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Career Summary:

- Fourteen years experience in administration of curriculum and instruction at the district level.
- Ten years experience in leading standards-based reform at the district and state level.
- Twenty one years experience as a classroom teacher, grades 6-12, with two Teacher of the Year awards.
- Leadership positions on numerous boards and committees at the district, state, and regional levels.
- Extensive experience as a conference presenter and workshop leader specializing in applications of brain research to learning.
- Trained as a curriculum management auditor.

Employment Experience:

Educationally Speaking, LLC 2009

Co-founded an educational consulting firm dedicated to providing services to Delaware schools and districts experiencing difficulties in raising student academic achievement in a standards-based environment. Selected as a Distinguished Educator by the Delaware Department of Education.

Educational Consultant: 2005-2009

Provided independent consulting services to school districts in Delaware through personal services contracts and the Delaware Educational Support System. Services provided included support for development of the Consolidated Grant Application, restructuring of the district office, and training for school administrators on implementing, supervising, and evaluating standards-based education.

The Allen Firm LLC, Milwaukee and Kenosha, Wisconsin: 2005-2009

Office manager, legal researcher, brief writer, and investigator for a small law firm. Conducted initial client interviews, maintained communication with clients, opened and maintained case files, participated in trial preparation. Experience in the areas of criminal defense, personal injury, Title VII-hostile work environment and employment discrimination.

Director of Instruction, Caesar Rodney School District, Camden, DE: 1999-2005

Responsibilities included curriculum development and management through a system of five curriculum councils and a district level curriculum cabinet, instructional improvement, student assessment, staff development, federal and state grant administration, planning and administration of a multi-million dollar annual budget, program development, instructional materials purchasing, coordination of the state testing program and extra time programs including summer school. Represented the district on the state level Curriculum Cadre.

Major accomplishments:

- Created and established an award winning (SuperStars in Education, Lt. Governor's Models of Excellence) Early Childhood Center for at-risk kindergartners built on research in acquisition of phonemic awareness, childhood brain development, and the Boost Up model of Lyelle Palmer.
- Initiated Literacy First classrooms for at-risk students in each elementary school's first grade placing the best reading teacher and a trained aide with the students in greatest need.
- Began reorganization of the district's K-12 reading intervention programs, including Title I, to provide early identification, individually targeted interventions based on diagnosis, and a continuum of services model.
- Initiated systematic, district wide design, administration and collaborative scoring of quarterly assessments of student work by teachers in all subject areas.
- Began redesign of the district's review and evaluation process for learning disability referrals based on the Mel Levine Schools Attuned model.
- Created a comprehensive, on-going, system-wide professional development program based on an in-house district training Cadre of resource teachers supervised by Content Area Supervisors
- Initiated a process to begin standards based grading.

Supervisor of Instruction, Caesar Rodney School District: 1991-1999

Major accomplishments:

- Defined the role as the district's first K-12 Supervisor of Instruction.
- Facilitated the planning and implementation of a teacher-led K-12 district Curriculum Council curriculum development process, designed to align curriculum with state standards and provide on going-oversight of curriculum effectiveness.
- Developed a multifaceted district staff development program including one on one and small group resource teacher training, modeling, and coaching, a series of school and district level focused workshops on identified instructional needs, and facilitation of teacher and principal travel to state, regional, and national conferences and institutes to meet individual goals for professional growth.
- Assumed responsibility for instructional materials ordering.

Teacher, Caesar Rodney School District: 1970-1991

Major accomplishments:

- Taught social studies for twenty one years in every grade from six through twelve.
- Served as chairman of a high school social studies department.
- Selected as building Teacher of the Year twice: 1982-83 in a junior high school and 1990-91 in a high school.
- Taught a class of non-honors students who won a state championship in the We The People... competition on the Constitution and Bill of Rights and represented the state of Delaware in national competition in Washington, DC.
- Coached basketball for sixteen years and track and field for six years at both junior and senior high school levels.

Additional Accomplishments:

- Initiated and helped plan an Education Commission of the States two day conference for Delaware state legislators on “Exploring the Implications of Brain Research for Improving Early Childhood Development and School Readiness.”
- Developed and presented workshops on the brain and learning to district and school level teacher and administrator groups in California, Delaware, Georgia, Kentucky, New Jersey, New Hampshire, Pennsylvania, and South Carolina.
- Developed and presented a series of two day continuing education workshops for DADAMH (the Delaware Alcoholism Drug Abuse and Mental Health unit of the Department of Public Health) on the brain and human behavior.
- Trained as a Curriculum Management Auditor by the National Curriculum Audit Center and participated in a curriculum audit with Fenwick English, originator of the curriculum audit process.
- Appointed by the Delaware Secretary of Education to a joint educator-legislator select committee to review the Delaware state law on student accountability and the state test used to measure student progress toward state standards and recommend amendments to legislators to correct flaws in the law.
- Taught graduate curriculum development courses as adjunct professor, Wilmington College, Graduate School of Education.
- Served as Co-chair on the state committee to develop performance indicators for Delaware high school social studies standards.
- Served as a judge for both the state and national We The People.....Competition on the Constitution and Bill of Rights.
- Served as a reviewer for the National Civics Standards.

Conference Presentations:

1st Education Trust Conference: Struggling Toward Standards: Closing the Achievement Gap, Kindergarten Through College, Pre-conference Workshop: presentation on “Implications

of Brain Research for Teaching and Learning,” Washington, DC, November, 1996.

The Autodesk Foundation 5th Annual Conference on Project Based Learning, presentation on “Teaching, Learning, and the Brain: Why PBL Works,” San Rafael, CA, March, 1997.

26th Annual Summer Institute on Alcoholism, Drug Abuse and Mental Health: Synthesis of Research and Practice: Brain, Body and Behavior, two day workshop on “Teaching, Learning and the Human Brain,” Newark, DE, July, 1997.

The Autodesk Foundation 6th Annual Conference on Project Based Learning, presentation on “Strategies for a Brain Compatible Classroom,” San Francisco, CA, March, 1998.

The Autodesk Foundation 7th Annual Conference on Project Based Learning: Kids Who Know and Do, featured speaker, presentation on “Integrating Brain Compatible Teaching with Project Based Learning,” San Francisco, CA, March 1999.

Early Intervention Summit, workshop on “Understanding the Childhood Brain,” Dover, DE, June, 1999.

Delaware Association for Adult and Community Education Conference: Motivating Minds 2000, workshop on “Using Brain Research to Improve Instruction,” Dewey Beach, DE, March 2000.

State-Wide Training Advisory Network of Delaware, Professional Development Seminar, one day workshop on “Workshop Doctor: Using Brain Research to Increase Training Effectiveness,” Dover, DE, June 2000.

Delaware Principal’s Academy Annual Fall Conference, keynote presentation on “Poor Kids: How and Why Poverty Affects the Ability to Learn,” Rehoboth Beach, DE, November 2003.

Delaware Association of School Administrators' Annual Conference, keynote presentation on "The Power of Poverty: Economic Reality and its Effects on Learning and Behavior," Dover, DE, November 2005.

Delaware Association of School Administrators' Annual Conference, workshop on "Gray Area Kids: The Hidden Neurological Factors That Influence Learning," Dover, DE, November 2005.

Professional Associations:

Association for Supervision and Curriculum Development (ASCD) Board of Directors, National Representative from Delaware, 1994-2001.

Delaware ASCD Board of Directors, 1992-2001, President, 1996-97.

Delaware Association of School Administrators (DASA), Board of Directors, 1996-2000.

Mid-Atlantic Regional Education Laboratory (The Laboratory for Student Success at Temple University), Stakeholders Advisory Board, 1997-2005.

Education:

MS, Human Resources Management: School Leadership and Instruction, Wilmington College, Wilmington, DE, 1990.

BA, English and History, Dickinson College, Carlisle, PA, 1967.