymouth Canton Community Schools in Canton, Michigan. She earned a Bachelor of Arts in Education at Albion College in Albion, Michigan and a Master of Science in Elementary Education at Bank Street College of Education in New York City, New York. She is a parent of a child at New School High. This is a re-appointment.

The LaMarr Woodley Leadership Academy

Duriel Mask Sr. is a Sales Professional for Labadie Auto Company in Bay City, Michigan. He earned a Bachelor of Social Work from Saginaw Valley State University in Bay City, Michigan and a Master of Social Work from Michigan State University in East Lansing, Michigan. He is a member of Phi Beta Sigma Fraternity, Inc. This is a new appointment.

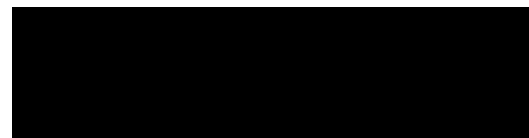
Dr. Mildred Mason is the President and Educational Consultant for Competitive Education Solutions, LLC. in Bloomfield Hills, Michigan. She earned a Bachelor of Science in English from Tennessee State University in Nashville, Tennessee and both a Master of Arts in Secondary Education and a Doctorate of Philosophy in Higher Education Administration from Michigan State University in East Lansing, Michigan. She is a member of Pi Lambda Theta-International Honor Society. This is a new appointment.

FISCAL IMPLICATIONS

None.

ADMINISTRATIVE RECOMMENDATION

The proposed Board action has been reviewed and is recommended for Board approval.



University Executive Officer
Rhonda Longworth, Ph.D.

September 27, 2021

Date

Kenny Rose, LMSW



LICENSES:

State of Michigan, Social Worker Clinical License, 2014
Renewed in April, 2021

EDUCATION:

Master of Social Work, 2012
Wayne State University, Detroit, MI

Bachelor of Arts in Secondary Education, Major in Social Studies,
2005 Wayne State University, Detroit, MI

SKILLS &
TRAINING:

- Trauma informed care
- Motivational interviewing
- Quality Improvement
- HIV counselor testing and case management
- PrEP and HIV/STI prevention
- Health insurance navigation
- Affirmations Leadership Exploration and Development Institute

WORK EXPERIENCE:

Therapist, 2019 Present

Radical Well-Being Center, Southfield, MI

- Provide weekly and bi-weekly therapy to approximately 35-40 people of all ages and experiences
- Trauma-focused work rooted in social justice.
- Treatment primarily consists of mindfulness, guided meditation, and somatic strategies.

Quality Improvement Coordinator, 2019 - 2020

Health Emergency Lifeline Programs (HELP)/Corktown Health, Detroit

- Assisted eight programs and primary care/infectious disease clinic with monitoring performance measures and developing quality improvement projects to improve health outcomes for clients and patients.
- Co-facilitated the Client Advisory Board, supporting clients with having a voice in their care and services.
- Facilitated monthly Quality Team meetings, which included representatives from all programs and two clients, where we monitored and designed quality improvement projects to improve services and health outcomes.
- Collected, analyzed, and reported data to staff, clients, and other stakeholders.

Quality Lead Medical Case Manager, 2015 2019

Health Emergency Lifeline Programs (HELP), Detroit

- Provided case management services to approximately 15-25 clients on a weekly basis.
- Collaborated with Supervisor and Case Management staff to improve processes and services.

- Coordinated and facilitated focus groups for Case Management Program.
- Monitored Ryan White performance measures for all programs and worked with Quality Team to develop quality improvement projects to improve performance measures and health outcomes for clients.
- Supervised MSW interns.

Lead Youth Medical Case Manager, 2013 - 2015

AIDS Partnership Michigan, Detroit

- Supervised three Medical Case Managers, providing bi-weekly supervision.
- Provided services to 20-25 clients.
- Coordinated care and services by working closely with colleagues at various CBOs as well as with families and infectious disease clinic staff.

Medical Case Manager, 2012 – 2014

Oakwood Infectious Disease Clinic, Westland,

MI AIDS Partnership Michigan, Detroit

- Worked with Nurse Practitioner, Dietician, Infectious Disease Doctor, Pharmacist, and Medical Assistants in order to address patients' medical and non-medical concerns.
- Provided patients with referrals to various agencies for transportation, housing, food, legal assistance, and mental health services.
- Assisted patients with applying for Social Security Disability Benefits, MDHHS Benefits, Health Insurance Marketplace, and various other resources and programs.
- Completed intakes, assessments, and service plans.
- Provided housing case management services to transgender clients at Ruth Ellis Center.

School Social Worker Intern, 2011-2012

Detroit Public Schools, Detroit

- Intern at Bennett Elementary School and the Academy of the Americas.
- Provided individual therapy to 5 students on a weekly basis.
- Led 3 weekly therapeutic support groups for boys, each group consisting of 5-12 participants.
- Maintained consistent communication with students' parents, teachers, support staff, and community mental health agencies.
- Connected students and families with community resources.

Behavioral Health Services Intern, 2010-2011

AIDS Partnership Michigan, Detroit

- Provided weekly therapy to two clients at their homes, one of whom lived at a nursing home.
- Co-facilitated Moms in Motion, a support group for mothers living with HIV and Free to be Me, support group for returning citizens living with HIV.

VOLUNTEER

& ADVOCACY:

- Worked with community organizations to advocate for Detroit City Council and the Mayor to fully fund the Housing Trust Fund to provide affordable housing for Detroit residents, 2018 – 2019.
- Lobbied for updating HIV criminalization laws in Michigan, 2017 - 2018.
- Served on local Ryan White Steering Committee at Detroit Health Department, 2016.
- Conducted no-cost weekly supervision to 3 LLMSW colleagues, 2015-19.



JoAnne M. McCann

Summary of Accomplishments

- Enrolled more than 1200 students in two weeks for the 2006 school year for Detroit school district
- Enrolled more than 1100 students in two weeks for the 2006 school year for Flint school district
- 2006 and 2007 school years 250 kids were enrolled for Beecher school district in three days
- 2010-2015 Program coordinator for several summer programs in the Midwest

Vice President of the Women's Council of Realtors

Experience

1989 – 2005 Prudential Real Estate Genesee County

Realtor

- Property listings, interviewing prospective clients, accompany clients to property sites, discuss conditions of sale, real estate contracts

August '05 – 2008 KLC Great Lakes Region

Program Coordinator/Manager


- Implemented and managed SES and contract programs for Flint, Beecher and Detroit School Districts with an average of 200 students and 20 staff per district.
- Implemented, start-up, sign-up for Indiana over a two week time frame,
- Implemented, start-up and sign-up Cleveland and Dayton programs in Ohio
- Responsible for the daily management and supervision of several Flint and Beecher programs including Beecher Summer Program during 2007-2008 school year as the Interim Program Manager
- Responsible for all student acquisition for Flint/Beecher 07-08 including street teams, rallies, parades, open houses, mailings
- Maintain budgets to generate profits for each market
- Responsible for all daily attendance entry, invoicing, accounts payable management
- Assisted in interviewing and hiring teaching and supporting staff

June 2008 – 2013 Learn It Systems Midwest Region

Area Manager

- Open, coordinated and oversight of 40+ summer programs. Responsible for reviewing and processing new hire paperwork and payroll
- Responsible for all payroll issues for Great Lakes region
- Responsible for attendance tracking
- Communicate daily with parents, teachers, principals and district administrative staff regarding program issues
- Responsible for all assessment tracking and testing of students
- Attended all school registration events
- Coordinated state funding for state run Head Start Programs
- Part of the opening team for opening Flint charter school, Genesee STEM Academy

Dr. Ned (Nic) A. Cooper



Professional Profile

Educator, staff developer and instructional leader committed to transforming education to meet the needs of a rapidly changing and diverse society. A proven innovator with a history of developing successful programs that develop teachers, reach at-risk students and create collaborative work environments.

Education

B. A., June, 1972: Wittenberg University, Springfield, Ohio
Major: Psychology GPA: 2.9

M.A., August, 1974: Western Michigan University
Major: Counseling and Student Personnel GPA: 3.8

Ed.D., December, 2003: Eastern Michigan University
Major: Educational Leadership GPA: 3.98
Dissertation topic: A case study of one principal's approach to the transition from a junior high school to a middle school in an affluent suburban community

Teaching Certificate: Michigan Secondary Certificate in Psychology with Counseling endorsement (K-12)

Certified by the State of Michigan as a Secondary Administrator, Fall, 1995

Certified by the State of Michigan as a Licensed Professional Counselor, 1991 ongoing and current until 2021

Certified by the State of Michigan as a Master Social Worker (M.S.W.), April, 1986 ongoing and current until 2021

Nationally certified trainer for *Breaking Ranks in the Middle*, NASSP, January, 2007.

Completed training for Cognitive Coaching, June, 2008 and Adaptive Schools, August, 2008 and June, 2009.

Other training: A list of additional training attended in the last 10 years is available.

Professional Experience

July, 2020 to present

President, School Board, New School High, Plymouth, MI

November, 2019 to present

Consultant/counselor, Growth Works, Inc., Plymouth, MI

- Counselor staff in crisis as needed.

January, 2018 to present, Ann Arbor, MI

- Private counselor for individuals and couples.

October, 2014 to January, 2018

Leadership coach, Institute for Excellence in Education, Mt. Pleasant, MI

- Provided coaching and professional development to school administration as assigned; worked with staff as needed to improve instruction and grow; helped develop internal leaders to sustain improvement over time; coached as a part of the I3 grant.

June 2013 to September, 2015

Program Director, Teacher Preparation Program, Baker College, Jackson

- Oversee the teacher preparation program including hiring and supervising instructors, scheduling and advising students, revising curricula, and teaching classes.

September 2009 to June, 2014

Director, Michigan State Schools to Watch program

- Oversees the Schools to Watch program for the State of Michigan including providing training, organizing visitations for prospective schools, and chairing the executive committee.
- Member of the National Forum to Accelerate Middle Grades Reform and as such provides a liaison with the state's Schools to Watch program with the national initiative.

April, 2008 to September, 2014 (continuing in private practice)

Therapist, Still Waters Counseling, Saline

- Provide individual and family counseling for clients of all ages. Specializing in adolescents, substance abuse, and marriage and family issues.

September 2008 to June, 2013

Teacher Education Faculty, Baker College, Jackson

- Teach teacher education classes including: Introduction to Education, Behavior Management in the Classroom, Theories and Techniques of Instruction, and seminars for educational leaders in the area.
- Supervise student teachers at the secondary level.

September, 1990 to present: Cooper, McCoy & Associates, Ann Arbor, MI
Consultant and Trainer

- Provided workshops and consultation to schools and businesses in the areas of communication, conflict resolution, substance abuse, and working with at-risk students (schools).
- Provided parenting workshops to schools, communities, and churches

February, 2008 to September, 2012
Leadership Coach, Central Michigan University

- Provided coaching and professional development to secondary schools, primarily middle level in the southeast Michigan and northwest Ohio areas.

February, 2008 to July, 2008
Director, Secondary Student Services, Saline Area Schools

- Developed summer program for at-risk students entering high school and middle school
- Organized and facilitated the MAMSE conference held in Saline
- Worked on a plan to develop a laboratory school for Saline

January, 2001 to February, 2008: Saline Area Schools, Saline, MI:
Principal, Saline Middle School

- Led the school's efforts culminating in being recognized as a School to Watch by the National Forum to Accelerate Middle Grades Reform in May, 2005.
- Designed and initiated training for staff
- Initiated a program to meet with all students
- Revised hiring process
- Served as mentor to assistant principal
- Helped revise the district's Student Assistance Policy
- Revised teacher evaluation process with assistance from assistant principal
- Revised school improvement process
- Delivered parenting programs
- Initiated programs for at-risk students

June, 1997 to January, 2001: Saline Area Schools, Saline, MI
Assistant Principal, Saline Middle School

- Handled discipline for 800 students, grades 7-8
- Supervised/evaluated teachers
- Developed team maintenance program
- Developed an after school program for at-risk students
- Developed a summer program for at-risk students
- Revised code of conduct
- Developed a student recognition program

- Developed and trained students to run video announcements
- Trained student conflict managers
- Developed and presented a program to address harassment to all students in the school
- Delivered parenting programs
- Initiated and facilitated a Safety and Climate Committee.
- Chaired the Technology Committee
- Assisted in monitoring the NCA process

August, 1995 to June, 1997: Plymouth-Canton Schools, Plymouth, MI
Assistant Principal, Central Middle School

- Handled discipline for 800 students, grades 6-8
- Supervised/evaluated teachers
- Initiated and facilitated Challenge Group for discipline referrals
- Initiated and supervised the ACCEL program for students failing academically
- Initiated a Discipline Advisory Committee
- Initiated a Reflective Group for teachers to reflect on teaching practice
- Supervised the Special Education Department
- Chaired the Technology Committee
- Initiated and developed the Dignity and Respect Service Club for students

August, 1992 – June, 1995: Plymouth-Canton Schools, Plymouth, MI
Counselor, West Middle School

- Provided counseling individually and in groups
- Worked as a team with the other counselor facilitating groups and planning activities
- Initiated peer mediation program
- Initiated Dignity and Respect program
- Trained peer mediators and Dignity and Respect student facilitators
- Provided parent workshops
- Coordinated substance abuse programs district-wide

July, 1986 to November, 1994: Cooper, McCoy & Associates, Inc. and Human Dynamics Corporation, Canton, MI.

Partner: Counselor, Consultant and Trainer

- Provided consultation and training to businesses, schools and communities in areas of Student Assistance Programs, at-risk youth, conflict resolution, parenting and family development and substance abuse
- Provided counseling to adolescents and adults, individually and in groups
- Delivered the Earnie Larsen Stage II Recovery program

September, 1974 to June, 1990: Plymouth-Canton Schools, Plymouth, MI.
Alternative Education: January, 1980 to June, 1990.

- Coordinated alternative education programs at the middle schools and high schools; co-taught classes for struggling students.

- Did personal and crisis counseling
- Supervised and consulted with alternative programs' staff regarding student and program issues
- Chaired District Substance Abuse Steering Committee from 1984-1988
- Ran drug awareness, children of alcoholics, and stress groups at the middle and high schools
- Revised policies and developed programs for drug offenders at the middle and high schools
- Chaired high school Substance Abuse Intervention Committee from 1982/83 through 1983/84 school years; consulted with elementary and middle school committees
- Presented several school in-services and community presentations aimed at helping parents and teachers identify youth in trouble with drugs and/or alcohol
- Co-wrote a proposal funded by the Office of Juvenile Justice and Delinquency Prevention lasting three years, and worked as a team in managing and developing programs (\$600,000)

Student Service Center Counselor/Teacher; Plymouth-Canton High School, 1975-1980.

- Team-taught class to troubled adolescents
- Did personal, crisis and family counseling
- Initiated out-of-school alternative program for troublesome adolescents in collaboration with a community organization
- Participated in ongoing program revision and development

Counselor; Plymouth-Canton High School, 1974-1977.

- Personal counseling and crisis intervention, evening outreach programs
- Initiated team counseling concept
- Secured a state grant to operate a peer listening center
- Did college and career counseling

Other Employment

June, 1983 to March, 1989: *After-care Counselor, Growth Works, Inc., Plymouth, MI.*

July 1976 to September, 1982: *Voluntary Work Detail Supervisor; Assistant Chief Probation Officer, 35th District Court, Plymouth, MI.*

Volunteering

October, 2017-present: *Washtenaw County MOMS Demand Action for Gun Sense in America, events lead August, 2018 to present.*

October, 2018 – present: Certified Lay Leader, United Methodist Church.

I've also consulted with The New High School, a charter school in Plymouth, helping them develop a strategic plan.

Publications

The Student Service Center, a monograph for the Michigan Association of Humanistic Education and Development; February, 1978.

The Road Home, an audiotape for parents of chemically dependent youth (co-authored with Rick McCoy); December, 1990.

How to Keep Being a Parent When Your Child Stops Being a Child, a book co-authored with Rick McCoy, published by Willow Creek Publishing, December, 1999.

Utilizing conflict to create a positive school culture, a feature article published on the website "The Principal's Partnership," December, 2006, <http://www.principalspartnership.com/feature1206.html>

Valuing parents and making them allies, article for the Middle Matters website for NAESP, March, 2008.

Developing a learning classroom: Moving beyond classroom management through relationships, relevance and rigor, a book co-authored with Dr. Betty Garner, published by Corwin Press, June, 2012.

Presentations/Training

I have provided numerous workshops and training sessions to school districts, courts, alternative programs, businesses and community groups in the areas of:

- "Physics and the throw-away kid," (MAMSE 2015, 2016)
- "Ch-ch-ch-changes," (MAMSE, 2016)
- "What if we did what made sense:" (MAMSE, 2015)
- Supplemental training for Western Middle School, Parma, MI to help in the implementation of Nurtured Hearts, Fall, 2012– (not a certified Nurtured Hearts trainer.)
- Parenting seminars for Saline Area Schools
- "Middle School Leadership Seminars," a series of 6 seminars presented at the Washtenaw Intermediate School District by the Center for Excellence in Education. I was a co-leader of these seminars.

- “Designing Interventions for Struggling Students,” presentation at the MASSP Assistant Principal’s conference, and at the NMSA conference in Indianapolis in November, 2009.
- “Developing a Learning Classroom,” presentation at the MASSP Assistant Principal’s conference and the MAMSE annual conference in March, 2010, 2011, 2012, 2015, 2016 and National Schools to Watch conference, June, 2012..
- “Designing Interventions for Struggling Students,” presentation for the National Schools to Watch conference, Washington, D.C.
- “Helping Struggling Students at the Middle School,” webinar, MASSP, 2009.
- “Plugging the holes and letting them soar: Creating social equity through responsive education” (MASSP, 2008; Schools to Watch national conference, 2008)
- “Understanding by Design,” Central Academy in Toledo, October, 2008.
- “Making Parents Our Allies” (NMSA, 2008, 2007)
- “Alternatives to Retention” (MASSP, 2007; Schools to Watch national conference, 2007)
- “Healing a Staff in Conflict” (NMSA, 2005-08; Nuts and Bolts, 2000-2004, MAMSE, March, 2010, 2011, 2012)
- “Breaking Ranks in the Middle” (MASSP, Summer 2007; Training for trainers, Lansing, July, 2007).
- “Building Leaders Build Leaders Because Principals Change But Principles Don’t” (Nuts and Bolts, 2003-2004)
- “Changing School Culture: It Simply Can’t Happen or It Can’t Happen Simply” (Nuts and Bolts, 2003-2004)
- “Leadership Tools for Middle School Administrators” (NMSA, 2004)
- “Teaching Parents What They Need to Know” (MASSP, 2005), (Nuts and Bolts Symposium, 2000-2004)
- “Student-led Conferences” (Northern Exposure, 2003-2004)
- “How to Help the Kid Who Drives You Crazy” (Nuts and Bolts, 2002-04)
- Team-building for middle schools
- Facilitating interdisciplinary instruction
- Identifying and responding to gangs
- Signs and symptoms of chemical dependence in youth
- Chemical dependence in the workplace (“Whose Business Is It?)
- Conflict resolution
- Building a healthy building climate
- Children of chronically stressed families
- Responding to at-risk youth
- A parent series entitled “How to Keep Being a Parent When Your Child Stops Being a Child.”
- A family development series entitled “Growing Parents, Growing Kids.”
- Dynamics of spouse abuse
- Dynamics of sexual abuse

Consultation Experience

I have consulted with the following school districts or schools within these districts.

- Grant Middle School, Grant, MI
- Versailles Schools, Versailles, Ohio
- Saginaw Township schools, Saginaw, MI
- Chippewa Valley Schools, Chippewa Valley School District, MI
- Airport Schools, Carleton, MI
- Trenton Schools, Trenton, MI
- Central Academy, Toledo, OH
- Dexter Community Schools, Dexter, MI
- Plymouth-Canton Community Schools, Plymouth, MI
- Harper Woods Schools, Harper Woods, MI
- Grosse Pointe Schools, Grosse Pointe, MI
- Adrian Public Schools, Adrian, MI
- Howell Public Schools, Howell, MI
- Forest Hills Schools, Cincinnati, OH
- St. John Neumann Middle School, Oshkosh, WI
- Dearborn Public Schools, Dearborn, MI
- Manchester Community Schools, Manchester, MI
- Centerline Schools, Warren, MI
- Swartz Creek Schools, Swartz Creek, MI
- Southfield Public Schools, Southfield, MI
- Coloma Middle School, Coloma, MI
- Plainwell Middle School, Plainwell, MI

I have provided consultation and/or training to these other organizations:

- Lay Leader training, United Methodist Church, Adrian, MI
- Conflict resolution training, Hope Lutheran Church, Dearborn, MI
- Conflict resolution training, The Basics of Other Major Religions, Manchester United Methodist Church, Manchester, MI
- Substance Abuse in the work place, McNamee, Porter and Seeley, Ann Arbor, MI
- Conflict resolution training, First Baptist Church, Ann Arbor, MI

Professional Leadership and Service Organizations

- Michigan Association of Middle School Educators, Board member (2008-2014)
- Association of Middle Level Educators
- American Counseling Association

- Association of Teacher Educators
- Michigan Association of Teacher Educators, Board member
- Association for Supervision and Curriculum Development
- National Forum to Accelerate Middle Grades Reform, 2007-2018
- Board member, Ron Harrison Foundation, Ann Arbor, MI

References:

Dr. Betty Garner, author and educational consultant, President of Aesthetic of Lifelong Learning, Inc., (253) 514-8222

Mr. Blaine Goodrich, retired Dean, Education and Human Services, Baker College, Jackson, MI (517) 206-9630.

Dr. Patty Kaufman, President, Baker College, Clinton Twp., MI (517) 789-6123.

Mary Alice Krajenta, Schools to Watch director, Institute for Excellence in Education, (989) 317-3510

Mr. Jason Riggs, Principal, Waterford Mott High School. (313) 418-1025.

Mr. Mark Schuby, Student Assistance Coordinator, Saline Area Schools, (734) 429-8047.

Ms. Jami Bronson, Principal, Dexter Mill Creek Middle School, Dexter, MI

Dr. Ron Williamson, Associate Professor, Eastern Michigan University, (734) 487-0255.

Rev. Larry Wik, Lake Orion United Methodist Church, (734) 735-1334.

Dr. Smita Nagpal, owner and therapist at Still Waters Counseling, (734) 944-3446.

Dr. Brian Pearson, owner and therapist at Still Waters Counseling, (734) 944-3446.

Mrs. Deborah Heilman, Parent, (734) 944-2848

Mrs. Diana Watches, Parent, (734) 429-5224

Carolyn Ann King



PROFESSIONAL HISTORY:

Plymouth Canton Community Schools

1990 - 2000

Classroom teacher for grades kindergarten through third

2001-2003

Reading Recovery trained teacher

2004-present

Literacy Interventionist

EDUCATION:

Albion College, Albion, MI; Bachelor of Arts 1989

Bank Street College of Education, NYC; Master of Science Elementary Education

1990

AWARDS:

Extra Miler Award - given to outstanding teachers who go the 'extra mile'; 1999

EXPERIENCE:

- Member of Science Committee; Hoben Elementary; 1991
- Participated in American Association of University Women plays; 1991 - 1997
- Created Family Ministry Committee for Zion Lutheran Ann Arbor; 2004
- Presented Language Arts material to Wayne Westland Elementary School; 2005
- Researched and advocated for the PCCS contract to include language regarding a paid leave for adoptive parents; successful 2006
- Created Prayer Team; Zion Lutheran Ann Arbor; 2009
- Member of Call Committee for Head Pastor; Zion Lutheran Ann Arbor; 2012
- Member of Interview Committee for Literacy Coach PCCS; 2017
- Member of Achievement Team at Bentley Elementary; 2017 - present
- Member of Emergency Response Team at Bentley Elementary; 2018 - present
- Member of Leadership Team at Bentley Elementary; 2018 - present

DURIEL M. MASK SR.

SUMMARY

Performance driven Associate with stellar record of accomplishment in connecting with customers and driving remarkable sales. Proactive, well organized sales leader successful at meeting and exceeding targets with strategic approaches. Skilled lead generator, product demonstrator and problem solver.



EXPERIENCE

Sales Professional, 12/2014 - Current

Labadie Auto Company - Bay City, MI

- Answered customer questions, shared product knowledge and researched pricing and availability.
- Gained customer base by identifying needs to deliver relevant product solutions that achieve client needs.
- Consistently earned top performer out of 11 sales team members for exceeding sales goals.
- Introduced customers to new offerings and updated accounts.

Program Manager, 06/2014 - 12/2014

Wolverine Human Services - Vassar, MI

- Developed programs and initiatives to support organization's long term goals.
- Designed and implemented standard operating procedures in various departments for optimal efficiency.
- Improved cross departmental cooperation and information communication processes by providing presentations to staff members and administration.
- Communicated effectively with staff to gain better understanding of country rules, laws and regulations, which promoted efficient development of legal parameters.
- Audited interdepartmental communications and correspondence with external partners, enforcing professional standards and expectations for communication.

Director of Staff Development, 01/2003 - 06/2014

Wolverine Human Services - Vassar, MI

- Spearheaded entire onboarding and orientation process for new employees, providing education and information to facilitate learning and improve employee job satisfaction.
- Developed effective approaches to tap employees' potential and build

CONTACT



SKILLS

- Client presentations
- Sales and marketing strategies
- Relationship selling
- Product and service knowledge
- Post sales support

competencies to achieve employer's goals.

- Mentored team members to succeed and advance within department and company.
 - Planned and led training programs on staff development to enhance employee knowledge, engagement, satisfaction and performance.
 - Presented training information via role playing, simulations and team exercises.
 - Created effective training course objectives, course content and all materials.
 - Designed training modules implementing strategic business practices and organizational behavior training concepts.
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EDUCATION AND TRAINING

Masters of Social Work, Social Work, 05/2014

Michigan State University - East Lansing, MI

- Cum laude graduate
- 3.8 GPA

Bachelor of Social Work, Social Work, 05/2013

Saginaw Valley State University - Bay City, MI

- Summa cum laude graduate
 - Minor in Interdisciplinary Studies
 - 3.5 GPA
-

ORGANIZATIONS

Phi Beta Sigma Fraternity; Inc.

Mildred Mason, Ph.D.



Post Graduate

Michigan State University, East Lansing, Michigan
Courses in technology
Saginaw Valley State University, University Center, Michigan
Courses in education leadership
Trevecca Nazarene University, Nashville, Tennessee
Courses in education administration

Graduate

Michigan State University, East Lansing, Michigan
Ph.D. in Higher Education Administration 1980
M. A. in Secondary Education 1972

Undergraduate

Tennessee State University
B.S. in English 1965

Employment

The M & M Group, Educational Consulting
2007– Date

- Mentoring administrators in area Charter Schools for Mosaica Education, Inc.
- Providing leadership development to school leaders
- Consulting and advising districts and schools on how to improve student achievement, reduce the drop out rate, increase the graduation rate, increase parent participation and increase community involvement
- Providing staff development training in using data to make decisions regarding teaching and learning
- Implementing research based best practices in schools
- Assessing school climate to ensure the focus is on student learning
- Building capacity in schools

Superintendent of Schools, School District of the City of Pontiac MI
2003-2007

Demonstrated Experience and Skills in the following areas:

- Serving in leadership positions in large districts, including Metro Nashville Public Schools in TN, Jackson Public Schools in MS, Grand Rapids Public Schools in MI as well as other districts including, Saginaw Public Schools in MI, and Buena Vista School District in MI and Pontiac Public Schools in MI
- Developing programs and initiatives for gifted and talented students
- Providing program options for all students
- Communicating, connecting and planning with parents, students, staff, local churches, residents, agencies, elected officials, higher education institutions and businesses
- Working collaboratively with commissioners, school board members and state representatives
- Maintaining fiscal integrity and accountability
- Accessing grants and other resources to support district needs
- Implementing standards and accountability throughout the district
- Developing a learning environment for staff to increase instructional efficacy

Assistant Superintendent of Curriculum & Instructions, School District of the City of Pontiac MI
2001-2003

- Realigned, upgraded, revised and enhanced the curriculum to comply with local, state, national and international standards
- Aligned staff development with district needs
- Led district teams in implementing whole school reform initiatives and character education
- Provided leadership in implementing International Baccalaureate Programs and increasing the number of honors classes
- Used evidence based research to increase students' achievement, graduation rate and time on task
- Decreased students' dropout rate
- Ensured instructional accountability

Director of K-12 Resources & Instructional Support Administrator, Metropolitan Davidson Nashville Public Schools-Nashville TN
1997-2001

- Served as a cabinet member for the Director of Schools with responsibilities for the following offices:
 - Research and Evaluation
 - Technology Services
 - Professional Development

Library Services
Title I & Other Grants
Strategic Planning

- Planned, facilitated and coordinated activities to improve student achievement in the Pearl Cohn and Overton clusters
- Assisted with the implementation of concept schools and program initiatives
- Assisted with the comprehensive analysis of the organizational structure
- Established partnerships with community agencies, higher education and businesses

Associate Superintendent of Curriculum & Instruction, Jackson Public Schools-Jackson, MS 1995-1997

- Provided supervision for three area superintendents in the district
- Conducted curriculum audits and made adjustments to align with local, state, national and international standards
- Aligned staff development with district needs
- Led district teams in implementing whole school reform initiatives and character education
- Provided leadership in implementing the International Baccalaureate Program and increased the number of honor classes
- Used evidence based research to increase students' achievement, graduation rate and time on task
- Decreased students' dropout rate
- Ensured instructional accountability

High School Principal, Buena Vista School District, Saginaw, MI
1991-1995

- Served as instructional leader and guided staff in instructional efficacy
- Provided leadership in ensuring that the district adopted curriculum was taught by teachers and learned by students
- Supervised and evaluated building staff
- Developed needs assessments for students, staff, parents and schools
- Assisted staff with implementing intervention programs
- Led the instructional staff in using data to inform instruction
- Supervised and supported curricular and extra curricular activities
- Linked the school with the community, including business, industry and higher education
- Provided a safe and orderly environment

Elementary School Principal, School District of the City of Saginaw, Saginaw, MI
1989-1991

- Served as instructional leader
- Provided leadership in ensuring that the district adopted curriculum was taught by teachers and learned by students
- Supervised and evaluated building staff
- Developed student, staff, parent and building needs assessment

- Developed and implemented plans to address student, staff, parent and building needs
- Assisted staff with implementing intervention programs
- Led the instructional staff in using data to inform instruction and to make decisions about teaching and learning
- Supervised and supported curricular and extra curricular activities
- Linked the school with the community, businesses and higher education
- Provided a safe and orderly environment

Middle School Assistant Principal, School District of the City of Saginaw, Saginaw, MI
1980-1989

- Served as instructional leader and guided staff in instructional efficacy
- Implemented and maintained computerized scheduling program
- Upgraded, revised and enhanced the curriculum to align with local, state, national and international standards
- Developed and implemented parent involvement programs
- Provided staff development training to building staff
- Coordinated programs and activities with district departments
- Assisted in the recruitment and assignment of school personnel
- Implemented leadership development program for students, staff and parents
- Developed partnerships with local community leaders and businesses

Reading Team Leader, Grand Rapids Public Schools, Grand Rapids, MI
1978-1980

- Supervised a group of reading teachers in conducting demonstration lessons to improve instructional practices
- Provided staff development training in reading instructions to teachers
- Conducted action research to determine the most effective strategies and programs
- Developed reading materials for teachers
- Analyzed assessment results and assisted teachers in implementing intervention strategies

Director of Adult Reading Academy, Delta College, University City, MI
1975-1978

- Created a model adult reading program for the United States Department of Health Education and Welfare (Department of HEW)
- Coauthored a chapter in a book Published by Department of HEW regarding characteristics of adult learners
- Served as field reader for the United States Department of Health, Education and Welfare
- Provided mentorship for reading academy leaders
- Conducted research on the adult learner

- Managed and supervised staff in teaching reading to adults

Program Evaluation Analyst, City of Saginaw, Saginaw, MI
1973-1975

- Evaluated programs funded by Model Cities funds
- Developed evaluation designs for programs to provide qualitative and quantitative information to the Mayor and Council members
- Reported results and recommended adjustments for continued funding

Conference Coordinator, Michigan State University, East Lansing MI
1972-1973

- Planned and facilitated logistics for national conferences held at Kellogg Center
- Assisted the university in marketing the conference facility
- Arranged and facilitated press releases for resolutions resulting from conferences

Resident Advisor, Michigan State University, East Lansing, MI
1971-1972

- Provided advice, counsel and support services to student residents
- Provided an atmosphere conducive to studying and quality dormitory living
- Developed programs to support residents in adjusting to campus life

Teacher, School District of the City of Saginaw, Saginaw MI
1966-1971

- Taught the district adopted curriculum and ensured that each child mastered the content
- Developed professional and caring relations with students, parents and staff
- Communicated high expectations
Taught appropriate behavior and used research based strategies to optimize effectiveness

College and University Adjunct Assignments

- MS 1995 - 1997 Adjunct Faculty, Jackson State University, Jackson,
- 1965-1994 Adjunct Faculty, Delta College, University City, MI
Grand Valley State University, Allendale, MI
Michigan State University, East Lansing, MI

Professional Activities and Associations

- Education & Directions Committees, Mayor's Transition Team

- Association for Supervision and Curriculum Development (ASCD)
- Michigan African American Superintendents Association
- National Association of Black School Educators
- Board member of Clinton Valley Boy Scouts of America
- Member of the Oakland County Veterans' Group
- Member of the Pi Lambda Theta - International Honor Society
- Member of the Kiwanis Club of Pontiac
- Graduate of Leadership Tennessee
- Charter Board Member, Ruben Daniels Educational Foundation
- Charter Board Member of Leadership Saginaw

Related Experience

- Elected to Saginaw City Council
- Served as Mayor Pro Tem

Governmental and Mayoral Committee Assignments and Appointments

- Michigan Concerned Citizens for the Arts
- Michigan Residential Builders & Contractors
- Chairperson, Personnel Committee, City of Saginaw, Saginaw MI
- Chairperson, Cable Television, City of Saginaw, Saginaw, MI
- Chairperson, Community Enrichment Commission, City of Saginaw, Saginaw, MI