



BOARD OF EDUCATION OF HARFORD COUNTY
REQUEST FOR APPROVAL - ADMINISTRATIVE & SUPERVISORY APPOINTMENTS
May 23, 2016

PRINCIPAL POOL

CURRENT POSITION	PREFERRED POOL PLACEMENT
Meridith A. Dunlap Assistant Principal, 12-Month Youth's Benefit Elementary School	Elementary School
Mark P. Warfield Assistant Principal, 12-Month William Paca/Old Post Road Elementary School	Elementary School
Cynthia L. Womack Principal Greenwich Public Schools, Hamilton Avenue Elementary School Greenwich, Connecticut	Elementary School

SPECIAL EDUCATION

CURRENT POSITION	APPOINTMENT
Pauline Brown Special Education Coordinator for Compliance and Accountability Goose Creek Consolidated Independent School District Baytown, Texas	Coordinator of State and Federal Special Education Programs



RECOMMENDATIONS TO THE BOARD OF EDUCATION
ELEMENTARY SCHOOL PRINCIPAL POOL
May 23, 2016

Referred by Superintendent:  Meridith A. Dunlap
 Mark P. Warfield
 Cynthia L. Womack

Total Number of Applicants: 24 applicants
HCPS Employee ▪ 4
Harford County Resident ▪ 9

Committee Interviewed: 4 candidates
HCPS Employee ▪ 3
Harford County Resident ▪ 2

Referred to Superintendent by Committee: 4 candidates
HCPS Employee ▪ 3
Harford County Resident ▪ 2

INTERVIEW COMMITTEE

Interview Date: April 29, 2016

- Hamilton, Marc - Principal, Forest Hill Elementary School
- Mantegna, Jean - Assistant Superintendent for Human Resources
- Morton, Angela - Executive Director of Elementary School Instruction and Performance
- Sundquist, Lisa - Principal, North Harford Elementary School
- Wooden, Ronald - Principal, Havre de Grace Elementary School

SUPERINTENDENT OF SCHOOLS

Interview Dates: May 6 and May 9, 2016

- Canavan, Barbara - Superintendent of Schools
- Mantegna, Jean - Assistant Superintendent for Human Resources (5/09/16 interview only)
- Morton, Angela - Executive Director of Elementary School Instruction and Performance

6813 New Cut Road
Kingsville, Maryland 21087
(410)593-7181
meridith.dunlap@hcps.org

Meridith A. Dunlap

Objective: To obtain an elementary principal position.

Education: 2003-2007 McDaniel College Westminster, Maryland
Master's Degree in Curriculum and Instruction with a focus in Administration
 ▪ Cumulative GPA 4.0
1997-2001 Towson University Towson, Maryland
Bachelor of Science in Elementary Education
 ▪ Cumulative GPA: 3.04 Major GPA: 3.6

Certification: Advanced Professional Certificate
Certification Areas: Administrator I/II, Elementary Education 1-6 & Middle School

Professional Experience:

2011-Present **Harford County Public Schools, Youth's Benefit Elementary School**
Fallston, MD

10-month/12-month Assistant Principal

- Member of Instructional Leadership Team and School Improvement Team: Work collaboratively to interpret data and address student, instructional and building needs
- Observe and Evaluate staff members to provide professional development for best practices
- Participate as chairperson for IEP, 504 and SST meetings
- Collaborate with professionals during the A/C modernization and current building construction to ensure safety for students
- Conduct interviews and/or assist in placements for new and current staff members
- Develop and communicate schedules to ensure consistency and organization between our two building school

2010-2011 **Harford County Public Schools, Edgewood Middle and Magnolia Elementary School**
Edgewood, MD and Joppa, Maryland

Mentor Teacher

- Master Teacher for the 2011 Educator Effectiveness Academies for Mathematics
- Responsible for sharing and monitoring county initiatives with staff to ensure consistency
- Participate in and provide support with the process of new teacher induction

2007-2011 **Harford County Public Schools, Joppatowne Elementary School**
Joppa, Maryland

Math Coach

- Develop and present state, county, regional, school and team professional development in the areas of: mathematics, extended day services, formative assessment, differentiation, Performance Matters (data collection and interpretation) and CFIP
- Study current research and trends for direct application to classroom instruction
- Structure and execute family event nights and parent information sessions

2001-2007 **Harford County Public Schools, Joppatowne Elementary School**
Joppa, Maryland

General Education Teacher~4th and 5th grade

- Teacher of Reading, Writing, Mathematics, Science, Social Studies, and life skills
- Participate in conferences with students, parents, teachers and other community members to promote student achievement

Publications: Published lesson in *Teaching Children Mathematics: A Greener Greendale* (Oct 2010)

Professional Organizations: APSASHC, ASCD, PTA, NCTM, NAESP

Mark P. Warfield
3424 Dublin Road
Darlington, MD 21034
410-688-1826

Education

Completed State Licensure for Administration II Certification – July 2015

Currently hold Administration I/II State Certification

College of Notre Dame of Maryland, Baltimore, MD

Master's Degree in Leadership in Teacher

Administration I Certification

Graduation Date: May, 2007

GPA: 3.95

Peabody Conservatory of Music, Baltimore, MD

Bachelor's Degree in Music Education

Performer's Certificate in Trumpet

Graduation Date: May, 1995

GPA: 3.21

Professional Experience

12 Month Assistant Principal

William Paca/Old Post Road Elementary, Abingdon, MD

July 2013 – Present

10 Month Assistant Principal

Magnolia Elementary School, Joppa, MD

July 2008 – June 2013

Title I Summer Camp Site Coordinator

Edgewood Elementary School, Edgewood, MD

June/July 2011

Magnolia Elementary School, Joppa, MD

June/July 2010

Title I GED Site Coordinator

Magnolia Elementary School, Joppa, MD

Saturdays - 2010-2011 School Year

Teacher

Instrumental Music Teacher, Harford County Public Schools

Bakerfield/Hall's Cross Roads Elementary School, Aberdeen, MD

August 1996 – June 2008

Professional Organizations

Active Member of NAESP, MAESP & APSASHC

Attended On Common Ground Conference Spring 2015

Attended MAESP Assistant Principal Conference: Fall of 2008 – 2013

Attended MAESP Principal Conference: Spring 2012

Completed Aspiring Principals' Institute 2011 - 2012

Special Skills**Music**

Freelance Trumpeter: many performances throughout Harford County as well as surrounding counties.

Career Objective

I plan to continue pursuing leadership opportunities in Harford County Public Schools in an effort to serve students, their families and their communities by contributing to the design and coordination of effective and meaningful instruction.

CYNTHIA LORRAINE WOMACK
139 Jenny Cliff Drive
Manchester, Connecticut 06040
(860) 983-6317 (Cell) cylow11@aol.com

Accomplished, Experienced Educational Administrator

Background features twenty-two years of progressively challenging roles in public school teaching and administration, including teaching various levels in New York City.

Committed to achieving the mission of educational excellence and character development and providing the opportunity for every student to prepare for a life of challenge, change, learning and service.

EXPERIENCE

2010-PRESENT

GREENWICH PUBLIC SCHOOLS

Greenwich, Connecticut

Principal- Hamilton Avenue Elementary School

Responsible for all aspects of an elementary magnet school. Implemented a comprehensive framework for literacy instruction that includes how student work and assessment data are examined and analyzed by the school data team and instructional data (grade/program) teams. Initiated the transition of the school from a Digital Learning Environment to a STEM (Science, Technology, Engineering and Math) theme focus for the 2015-16 school year. Students in the school are offered Suzuki lessons and Spanish instruction in pre-kindergarten through grade five.

- ◆ *Transformed school into a Digital Learning Environment (DLE) in 2013 where students have 1:1 devices (iPads). The DLE includes a robust curriculum management system (Schoology), professional development training for staff and students and established metrics to gauge the project's success.*
- ◆ *Introduced teaching and learning initiatives to methodically address and improve educational outcomes such as: Analysis of Student Work Protocol at monthly academic review meetings in reading and math and the SRBI/RTI process of progress monitoring tiered interventions for students.*
- ◆ *Increased standardized test scores in reading, science and math using specific strategies and small, flexible group instruction. Fifth grade standardized science scores improved by 34 points when science journals and more nonfiction writing and texts were introduced to enhance the curricula.*
- ◆ *Facilitated full inclusion of special education students into regular education using a co-teaching model of instruction.*

1999-2010

MANCHESTER PUBLIC SCHOOLS

Manchester, Connecticut

Principal- Washington Elementary School

Responsible for all aspects of the effective administration of an elementary school. Student population is diverse with respect to racial, cultural, ethnic and socioeconomic background with a high percentage of households from below the poverty level. Provided a visible presence, reaching out to all aspects of the school community. Conducted comprehensive teacher evaluations and formal and informal observations. Communicated with parents to bring them more fully into the educational process. Ensured the consistent, fair and effective implementation of the school's disciplinary policies and practices.

- ◆ *Mentored and coached teachers in developing their individual pedagogical abilities and styles. Encouraged them to have a holistic perspective, helping all students to develop their intellectual, social and emotional growth in a balanced way.*
- ◆ *Established and created a community of over 100 volunteers from various organizations that provided resources and support for students and teachers.*
- ◆ *Procured a \$500,000 federal grant, The 21st Century Learning Grant, to implement an after-school, extended day program for K-5 students. The 'Cedar Street Station' Program enables students to receive academic support and participate in enrichment and recreational activities to develop interests and talent.*
- ◆ *Conducted and led workshops on Differentiated Instruction for new teachers in the district.*

1988-1999

NYC PUBLIC SCHOOL 346

Brooklyn, New York

Third, Fifth and Sixth Grade Teacher

Teacher of Gifted Students

Writing Teacher

Built a progressive teaching career in a New York City elementary school. Student body population was extremely diverse, including significant numbers of students from Eastern European families. Developed and presented sequential skill-building activities. Integrated multicultural themes into class instruction. Accepted diverse assignments to meet the shifting needs of the school district. Collaborated with other educational professionals.

- ◆ *Established a record for effective instruction of regular, gifted and special education students, encompassing a full range of academic subjects.*
- ◆ *Selected out of a competitive process to teach formally identified gifted students after three years of teaching. Prepared and presented a rigorous and challenging curriculum and the Renzulli Model of Learning.*
- ◆ *Launched a series of cultural fairs for the students, which exposed pupils at all levels to the customs of various ethnic groups, engendering appreciation and understanding.*
- ◆ *Developed the school's first formal writing curriculum for grades K- 6 and served as Writing Teacher for three years, using a thematic approach.*

1987-1988

NYC PUBLIC SCHOOL 81

Brooklyn, New York

Second Grade Teacher

Gained initial teaching experience working with a student population with a high percentage of minority and economically disadvantaged students.

Special Projects and Committees

Director –Afterschool Reading Tutorial Program

- ◆ Spearheaded a successful extended day program involving 10 teachers and over 250 students in grades 3-6. Compiled statistical data on each student to track progress and measure growth and learning outcomes.

Coordinator- Parents as Partners in Science and Math Saturday Conferences

- ◆ Directed all planning and implementation of a hands-on Science and Math Workshop Day. Instituted a campaign to secure fiscal and material resources from local businesses.

STEM Magnet Theme Advisory Committee

- ◆ Led the process of transitioning the school into a STEM Magnet School. Advised the curriculum review committee, which led to the identification of an external partner to help transform teaching and learning into an inquiry-based approach of blended learning.

School Start Time Exploration Initiative

- ◆ Served as project manager to enable the district to explore a change to the start and end times at the secondary schools. Led a Steering Committee to create and implement a work plan to facilitate a change to a later school start time for adolescents.

Closing the Achievement Gap Committee

- ◆ Served on a district-level committee to collaborate with an educational reform group on how to narrow the achievement gap between minority and economically disadvantaged students and the majority.

EDUCATION

BROOKLYN COLLEGE-Brooklyn, New York
Advanced Certificate, Administration and Supervision, 1995

NEW YORK UNIVERSITY- New York, New York
Master of Arts, Elementary Education, 1993

UNIVERSITY OF WASHINGTON-Seattle, Washington
Bachelor of Arts, Theater Arts, 1984

References, local Affiliations and a comprehensive list of Workshop Presentations are available upon request



RECOMMENDATIONS TO THE BOARD OF EDUCATION
COORDINATOR OF STATE AND FEDERAL SPECIAL EDUCATION PROGRAMS
May 23, 2016

Referred by Superintendent:  Pauline Brown

Total Number of Applicants: 19 applicants

- HCPS Employee ▪ 4
- Harford County Resident ▪ 4

Committee Interviewed: 2 candidates

- HCPS Employee ▪ 0
- Harford County Resident ▪ 0

Referred to Superintendent by Committee: 2 candidates

- HCPS Employee ▪ 0
- Harford County Resident ▪ 0

INTERVIEW COMMITTEE

Interview Date: May 2, 2016

- Austin, Susan - Director of Special Education
- Clark, Eric - Director of Budget
- Geyer, Randy - Assistant Principal, 12-Month, John Archer School
- Hall, Letina - Assistant Principal, 12-Month, Patterson Mill Middle School
- Mantegna, Jean - Assistant Superintendent for Human Resources
- Schmitz, Joseph - Executive Director of Middle and High School Instruction and Performance

SUPERINTENDENT OF SCHOOLS

Interview Date: May 6, 2016

- Canavan, Barbara - Superintendent of Schools
- Austin, Susan - Director of Special Education
- Morton, Angela - Executive Director of Elementary School Instruction and Performance

PAULINE BROWN

6718 Zeenat Blvd. Baytown, TX 77521 | pauline.brown.pb@gmail.com | 832.647.6508

OBJECTIVE | The provision of knowledge, training, monitoring and support to employees and , students, through guidance and assistance to facilitate their ability to achieve at their maximum potential and maintain compliant programs.

SKILLS & ABILITIES | Masters of Education in Educational Leadership and a Masters of Deaf Education with 24 years of combined experience in special education at elementary and secondary level and district-wide responsibilities, with nine years of special education administrative experience.

EXPERIENCE | SPECIAL EDUCATION COORDINATOR FOR COMPLIANCE AND ACCOUNTABILITY
GOOSE CREEK CISD, BAYTOWN, TX
JULY 2010 - PRESENT

Responsibilities include: Organize and lead workgroups to review for quality and accuracy of documentation for special education records. Provide interpretation on technical questions of compliance with applicable state and federal statutes and regulations to monitor and report to Texas Education Agency through the secure environment for state compliance including but not limited to State Performance Plan indicators, Performance Based Monitoring Analysis System, and Residential Facility Tracker. Collect, organize, and prepare materials related to the reporting of state accountability measures. Create weekly reports for planning, developing, coordinating and implementing department programs and providing consultative services and related support to the director and upper administrative personnel. Manage staff to maintain the special education district records room. Ensure data quality of student Individual Education Plans, Full Individual Evaluations and progress reporting for goal and objective progress for students. Provide extensive ongoing training in areas of compliance and in support of the extensive products utilized under my supervision. Training, maintenance and technical assistance for Special Education online software products used to develop and monitor Individual Education Plans, evaluation reports, SHARS billing and Response to Intervention data. Train response to intervention teams and campus administration in appropriate interventions, data collection and interpretation to determine the success of intervention or the need for referral for special education. Train and supervise staff to maintain School Health and Related Services (SHARS) information and document such in the computer based system for reporting student Medicaid services. Organize and lead workgroups to review for quality and accuracy of documentation for special education records. Provide interpretation on technical questions of compliance with applicable state and federal statutes and regulations to monitor and report to Texas Education Agency through the secure environment for state compliance including but not limited to State Performance Plan indicators, Performance Based Monitoring Analysis System, and Residential Facility Tracker. Collect, organize, and prepare materials related to the reporting of state accountability measures. Create weekly reports for planning, developing, coordinating and implementing department programs and providing consultative services and related support to the director and upper administrative personnel. Manage staff to maintain the special education district records room. Ensure data quality of student Individual Education Plans, Full Individual Evaluations and progress reporting for goal and objective progress for students.

SPECIAL EDUCATION COORDINATOR OF RELATED AND ITINERANT SERVICES
GOOSE CREEK CISD, BAYTOWN, TX
OCTOBER 2006 – 2010

Responsibilities include: Provided guidance and supervision to all related and itinerant staff. Developed procedures for the provision of services by professionals within the areas of supervision. Determined personnel needs, worked with teams to interview and hire related and itinerant staff. Functioned as the local education agency representative for deaf education cooperative. Budgeted and allocation of funds for areas of supervision. Training, maintenance and assistance for Special Education Software products used to develop and monitor Individual Education Plans and evaluation reports (Encore, ISuite). Help Desk and communication with the product provider to report issues that could not be resolved.

Areas of supervision: Occupational and Physical Therapy, Assistive Technology, Adapted Physical Education, Homebound, Vision services, In Home and Parent training, Special Education Counselors, Orientation and Mobility, Special Transportation, the shared service arrangement for the early childhood vision cooperative, and the special education data management system

INSTRUCTIONAL SPECIALIST FOR SECONDARY SPECIAL EDUCATION
DEER PARK ISD, DEER PARK, TX
AUGUST 2006 – OCT 2006

Responsibilities include: Provide instructional support services to the secondary special education teachers and staff on campuses throughout the district. Research and training of staff in best practices and compliant programs for learners with special needs. Provision of materials for campus staff, supervision of related service personnel. Develop policies and procedures for district secondary special education, and implement processes to ensure the provision of services to secondary students, district wide.

ASSISTIVE TECHNOLOGY SPECIALIST
GOOSE CREEK CISD, BAYTOWN, TX
AUGUST 2001 – MAY 2006

Responsibilities include: Complete initial and ongoing evaluation of student technology needs, team leader for assistive technology team. Conduct teacher and student training with devices and software. Present at professional development seminars, and in-district training opportunities. Research and requisition of technology devices and software. Troubleshoot technology issues, and maintain inventory of assistive technology devices and software.

TEACHER, SPECIAL EDUCATION
STEPHEN F. AUSTIN ELEMENTARY, BAYTOWN, TX
AUGUST 1997 – MAY 2001

Kindergarten through fourth grade reading and math special education pullout instruction, content mastery, acted as team leader for three years.

TEACHER, SPECIAL EDUCATION
ROBERT E. LEE HIGH SCHOOL, BAYTOWN, TX
AUGUST 1990 – MAY 1996

Resource subjects: English, math, career development, government, economics, driver's education

General education subjects: driver education, American sign language

Additional duties: I was part of the team that began the content mastery program at this school and ran the content mastery lab two years.

| TEACHER OF THE HEARING IMPAIRED
ED WHITE ELEMENTARY, EL LAGO, TX
AUGUST 1989 –MAY 1990

Life skills Hearing Impaired 3-5

EDUCATION | STEPHEN F. AUSTIN UNIVERSITY, NACOGDOCHES, TX
DIAGNOSTICIAN CERTIFICATION
Sept 2013 – Dec 2014

| ALTERNATIVE CERTIFICATION PROGRAM – ESC 4
TEXAS SUPERINTENDENT CERTIFICATION
JUNE 2007 - JUNE 2008

| UNIVERSITY OF HOUSTON AT CLEAR LAKE, HOUSTON, TX
MASTERS OF SCIENCE IN EDUCATIONAL MANAGEMENT
January 2001 – Dec 2003

15 hours toward a Master of Science in Instructional Technology

| LAMAR UNIVERSITY, BEAUMONT, TX
MASTER OF SCIENCE IN DEAF EDUCATION
BACHELOR OF SCIENCE IN SPEECH PATHOLOGY/AUDIOLOGY
August 1986 – July 1989

CERTIFICATIONS | **MARYLAND STATE CERTIFICATE:**

PEC (Professional Eligibility Certificate):Administrator I: Valid through 12-31-2018
Educator Id number 8632

TEXAS STATE TEACHING CERTIFICATES:

Provisional Hearing Impaired (PK-12): Life
Provisional Drivers Education(6-12): Life
Standard Principal (EC-12): Valid through 12-31-2021
Standard Superintendent (EC-12): Valid through 12-31-2021
Standard Diagnostician (EC-12): Valid through 12-31-2021
Standard Special Education (EC-12): Valid through 12-31-2021

REFERENCES

Sarah Chase
Goose Creek CISD
Coordinator of Special Education
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Goose Creek CISD
Coordinator Special Education
Evaluation
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Megan Dickey
Coordinator for Tri-County East Regional Day School Program for the Deaf
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281-420-4520
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Tricia Times
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Assistant Principal
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Kelley Watt, M. Ed
Education Specialist, Deaf and Hard of Hearing
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