

DR. SHANDOWLYON LYZETTE REAVES
(Formerly Hendricks-Williams)
Candidate for Milwaukee Public School Board Director, District #1

ACADEMIC PERFORMANCE: (chronologically reversed)

Doctor of Education (Ed.D.), Educational Leadership, National Louis University, Wheeling, IL. 2013-2016, Degree conferred: June 2016.

Post Graduate Coursework in Interdisciplinary Studies, National Louis University, Wheeling, IL. 2006-2008

Education Specialist (Ed.S.), Educational Leadership, National Louis University, Wheeling, IL. Degree conferred: August 2005.

MA in Education, Cardinal Stritch University, Milwaukee, WI. Degree conferred: August, 2003.

BS in Human Services (Cum Laude), Springfield College, Springfield, MA. Degree conferred: August 2001.

AAS in Human Services (Phi Theta Kappa), Milwaukee Area Technical College. Degree conferred: December 1991.

PROFESSIONAL CERTIFICATIONS:

Certified Community Organizer, Innovative Public Schools, Los Angeles, CA (2022)

Signing Agent, National Notary Association, (2021)

Notary Public, State of Wisconsin, Department of Financial Institutions (2020)

Executive Certification in Diversity Coaching, Howard University School of Business & Coach Diversity Institute, Washington DC. (2019-2020)

Certificate of Leadership, National Society of Leadership & Success, Wheeling, IL. 2016

PROFESSIONAL LICENSES

Wisconsin Department of Public Instruction

5003 Superintendent/District Administrator (2016-until, Life License)

5051 Principal (2006-until, Life License)

5010 Director of Instruction (2006-until, Life License)

5080 Director of Special Education & Pupil Services (2006-until, Life License)

1801 Cross Categorical Special Education License (2003-until, Life License)

803 Handicapped Child Assistant License (1999-2004)

AREAS OF SPECIALIZATION

Change Leadership

Public Law, Policy & Funding

Program Evaluation

Long-term Care, Housing & Funding

Higher Education

K-12 Education, Instructional Leadership & Administration

Data-Driven Decision Making

Staffing & Personnel

Parental Involvement

Professional Development

Strategic Planning & Partnership

Community Organization & Education

RESEARCH**“Positional and Dispositional Leadership Change: Program Evaluation to Policy Recommendation”**

National Louis University, Milwaukee, WI, 2013-2016
 Dissertation Chair: Dr. Mary Ann Kahl

“The IEP Process: A Meaningful Way to Increase Parental Involvement”

NEA Action Research Fellow
 University of Wisconsin – Milwaukee, 2005-2006
 Research Advisor: Dr. Linda Tiezzi Waldera

“The Relationship between Self-Regulatory Skills and Reading Skills of Third Grade Students with Learning Disabilities”

Cardinal Stritch University, Milwaukee, WI, 2002-2003
 Research Advisor: Dr. Elizabeth Drame

“Lack of Nutrition amongst School Aged Children Residing in the 53206 Zip Code in Milwaukee, Wisconsin”

Springfield College, Milwaukee, WI, 2000
 Research Advisor: Rebecca Siehr, MA, ABD

PUBLICATIONS**Moving Along the Trajectory towards Continuous Improvement: From Disempowering Beliefs to Empowering Beliefs.** (2019). Author: Milwaukee, WI

Contributing Author: **“Confessions of an Action Researcher. *Involving Parents: My Journey to Become a Special Education Leader*”, (49-53).** 2011. NEA Foundation: Washington, DC.

Contributing Author: **“The Power of Teacher Networks”.** 2009. Corwin Press: Thousand Oaks, CA

“Do We Really Want Parents Involved?” 2008. Case Study published online.
<http://www.teachersnetwork.org/tnli/cases/williams.htm>

FELLOWSHIPS

New Leaders for New Schools Milwaukee Fellow, New York, NY 2008-2009

NEA Mentor Fellow, Milwaukee, WI 2008-2009

NEA/MetLife/TNLI Action Research Fellow, Milwaukee, WI. 2006-2008
 (National Education Association)

Horace Mann-Abraham Lincoln Fellow, Springfield, IL. 2006 Summer Institute.
 (Horace Mann Educators Corporation)

ACADEMIC DISTINCTIONS:

Sigma Alpha Pi, National Society of Leadership and Success
 Nominated for 2012 Cardinal Stritch’s Distinguished Alumni Award
 University of Wisconsin Milwaukee (UWM) Educator Honor Roll, 2006
 Herb Kohl Fellowship Award for Outstanding Teachers, 2003
 Council for Exceptional Children Chapter 21 Hulda Mae Fisk Scholarship, 2002
 Valedictorian, Springfield College, August 2001
 Dean’s List, Springfield College, 2000
 Phi Theta Kappa Honor Society, Milwaukee Area Technical College, 1991

PROFESSIONAL OVERVIEW

Political Candidate, MPS School Board, District #1

<https://www.friendsofshadowlyon.com>

December 2022 - present

Founder/Owner, MKE Tippers, LLC

<https://www.mketippers.com>

April 2021 - present

Launched an entrepreneurial venture, a trucking business primarily operating to assist entities engaged in projects with relocating materials to their designation of choice.

Founder/Owner, Dr. Shadowlyon

April 2016 – 2022

Established an entrepreneurial venture wherein personal and professional experience is utilized to move individuals, groups and organizations along the trajectory toward continuous improvement through coaching and consulting. Demonstrate excellent written and verbal communication skills, including skills required to communicate diplomatically and persuasively to diverse people while serving as a mediator and conflict resolution advisor. Perform official certifying processes as an impartial witness while performing official actions as allowed and required by law as a Notary Public. Provide knowledge expertise and services to entrepreneurs from business start-up to market entry. Providing services as a trained professional, handling a wide variety of loan documents while playing a critical role in mortgage transactions as a Signing Agent. Develop and present documents and presentations. Provide expertise to confidential clients in the areas of education, business, politics and leadership. Contract with public and private entities to provide professional development. Review Letter of Interest (LOI) and submissions in response to Requests for Proposals (RFP) for private philanthropies.

Clients include:

AlphaSights

Alverno College

Arial's Learning Cave

Catapult Learning

City Forward Collective

LUMIN Schools

Medical College of Wisconsin

Milwaukee Public Schools

Racine Unified School District

State Superintendent-Elect Dr Jill Underly

Viterbo University

Wisconsin Department of Public Instruction

Political Candidate, Shadowlyon for State Superintendent

<https://www.drhendricksforeducation.com>

December 2020 – February 2021

Developed my campaign theory, structure, and strategy which was grounded in Williams McGuire's Communication-Persuasion Model. Campaigned to serve the State of Wisconsin as State Superintendent of the Department of Instruction based on my 20-point Policy Plan, "Bill of Rights for Wisconsin Students" and my "First 100 Days Entry Plan". Completed initial steps for candidacy as required by the Wisconsin Election Commission (WEC): (1) Completed and submitted "Declaration of Candidacy", (2) Completed & submitted "Statement of Economic Interests", (3) Established Federal EIN for campaign finance, "Shadowlyon for State Superintendent", (4) Established campaign bank account, and (5) Registered my campaign finance account. Contracted with online fundraising platform. Developed my campaign slogan. Purchased domain and developed campaign website, "Dr. Hendricks for Education". Contracted with photographer. Contracted with graphics arts consultant to develop campaign logo and literature. Contracted with consultant to manage campaign. With assistance of volunteers, family and friends collected over 2,800 signatures from Wisconsin residents eligible to vote on

nomination papers. Submitted completed nomination papers to the WEC. Exceeded the minimum threshold of nomination signatures required per Wisconsin State Statutes. Received approval from the WEC to appear on the statewide ballot. Successfully defended a ballot access challenge from another candidate. Received 2nd approval from WEC to appear on the ballot. Conducted 'meet & greets' and fundraisers, virtually. Participated in virtual candidate forums and debates. Participated in TV, radio, podcast, newspaper and magazines interviews. Completed candidate questionnaires and surveys. Requested and received over 200 public endorsements from elected officials, political leaders, educational leaders, business leaders, community leaders, religious leaders, educators, administrators, parents, and community members. Requested and received public endorsements from a PAC, statewide alliance and local organization. Requested support and donations from voters. With the assistance of volunteers, family and friends texted thousands of voters in GOTV efforts. Raised over \$40,000. With the assistance of a volunteer Finance Director/Treasurer, maintained financial records and submitted campaign finance reports as required by Wisconsin State Statutes. Received over 38,000 votes during the 2021 primary election.

Contracted Limited Term Employee (LTE), Milwaukee Public Schools

August 2020 – November 2020

Taught graduate level course for currently employed staff of Milwaukee Public Schools who are seeking licensure from the Wisconsin Department of Public Instruction; Supported MPS with their Educator Preparation Program to address pipeline challenges ensuring compliance with Wisconsin Administrative Code PI34; developed syllabi and prepared lectures; Created, distributed, and reviewed the course syllabus; Utilized a variety of instructional strategies in order to engage students, including cooperative and experiential learning; Met with academic department chair to develop coursework and curriculum; Presented prepared materials and supervises organized activities; Evaluated student performance promptly and accurately based on departmental rubrics; Coordinated with the college or university bookstore in order to ensure class material availability; Maintained records of student attendance, involvement, and progress; Communicated with students outside of class to provide supplementary instruction, when necessary.

Gubernatorial Director, Office of Governor Tony Evers, State of Wisconsin Department of Administration

April 2019 – November 2020

Served as a member of Governor Evers' senior leadership team at the Executive level of State Government. Staffed the Governor when attending events, conferences and meetings. Attended community events and speak on behalf of the Governor. Prepared briefing and talking points for the Governor. Built relationships and collaborated with organizations, local governmental entities and community leaders. Partnered with the Madison office to respond to the unique needs of the Milwaukee area. Demonstrated managerial oversight of professional staff and interns. Responded to constituent concerns. Advised the Governor on legislation, administrative code, policy, budget and funding. Advocated for the needs of underserved and underrepresented Wisconsinites of diverse racial, ethnic and cultural backgrounds. Served as liaison between the Governor's office and the Wisconsin Department of Public Instruction. Collaborated with Milwaukee County leadership. Collaborated with City of Milwaukee leadership. Operated in an environment with multiple priorities and numerous deadlines; Supported the work of Wisconsin's Emergency Response Team during the COVID-19 pandemic. Identified ways to meet Wisconsinites' needs during the pandemic using CARES funding. Collaborated with community activist regarding the state's response to civil unrest. Maintained current knowledge and understanding of regulations, industry trends, current and best practices, new developments and applicable laws. Served on the City of Milwaukee Racial Equity, Justice and Accountability Community Stakeholders Council. Served on the Wisconsin Council of Affirmative Action.

Education Administrative Director, Wisconsin Department of Public Instruction

January 2017 – April 2019

Led in the development and implementation of program policy and budget affecting the direction

of education in the state; Worked with senior leadership; Operated in an environment with multiple priorities and numerous deadlines; Planned, developed, and implemented programs intended to bring about cultural understanding and equitable treatment of all children in the state. Provided direction, leadership, and continuity to programs that enhanced the educational, personal, career, and social development of children (6-12) who are culturally diverse, have traditionally been underserved, and/or have unique educational needs across offices in Milwaukee, (Ashland, Eau Claire, Green Bay and Wausau). Led the state's education opportunity program toward fulfillment of its mission to prepare youth and adults to pursue higher educational opportunities by providing college and career readiness programs, resources, and support; Demonstrated managerial experience of professional staff; Developed and presented important documents and presentations; Maintained current knowledge and understanding of regulations, trends, current and best practices, new developments and applicable laws; Provided statewide leadership and made life changing impacts, as well as set policy and influence education throughout the state while providing funds to students who need it most through the following programs:

- State Talent Search Program
- Talent Incentive Grant Program
- Precollege Scholarship Program
- Early Identification Program
- Federal Talent Search Program

In cooperation with other agency directors, developed and implemented program policy and budget affecting educator preparation, licensing, and educator development in the state. Worked with senior leadership; Operated in an environment with multiple priorities and numerous deadlines; Identified and implemented operational improvements to streamline processes and increase efficiency based on state's needs by repealing and rewriting Administrative Code PI34; Planned, developed, and coordinated the program approval process for Wisconsin educator preparation programs; Provided leadership with the implementation of educator performance assessments within the program approval process; Provided leadership in managing the license application and renewal processes for Wisconsin's educators. Provided leadership and direction to fulfill the state and federal statutory role in approving educator preparation programs throughout the state and in developing emerging pathways to licensure, including but not limited to district-based educator preparation program; Managed the supervision, coordination and direction of the work of professional staff; Developed and presented important documents and presentations; Maintained current knowledge and understanding of regulations, industry trends, current and best practices, new developments and applicable laws; Interpreted state and federal legislation affecting educator preparation and licensing; Collaborated on policies, procedures and processes for licensing and the online license application system. Maintained effective working relationships with stakeholders in order to coordinate the necessary state and federal program compliance and monitoring responsibilities; Wrote the Statewide Plan to Diversify the Teacher Pipeline. Provided leadership and supervision for team leaders, consultants, technical services support staff and program support staff. Served on the following councils, workgroups, teams, committees:

- Professional Standards Council
- Leadership Group on Staffing Challenges
- Council for Chief State School Officers (CCSSO) Diversity the Teacher Pipeline Workgroup
- Equity Plan Workgroup
- Early Childhood Higher Education Workgroup
- Paraprofessional Workgroup
- All Staff Meeting Planning Team
- Wisconsin Improvement Program (WIP) Director
- Wisconsin Early Childhood Higher Education Committee
- Council for Chief State School Officers (CCSSO) Teaching, Leading and Learning Collaborative (TLLC) Workgroup

- Midwest Alliance to Improve Teacher Preparation (MAITP)
- Rural Teacher Grant Workgroup

Graduate Research Assistant, National Louis University

December 2014 – March 2015

Academic Organization for Advanced Professional Programs

Researcher: Dr. Ruth Quiroa

Regional Director, Non-Public Educational Services, Inc. (NESI)

December 2013 – May 2016

Served as the chief administrator for a range of services provided to students in schools in a given region; Managed a multi-million dollar contract with a large urban school district; Maintained and strengthened key relationships needed for renewal of programs; Communicated regularly and effectively with representatives of the schools and the district; Worked with senior leadership. Alerted Regional Vice President to potential problems and offered pro-active viable solutions; Identified and implemented operational improvements to streamline processes and increase efficiency based on organizational needs; Developed a strategic plan; Developed and presented important documents and presentations; Developed and managed budgets and forecasts to support the program; Oversaw performance and effectiveness of program supervisors and staff to assure that the direct service team functions well and program goals are attained; Demonstrated managerial experience of professional staff; Operated in an environment with multiple priorities and numerous deadlines; Oversaw recruitment, selection, evaluation, retention, and, if necessary, termination of direct service staff; Assured that staff demonstrated appropriate skills, ability and training to meet the demands of the contracted program; Provided staff development and performance management; Acted as a role model for establishing appropriate positive morale and attitude toward work and organization; Maintained appropriate and regular communication with staff; Assisted local area supervisors to resolve problems quickly and effectively as they arose; Assured that instructional staff, physical facilities, instructional materials and equipment were adequate; Kept appropriate corporate support staff informed of contract activities; Communicated regularly and provided needed information to Regional Vice President

Adjunct Faculty, Department of Graduate Studies at Alverno College, School of Education

August 2012 – July 2015

Taught graduate level course; developed syllabi and prepared lectures; Created, distributed, and reviewed the course syllabus; Utilized a variety of instructional strategies in order to engage students, including cooperative and experiential learning; Met with academic department chair to develop coursework and curriculum; Presented prepared materials and supervises organized activities; Evaluated student performance promptly and accurately based on departmental rubrics; Coordinated with the college or university bookstore in order to ensure class material availability; Maintained records of student attendance, involvement, and progress; Taught assigned class material in accordance with learning objectives that were developed by the department; Communicated with students outside of class to provide supplementary instruction, when necessary; Participated in faculty meetings involving departmental update; Surveyed students in order to obtain information about their wants and needs in certain courses.

Principal/District Leader, Urban Day School, 12th St & 24th St Campuses

July 2010-January 2014

Implemented and managed the charter with a local university; Set high standards for school staff, students, families, and the educational community; Refined and implemented an innovative school design based on the 3-Rs of Relationships, Rigor, and Relevance; Collaborated with the Department of Child and Family Advocacy and the Early Childhood Department; Provided instructional leadership, ensuring accountability and the proper use of data for effective decision making leading to continuous improvement; Attracted and retained top teaching talent; Compiled HR data and organize it into comprehensive reports, including but not limited to annual staffing reports to DPI; Demonstrated managerial experience of professional staff; Led the development of the performance evaluation process that supported employee growth and internal succession

planning; Ensured the efficacy of the school's curriculum and instructional practices; Met all charter school operational and academic requirements; Identified and implemented operational improvements to streamline processes and increase efficiency based on district needs; Maintained full academic accreditation; Ensured continuous improvement in academic achievement; Developed and implemented the budget within prescribed guidelines; Developed, submitted and implemented the Title and IDEA plans, work collaboratively with various business departments and leaders to achieve overall organizational goals and objectives; Prepared and submitted required reports to the State of Wisconsin Department of Public Instruction as well as to the chartering university; Developed and presented important documents and presentations; Worked with senior leadership and board level constituents; Operated in an environment with multiple priorities and numerous deadlines; Developed monthly board reports and participated in board meetings; Developed an effective school community that engaged parents to better serve student and build positive support for the school; Established and maintained an effective learning environment; Provided day to day management of the school in a way that reflected practices and principles consistent with the mission, vision and values of the school.

Educational Leader/APIC & Marshall High School Complex Administrator, Milwaukee Public School District W E B DuBois High School

July 2009-June 2010

Provided leadership for the activities directly supporting the teaching process; Demonstrated managerial experience of professional staff; Supervised the school's process, both directly and/or through department chairpersons that may be designated, and solicited and utilized assistance in curriculum matters from appropriate specialists; Planned, organized, and directed the implementation of all school activities and the evaluation of same in conjunction with the assistant principal(s) assigned in accordance with the policies of the Board and directives of the Superintendent; Obtained resources through writing grants and other funding requests; Prepared, presented, and monitored the annual school budget. Made decisions regarding expenditures, within district guidelines; Initiated, designed, and implemented programs to meet specific needs of the school within guidelines established by the administration; Established and maintained a favorable relationship with local community groups and individuals, (e.g., citizens, businessmen, officials) to foster understanding and solicit support for overall school activities; Clarified Board policies and the directives of the superintendent to the community at large; Met and conferred with representatives of collective bargaining units and district supervisors relative to employee issues; Met with parents of students to discuss and resolve student problems; Oriented newly assigned staff members and assist in their development as appropriate; Coordinated and/or supervised the various general support activities; Implemented and supervised specialized education programs; Evaluated and counseled all staff members regarding their individual and group performance; Compiled data and prepared reports; Provided such reports, records, etc., to various activities of the Board or other agencies as required; Performed a variety of related duties related to building management; Kept abreast of changes and developments in the profession by attending professional organization meetings (e.g., North Central Association, Phi Delta Kappa, and Association of Secondary School Principals), reading professional journals and other publications, and discussing problems of mutual interest with others in the field.

Assistant Principal, Milwaukee Public School District Bay View High School

July 2008- June 2009

Assisted the principal in the overall management of the school; When designated to do so, served as principal during periods of the principal's absences; Assumed and completed responsibilities delegated by the principal; Observed and co-evaluated teaching staff and aides; Coordinated, supervised and provided leadership in the school's program of pupil control and discipline, including investigating incidents caused by students and others and settling related problems as appropriate, requesting assistance by resource personnel as necessary; Supervised and controlled pupil accounting in the school to include pupil attendance, tardiness, and the record keeping related thereto; Compiled data and organize it into comprehensive reports; Coordinated all facets of the school's guidance program; Assisted the principal with teacher orientation and in service training; Planned for and assisted the principal in the delegation of duties to staff members;

Coordinated the activities of the school psychologist, social workers, accountants, and others; Planned, directed and coordinated the IDEA programs, serving as the LEA; Assisted the principal with fiscal responsibilities; Kept abreast of developments and changes in the field by reading cogent literature and publications, attending professional society meetings, workshops, etc. and discussing problems of mutual interest with others in the field.

Special Education Supervisor, Milwaukee Public School District

July 2006-June 2008

Interpreted for schools the requirements of IDEA and state rules/regulations; Supervised, supported and co-evaluated assigned diagnostic program support teachers and other staff as needed; Assisted and supported in developing and implementing the special education service delivery plan that tied into the schools' educational plan; Provided oversight, guidance and training of the IEP to insure compliance to state and federal requirement for all IEP evaluation and programming activities; Met and conferred with representatives of collective bargaining units and district supervisors relative to employee issues; Worked collaboratively with principals and other school administrators regarding special education services, providing expertise, guidance and assist the administration in taking action to resolve education problems and parent concerns regarding students with disabilities; Operated in an environment with multiple priorities and numerous deadlines; Assisted in developing individual teacher's abilities to become more effective in the development of appropriate IEP's, to develop the skills to address the individual needs of the student within the curriculum and classroom environment; Offered and provided assistance and specific guidance relative to record-keeping activities for special education compliance; Assisted in planning and/or presenting in-service opportunities in areas critical to special education.; Arranged, conducted meetings, and worked with teachers to address needs and concerns related to delivery of individualized education services within the school; Ensured the implementation of appropriate procedures for placement of all students with disabilities; Worked collaboratively with principals and school staff regarding special education services; Provided monitoring and support to insure the implementation of appropriate IEP procedures to be utilized by special education IEP committees; Worked with building administration to insure the representation of an LEA representative on all IEP teams; Provided appropriate information and support to parents including parent and child due process rights; Worked within the building administration and district representative to insure compliance with all special education requirements; Assisted the building administrator in the planning and management of school compliance documentation.

Principal, Milwaukee Public School - Milwaukee Sign Language Summer Program

June 2007 – August 2007

Provided oversight, guidance and management of summer school program for students with disabilities; Authorized payroll and submitted supporting documents to central office; Planned and facilitated Organization Day activities; Completed and submitted enrollment, attendance and nutritional services records to central office; Effectively managed student discipline infractions; Resolved educational problems and parent concerns; Worked collaboratively with the special services supervisor regarding special education services; Supervised transportation and communicated effectively with bus companies; Offered assistance and gave specific guidance relative to the safety concerns of the staff and students; Implemented the Extended School Year (ESY) program for students with disabilities aligned with their Individualized Education Plan (IEP)

Special Education Teacher Induction Program Instructor, MPS Passport to Teaching

June-August 2007

Co-developed PowerPoint and co-facilitated presentation "Overview of IEP's". Developed and presented two break out workshops: (1) "An In-Depth Look at IEP's" & (2) "Instructional Focus: IEP in Action". Provided instruction for intern teachers and permit teachers who were pursuing certification through Milwaukee area universities.

Special Education Teacher Induction Program Instructor, MPS Passport to Teaching

June-August 2006

Developed curriculum for one course “Constructing an effective special education practice: Teaching students with Emotional Behavioral Disabilities (EBD) in the Most Restrictive Placement (MRP).” Provided instruction for intern teachers and permit teachers who were pursuing certification through Milwaukee area universities.

Cross Categorical Special Education Teacher, Milwaukee Public School District

July 2001-June 2006

Assisted the regular education teachers in supporting students with IEP’s within the school setting; Maintained ongoing contact with school staff and parents to assist them in the development of realistic understanding of their child’s abilities, progress and future goals; Shared resources and educational information with school staff and parents concerning students with special education needs; Assisted in the modification and adaptation of instruction and curriculum materials to meet the students’ needs; Provided direct instruction to students and consult with classroom teachers as indicated in the students’ IEP; Participate in the development and implementation of the IEP for each student; Supported on going assessment and program planning as it pertained to the students’ IEP; Served as the chairperson for students’ annual IEP meeting.

Professional Development Academy Instructor, Milwaukee Teacher Education Association.

March 2005-May 2006

Developed curriculum for two courses: (1) Cooperative Discipline (2) Human Growth & Development. Provided instruction for General Assistants employed by Milwaukee Public Schools who needed to fulfill requirements to become “highly qualified” per NCLB legislation.

English Language Arts Instructor, Cardinal Stritch University Pre-College Program.

March-April 2006.

Developed lesson plans, instruction and provided engaging, challenging learning environment for high school students to adequately prepare for the ACT examination.

HCA Certified Paraprofessional, Milwaukee Public School District

1999-2001

Provided small group instruction to children with disabilities; Collaborated with special education teachers; Served on multidisciplinary team to determine a child’s eligibility for special education services; Conducted home visits with special education teacher, as needed

Director, Barbara & Brandon’s Playhouse, Milwaukee, Wisconsin

1996-1998

Established and operated this home based child care center; Provided child care to more than fifty children of various ages; Assisted parents in utilizing community resources.

Educational Assistant, Milwaukee Public School District

1995-1996

Worked one-on-one with elementary students; Planned and implemented lessons for talent program; Assisted in the classroom

Parent Facilitator, Personnel Development Project Parent as Leaders

1993-1994

Trained parents of disabled children advocacy skills; Arranged conferences with speakers focusing on parenting skills; Worked within a one year funded budget to attain program goals

Teacher Assistant, Harambee Community School

1992-1993

Assisted classroom teacher; Planned supportive lesson plans and tutored students

PROFESSIONAL AFFILIATIONS, BOARDS, COMMISSIONS, ETC.

Cardinal Stritch University Board of Trustees (2022 – present)

Academic Affairs & Student Affairs Committee
 Social Development Foundation (SDF) Board of Directors (2022 – present)
 Governance Committee
 Finance Committee
 Metropolitan Milwaukee Alliance of Black School Educators (MMABSE) Life Member
 Executive Board Financial Secretary (2022 – present)
 Executive Board Vice President (2016-2018)
 Parliamentarian & Parent Commissioner (204-2008)
 Zeta Phi Beta Sorority, Incorporated - Sigma Alpha Zeta Chapter (2019 – present)
 Equal Protection Council (2021 – present)
 A-LEGO Board of Directors (2021 – present)
 Teacher Pipeline Investment Fund Grant Reviewer (2022)
 American Association of Notaries (2020-2022)
 Rev Collective (2020-2021)
 State Council on Affirmative Action (2019-2020)
 Milwaukee Education Partnership (MEP) Executive Partner, representing Wisconsin’s State Superintendent (2017-2019)
 Rotary Club of Milwaukee (2019-2020)
 Rotary Club of Madison (Racial Equity Committee; Scholar Mentor Committee; and Ethics Symposium Committee) (2017-2019)
 Madison Network of Black Professionals (MNBP) (Spotlight Member October 2017) (2017-2019)
 Milwaukee Metropolitan Alliance of Black School Educators (MMABSE) Executive Board (2016-2018)
 WI Department of Instruction (DPI) Charter School Grant Proposal Reviewer (2011-2013)
 Wisconsin Charter School Association (WCSA) (2010-2013)
 Council for Exceptional Children (CEC) Convention and Expo Proposal Reviewer (2007-2009)
 Administrators and Supervisors Council (ASC) (2006-2009)
 Council for Exceptional Children (CEC) Black Caucus (2008-2009)
 Milwaukee Public School (MPS) Hot Topics/Principals’ Institutes Planning Team (2008-2009)
 Milwaukee Teacher Education Center (MTEC) Board Member Education Liaison (2006-2008)
 Milwaukee Public Schools (MPS) Passport to Teaching Summer Induction Planning Team (2007)
 Milwaukee Public Schools (MPS) Beginning Teacher Induction Training Proposal Review (2007)
 Superintendent’s Instructional Leadership Academy Planning Team (2007)
 Metropolitan Milwaukee Alliance of Black School Educators (MMABSE) Educational Summit Planning Committee (2006)
 Special Education Enrollment Team for Morse Middle School (2003-2006)
 National Junior Honor Society Faculty Council for Morse Middle School (2003-2006)
 Milwaukee Career Exploration Center Planning Committee - Small High School Redesign Initiative (2005-2006)
 Milwaukee Public Schools (MPS) Urban Leadership Institute Planning Team (2005)
 Milwaukee Teacher Education Association (MTEA) Task Force on Special Education (2004-2005)
 Positive Opportunity Program for Students Advisor (2003-2004)
 National Council of Teachers of Mathematics (NCTM) (2002-2003)
 National Science Teachers Association (NSTA) (2002-2003)
 Wisconsin Mathematics Council, Inc. (2002-2003)
 Advisory Board for Milwaukee County’s Family Support Program (2000)
 Principal Selection Committee for Brown Street Academy (2000)
 Wisconsin Council on Exceptional Education (1992-2005)

PROFESSIONAL PRESENTATIONS/APPEARANCE

“Women in Civic Leadership”. Zoom Presentation. State of Wisconsin Girls Summit. Alverno College. October 2020.

“Sister to Sister: Read Talk”. Zoom Presentation. City of Milwaukee Fatherhood Initiative, City of Milwaukee Health Department & Wisconsin Department of Children and Families (DCF).

Zoom Presentation. August 2020.

“EmPOWERing Her Whilst Moving from Disempowerment”. We Lead, We Vote, We Fight Community Conference. Alverno College. February 2020.

“Not the Great Equalizer; Education Provides Opportunities” Let’s Talk Education Show. WGLB Radio, 1560 AM, January 2020

“Growing Need for Teachers of Color in Wisconsin”. Wisconsin Public Radio. Madison, WI April 2019

“Micro-Aggressions: Empowering Women to Overcome”. Panel Discussion. Empowering Women Conference. Alverno College. March 2019.

“PI34 Updates”. Educational Administration Graduate Summit. Concordia University. Milwaukee, WI. August 2018.

“Using Teachers to Build a Diverse Teacher Workforce”. Webinar. Council of Chief State School Officers. July 2018.

“Impacts on Both Credit and Noncredit Professional Development Programs for Educators”. Annual Statewide Program Managers Meeting. Wisconsin Dells, WI. May 2018

“State Educator Licensing”. Preserving Early Childhood Conference. Stevens Point, WI. March 2018

“Statewide Educator Licensing”. Wisconsin Association of Colleges for Teacher Education Fall Meeting. University of Wisconsin-Milwaukee. Milwaukee, WI. October 2017.

“Peeling the Onion: Understanding Your Past While Moving Toward Your Destiny”. Mount Mary University. Milwaukee, WI. May 2017.

“Providing High Quality Living Options for Adults with Disabilities”. WTMJ4 TV. Milwaukee, WI. September 2016.

“Cooperative Discipline: A Practical & Positive Approach to Classroom Management”. Walter S. Goodland Elementary School. Racine, WI. December 2013.

“Where Do We Go From Here? A Faith That Will Not Quit”. Church of the Living God National Convention. Dallas, TX. July 2013.

“Challenges and Solution in Recruiting Students”. Milwaukee Charter School Advocates. Milwaukee, WI. June 2012.

“Facilitative Leadership.” New Leaders for New Schools. Milwaukee, WI. January 2012.

“Urban Day School – Leveraging Change Needed to Become A High Performing School.” Wisconsin Department of Public Instruction Charter School Mandatory Reporting Conference. Madison, WI. December 2011.

“Leveraging Adult Learning Systems to Implement School Improvement.” MPS Hot Topics Institute. Milwaukee, WI. June 2009.

“What is the Responsibility of “The Village” in Educating Our Children?” Metropolitan Milwaukee Alliance of Black School Educators 38th Annual Fall Conference, Opening Night Keynote Address. Milwaukee, WI. October 2008.

"Action Research: Personal, Practical and Professional Implications". University of Wisconsin Milwaukee Teachers Course. Milwaukee, WI. October 2008.

"Strengthening Partnerships to Achieve Student Success". MPS Parent Appreciation Luncheon Keynote Address. Milwaukee, WI. June 2008.

"Action Research: Inquiry for Beginning Teachers". University of Wisconsin Milwaukee Teachers Course. Milwaukee, WI. March 2008.

"Parental Involvement within the Special Education". The National Coalition of Title I Parents, Region V 32nd Annual In-service Conference. Milwaukee, WI. February 2008

"Facilitating Teacher Leadership through Action Research to Close the Achievement Gap in Urban Schools". 12th Annual Holmes Partnership Conference. Orlando, FL. January 2008

"My Experiences as an Action Research Fellow". University of Wisconsin-Milwaukee. Milwaukee, WI. July 2007.

"Growing in Grace and Increasing in Knowledge". Church of the Living God 12th District Convention. Phoenix, AZ. July 2007.

"Action Research". MPS Superintendent's Instructional Leadership Academy. Milwaukee, WI. June 2007.

"The Over Representation of African Americans in Special Education". MPS Supervisors/Diagnosticians Training. Milwaukee, WI. May 2007

"Parent Involvement: Best Practices – Not Mandates". 11th Annual Milwaukee Conference on School/Family/Community Partnerships. Milwaukee, WI. October 2006

"Reflections of a MTEC Grad". Milwaukee Teacher Education Center (MTEC) 10th Year Anniversary Board Meeting. Milwaukee, WI. October 2006.

"Parental Involvement: A research based strategy to improve student achievement". National Closing the Achievement Gap Conference. Milwaukee, WI. June 2006

"How to Support Teacher Leaders to Improve Student Learning". National Closing the Achievement Gap Conference. Milwaukee, WI. June 2006

"Parental Involvement: A research based strategy to improve student achievement". Metropolitan Milwaukee Alliance of Black School Educators Educational Summit. Milwaukee, WI. April 2006

"Issues Facing Children & the Impact on their Educational Achievement" Panel Discussion. First Stage Children's Theatre & Milwaukee Courier. Milwaukee, WI. February 2006.

"The Joys and Challenges of a Special Education Teacher" Milwaukee Area Technical College. Milwaukee, WI. November 2005.

"Working With My Child's Teacher...How Do I Succeed?" Brown Street Academy. Milwaukee, WI. November 2005.

"Blue Print for Action...Closing the Achievement Gap" WMCS 1290 Radio Broadcast Live Call-in Community Discussion. Milwaukee, WI. November 2005.

"Parents and Closing the Achievement Gap" Metropolitan Milwaukee Alliance of Black School

Educators Annual Fall Conference Entitled "A Blueprint For Action" Milwaukee, WI. October 2005.

"Parents Helping Parents" Milwaukee Public School District's Citywide Parent Resource Fair. Milwaukee, WI. September 2005.

"What is Parental Involvement?" Milwaukee Public School Urban Leadership Institute. Milwaukee, WI. June 2005.

"Parental Involvement - How Involved Are You?" WMCS 1290 Radio Broadcast Live Call-in Community Discussion. Milwaukee, WI. March 2005.

"Parents Brainstorming - What Can We Do?" Samuel Morse Middle School Parent/Teacher/Student Organization Meeting. Milwaukee, WI. March 2005.

"Parents Need to Get Connected", WMCS 1290 Radio Broadcast. Live Call-in Community Discussion. Milwaukee, WI. February 2005

"ABC's of IEP's", Samuel Morse Middle School Banking Day Staff Workshop. Milwaukee. WI. January 2005.

"Closing the Achievement Gap: What Can Parents Do?" Metropolitan Milwaukee Alliance of Black School Educators Annual Fall Conference Entitled "A Commitment to Change, A Pledge to Act". Workshop Presenter. Milwaukee, WI. October 2004.

"Reflections", Milwaukee Education Center Commencement Ceremony, Milwaukee, WI, June 2004.

"Becoming an Urban Educator", Milwaukee Teacher Education Center Recruitment Fairs, Milwaukee, WI, January - April 2004

"Modifying Science Curriculum for Students with Disabilities", Cardinal Stritch University, Milwaukee, WI, November 2003.

"Milwaukee Teacher Education Center & Milwaukee Public Schools: Partners in Teacher Education", Videotape, Milwaukee Teacher Education Center, Milwaukee, WI, October 2003.

"Characteristics of a Woman", Church of the Living God Annual Tea, LA, CA July 2003.

"African American Performer Thematic Unit", MPS Technology & Learning Exposition & Celebration, Milwaukee, WI, April 2002.

"Woman to Woman", MATA-TV, Milwaukee, WI, December 2000.

"Chosen Woman", Church of the Living God Annual Tea, LA, CA, July 1999.

"Our Uncommon Journey", Keynote Address at the State of WI Department Of Health and Social Services Conference, Madison, WI, April 1993.

"Coming of Age", State of WI Department of Health and Social Services Conference, Stevens Point, WI, May 1992.

"Issues in Cultural Diversity", UW-Milwaukee & WI Family Centered Conference, Madison, WI, March 1992.

PROFESSIONAL DEVELOPMENT/CONTINUING EDUCATION

Zeta Organizational Leadership Training (2022)
Burke to Burkley 101 (2021)
Respectful Workplace: Harassment & Discrimination Prevention is Everybody's Business (2020)
Wisconsin Public Records Law (2020)
Moving Beyond Compliance (2020)
Executive Leadership Equity & Inclusion Training (2020)
Zeta Phi Beta Sorority, Inc. Protocol is More Than Amenities (2019)
Zeta Phi Beta Sorority, Inc. Building Your Zeta Legacy (2019)
Zeta Organizational Leadership (ZOL) Risk Management Training (2019)
Zeta Phi Beta Sorority, Inc. CSR Centennial Representative Certification (2019)
Zeta Phi Beta Sorority, Inc. Conversations That Matter, Unconscious Bias (2019)
Zeta Phi Beta Sorority, Inc. Membership Intake Process (2019)
Everything You Wanted to Know About Indians but Were Afraid to Ask (2017)
Madison Institute for the Healing of Racism (2017)
Equity and Social Justice Institute (2017)
Consortium for the Economic Development of Economically Disadvantaged Students (CEDEDS)
 Opportunities beyond Obstacles Annual Conference (2017)
Management Training for New State of Wisconsin Supervisors (2017)
National Association of State Director of Teacher Education and Certification (NASDTEC)
 Annual Conference (2017)
Historical Black Colleges & University (HBCU) Conference (2017)
LEAN 100 – Introduction to Wisconsin LEAN (2017)
New Supervisors Human Resources Training (2017)
New Supervisors Leadership Training (2017)
Wisconsin Public Records Law Basics for State Employees (2017)
Wisconsin Association of School Boards (WASB) State Education Convention (2017)
Metropolitan Milwaukee Alliance of Black School Educators (MMABSE) Fall Conference (2016)
Wisconsin Assisted Living Association (WALA) 2015
National Alliance of Black School Educators (NABSE) Annual Convention (2014)
Art of Happiness Conference – Parker Palmer, Keynote Speaker (2013)
National Forum on School Improvement Conference (2013)
Wisconsin Federal Funding Conference (2013)
National Alliance of Black School Educators (NABSE) Annual Convention (2012)
National Alliance of Black School Educators (NABSE) Aspiring Superintendent Academy (2012)
WI Department of Public Instruction (DPI) Student Learning Outcome Training (2012)
WI Department of Public Instruction (DPI) Educator Effectiveness Framework Training (2012)
Board Source Leadership Forum (2012)
Wisconsin District Administrator/Superintendent Program (WiscAd) (2012)
Alverno College Leadership Academy for Character Education (LACE) (2012)
National Alliance of Black School Educators (NABSE) Aspiring Superintendent Institute (2012)
Reform, Transform, & Sustain School Improvement: Implementing System-Changing Reform
 with Jim Shipley (2012)
Wisconsin Character Education Conference (2012)
Board Source Governance as Leadership (2012)
Understanding, Supporting and Facilitating the Spirit of PI34-IHE Representative Training (2012)
The Role of the Principal in Supporting High Quality Teacher Induction (2012)
National Alliance of Black School Educators (NABSE) Annual Convention (2011)
National Alliance of Black School Educators (NABSE) Aspiring Superintendent Academy (2011)
Success for All (SFA) Reading Conference (2011)
New Leaders for New Schools (NLNS) Professional Practices Conference (2011)
Success for All (SFA) Reading Conference (2010)
New Leaders for New School (NLNS) Planning Council Conference (2010)
Wisconsin Promises Conference (2010)
Fundamentals of Finance (2009)
EdStat (2009)
New Principals' Training Institutes (2009)

Milwaukee Public Schools (MPS) Superintendent's Fall Institute for School Leaders (2009)
Milwaukee Public Schools (MPS) Finance Department Training (2009)
Navigating Central Services for New School Leaders (2009)
New School Leaders Training (2009)
Milwaukee Public Schools (MPS) Hot Topics/ Superintendent's Instructional Leadership Academy (2009)
School Improvement Plan Training (2009)
Do's & Don'ts for Conducting Misconducts (2009)
Best Practices in Writing Summative Evaluations (2009)
Learning Walks, Recognizing Effective Instruction (2009)
Making Benchmark Assessments Real (2009)
Wisconsin Department of Public Instruction (DPI) Professional Development Plan (PD) Training (2008)
Special Services Administrators Training (2008)
Finance Fundamentals (2008)
SSIMS Training (2008)
Fundamental of Finance (2008)
Milwaukee Public Schools (MPS) Superintendent's Fall Institute for School Leaders (2008)
Labor Relations (2008)
New Leaders for New Schools (NLNS) Administration 101 (2008)
New Leaders for New Schools (NLNS) Summer Foundation at Boston University (2008)
Hot Topics/Superintendent's Instructional Leadership Academy (2008)
Teachers' Network Directors' Conference (2008)
Milwaukee Public Schools (MPS) Data Warehouse Training (2008)
Holmes Partnership Conference (2008)
Teachers Network Leadership Institute (TNLI) National Conference (2007)
Administrators and Supervisors Annual Convention (2007)
Summer School Principal Training (2007)
Curriculum Based Evaluation Training (2007)
Milwaukee Public School (MPS) Educational Plan Training (2007)
National Alliance of Black School Educators (NABSE) Convention (2006)
Teachers Network Leadership Institute (TNLI) National Conference (2006)
Administrators and Supervisors Annual Convention (2006)
Milwaukee Alliance of Black School Educator (MMABSE) Annual Conference (2006)
Alternatives to Suspension (2006)
A Framework for Understanding Poverty (2006)
Horace Mann – Abraham Lincoln Fellowship Summer Institute (2006)
National Closing the Achievement Gap Conference (2006)
Council for Exceptional Children (CEC) Convention (2006)
University of Wisconsin Milwaukee (UWM) Math Partnership – Teaching Fractions Training (2006)
National Association of Multicultural Education Convention (2005)
National Alliance of Black School Educators (NABSE) Convention (2005)
Milwaukee Alliance of Black School Educators (MMABSE) Annual Conference (2005)
Critical Friends Training - Developing a Learning Community (2005)
Foundations for High School Mathematics Instruction Project (2005)
Reading A-Z Training (2005)
SSIMS - Student Services Information Management System (2005)
National Alliance of Black School Educators (NABSE) Annual Convention (2004)
Milwaukee Metropolitan Alliance of Black School Educators (MMABSE) Conference (2004)
CPI - Nonviolent Crisis Intervention Training (2004)
University of Wisconsin Milwaukee (UWM) Mathematics Mentoring & Leadership Project (2002-2003)
University of Wisconsin Milwaukee (UWM) Beginning Teacher's Project (2002-2003)
Milwaukee Public Schools (MPS) Professional Support Portal Project (2002-2003)
Marquette University Using Technology for Instruction/Assessment Project (2002)

Other Health Impairments & ADHD Workshop (2002)
 Functional Behavior Assessment & Behavior Intervention Plan Workshop (2001)
 Individualized Education Plan (IEP) Technical & Practical Application Workshop (2001)
 Creating A Positive Classroom Environment Workshop (2001)
 Let's Explore the Internet Workshop (2001)
 Milwaukee Teacher Education Center (MTEC) Teaching Program (2001-2003)
 Second Step: Youth Violence Prevention Curriculum Training (2000)
 Discipline with Dignity Workshop (2000)

COMMUNITY SERVICE

Founder/CEO Emeritus/Board President, Project Hope, Inc.

Milwaukee, WI. April, 2001 – current

Provide leadership for this community based 501(c)3 nonprofit organization committed to improving the lives of others. Project Hope, Inc. provides Adult Family Group Home services to adults with disabilities as a least restrictive residential placement as well as Single Resident Occupancy housing options to combat homelessness. Ensure viability of the organization.

Facilitator, Governor Elect Tony Evers Budget Listening Session

Milwaukee, WI. December 19, 2018

Facilitated a Listening Session for Governor-Elect Tony Evers, through a Memorandum of Understanding wherein I assisting the Transition Team during the “Building the People’s Budget Tour”. Various stakeholders assembled to provide input on the biennial state budget. I facilitated a group of thirty plus citizens, primarily focused on Next Generation Workforce and Economic Development. However, other areas of focus included: What’s Best For Kids (Education Funding); Energy and Environment; Criminal Justice and Health.

Housing First Coalition Member, Milwaukee Continuum of Care

Milwaukee, WI. August 2018 to December 2018

Attend meeting to identify strategies to address homelessness in Milwaukee. Developed partnerships with agencies that assist in securing housing for the homeless.

Planning Team Member, Historically Black College & Universities (HBCU) Sunday.

Milwaukee, WI. October 2017.

Statewide effort to encourage high school students to pursue higher education and increase the visibility of HBCU’ as an option. Coordinated and staffed Dr. Tony Evers’s, Wisconsin State Superintendent, to local churches in Milwaukee.

Stakeholder Participant, Milwaukee Urban League Equity & Excellence Project

Milwaukee, WI. September 2017

Local affiliate effort based on the National Urban League’s Effort to identify challenges facing urban school district.

After School Program Volunteer, Boys & Girls Club of Greater Milwaukee

Milwaukee, WI. September 2010- June 2013.

Community Organizer, Annual Visit Your Child’s School (VYCS) Week Campaign.

Milwaukee, WI. March 2006, March 2005.

Collaborated effort between the Metropolitan Milwaukee Alliance of Black School Educators, Milwaukee Public Schools, Milwaukee County Executive Office, Milwaukee Mayor Office & Technical and Leadership Center. Launched a mass media campaign to increase parental involvement in the Milwaukee area schools.

Community Planning Committee Member, Dr. Bill Cosby’s Visit

Milwaukee, WI. August 2005.

Collaborated effort between the Metropolitan Milwaukee Alliance of Black School Educators, Milwaukee Public Schools, Milwaukee County Executive Office, and Milwaukee Mayor Office.

Dr. Cosby spoke with at risk students, inspiring them to consider higher education as a means to improve their lives as they make post graduate choices.

Americorp Service Volunteer, Corporation for National Service

Washington, DC. 2001-2003

Provided meaningful and genuine service to my community by connecting classroom learning to community service for my students. Facilitated active participation of students in creating a service learning projects that benefited the school community. Fostered civic responsibility in my students by encouraging volunteerism within their community to meet an unmet need.

Summer Enrichment Program Volunteer, Project Hope, Inc.

Milwaukee, WI. 2000-2001.

Implemented a free summer enrichment program, tutoring school aged children in the areas of reading, writing and math. Formed a partnership with Social Development Commission to provide free breakfast, snack and lunches to children residing in the 53206 zip code area, as well as participants of the summer enrichment program. Continued providing tutorial services and evening snacks to students during the 2000-2001 academic school year with the assistance of volunteers completing their undergraduate degree at Springfield College in Milwaukee, WI.

Youth Volunteer, Church of the Living God

Milwaukee, WI. 2000-2001

Served as Director of the Young People's Progressive Union, a youth organization within the church committed to empowering the youth to be leaders in the community. Served as a Sunday School teacher for the teenage class by providing Christian education each Sunday morning.

Distribution Volunteer, Salvation Army,

Milwaukee, WI. 1992

Assisted in the distribution of toys in the Toys for Tots Christmas gift charity.