

# ADAM SMITH

## PROFESSIONAL RESUME

### Contact Information



[Redacted]



[Redacted]



[Redacted]

### Education

#### *Master of Education*

Elementary School Administration  
and Supervision, 1999  
*Southern University,  
Baton Rouge, Louisiana*

#### **Bachelor of Arts**

Elementary Education, 1997  
*Southern University,  
Baton Rouge, Louisiana*

### Certifications

School Superintendent

Educational Leader – Level 2

Parish/City School Supervisor  
of Instruction

Supervisor of Student Teaching

Elementary and Secondary  
School Principal

Elementary Grades (K-8)

### PROFESSIONAL SUMMARY



A proven and versatile educational leader committed to continuous improvement with quality experiences in sustained academic achievement through the effective implementation of research based, best practices. • Diverse experiences in organizational and institutional management and educational administration. • Committed to a collaborative district-wide culture and climate where professional learning communities prioritize student needs utilizing systemic data-driven decision making to transform culture by focusing on results. •

### QUALIFICATIONS



- Effective communication, interpersonal, and coalition team-building skills
- Extensive experience in fiscal planning, budgets, and capital outlay
- Firm understanding of the alignment of curriculum and instruction and academic standards supported by quality teaching and appropriate assessments
- Proven experience in educational leadership and academic program development
- Quality experience in stakeholder relations within the local, regional and statewide community
- Skilled at strategic planning, instructional design, program development and evaluation
- Knowledgeable about academic accountability and statewide administrative and instructional policies

### EXPERIENCE

#### **Associate Superintendent of Academic Programs East Baton Rouge Parish School System**

**January 2021 – Present**



- Provides strategic leadership in the development and implementation of special education programs and services
- Development and oversight of the implementation of comprehensive special education programs and services
- Ensures that all special education programs and services are in compliance with federal, state, and local regulations.
- Oversight of the budget for special education department ensuring funds are used effectively to support student needs.
- Collaborate with parents, teachers, school administrators, and other stakeholders to support student success.
- Promotes inclusive practices to equitable educational access for students with disabilities.

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### Interim Superintendent of Schools Rouge Parish School System

October 2020 – January 2021 Baton Rouge Parish School System

- Executive leadership for and the coordination of the ongoing COVID response and in person transitions to the reopening of 73 district run schools while maintaining robust, virtual academic programming at each site to meet the diverse needs of families through an internal and external stakeholder task force approach
- Provides vision for district goal setting, academic action plan implementation and evaluation of educational programs through professional learning communities structures to elevate instructional practices across the district
- Hands on oversight of all facilities and maintenance needs through the implementation of a new, systemic walkthrough reporting system to promote a timely response by district staff and external contractors to ensure a safe and healthy environment in nearly 100 district run facilities
- Responsible decision making for day to day financial, human capital and administrative approvals to ensure the proper function of the school system's over 40,000 students, near 5,500 employees and \$450 million dollar general fund operating budget aided by the development and ongoing improvement of new district data dashboards to effectively communicate and monitor essential data points
- Represents the board and staff as a face of the district at community events to promote the accomplishments of the school system, recruit students and staff and to engage stakeholders in conversations to support collaboration for a continuous improvement cycle
- Consistent reporting to the board in a timely manner critical to foster a common understanding of the management of schools and district administration through new and revised communications structures
- Responsible stewardship of fiscal planning, allocation of expenditures and the protected, efficient use of district resources through quality oversight and budget planning cycles
- Redefinition of district processes, procedures and structures to realign staff and other resources to meet the changing needs of the district



### Associate Superintendent of Academic Programs East Baton Rouge Parish School System

2015 - 2020

- Supervises, mentors and provides effective professional development and organizational support to multiple direct reports and district-level administrators (five Executive Directors, one Administrative Director, two Directors, one Supervisor and related Support Staff)
- Oversees student instructional systems, providing administrative and instructional coaching and guidance: Elementary Division, 39 elementary schools, over 16,000 students; Early Childhood Education Network, 150 sites, over 5,600 students.

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### EXPERIENCE

#### **Associate Superintendent of Academic Programs East Baton Rouge Parish School System**

**2015 - 2020**

- Obtained notable assessment results during the 2018 – 2019 school year:
  - *Ninety-two percent of the cohort schools (36 out of 39) made a school progress letter grade of A or B on the 2019 state accountability report.*
  - *Established and implemented a K-8 Intervention initiative, data sharing protocols, and resource support for the schools that earned an A in progress growth*
  - *80% (8 of 10) of the cohort's Comprehensive Intervention Required (CIR) schools demonstrated improvement*
  - *50% of the cohort's CIR schools improved their letter grades, from Ds to Cs; the same schools are on track to exit CIR status by 2020.*
  - *74% (20 of 27) of EBR 2019 Top Gains Honoree schools were from the 39 supervised elementary cohort schools.*
  - *32% of the 150 Early Childhood sites in the EBR Early Childhood Network (including 44 EBR elementary schools, Head Start, Early Head Start, childcare centers, and private/parochial sites) obtained an Excellent or High Proficient rating.*
  - *42% of the early childhood sites received a rating of Proficient while no sites received an Unsatisfactory rating.*
  - *43% of the 44 EBR early childhood sites received an Excellent or High Proficient rating, while 45% were rated as Proficient.*
- Oversight of student support programs by providing administrative coaching, guidance, and insight to the following instructional programs: English as a Second Language, Exceptional Student Services, Federal Programs, Gifted and Talented Services, Homeless, Magnet Programs, 25 PreK – 12 sites.

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### EXPERIENCE

#### **Executive Director for School Leadership East Baton Rouge Parish School System**

**2012 - 2015**

- Served as a member of the Superintendent's Executive Leadership Team
- Led 18 traditional and alternative school principals, K – 12 sites, over 8,000 students on School Improvement efforts and applications of Effective School Leadership
- Mentored school administrators, provided job-embedded professional development and served as a data-driven instructional coach
- Served as an instructional resource for school personnel, support services, and other stakeholders
- Managed elementary, middle, and high school sites in planning academic and behavioral goals, learning targets, and objectives based on the analysis of school data and best practices
- Collaborated with Human Resources personnel to coordinate elementary, middle and high school staffing
- Facilitated various pupil support services such as Exceptional Student Services, Child Welfare and Attendance transfers, and School Community-Relations

#### **Director of Middle Schools East Baton Rouge Parish School System**

**2008-2012**

- Assisted in mentoring, observing, evaluating, and supervising personnel at 13 middle schools
- Assisted in planning data-driven, academic and behavioral goals and objectives for the middle schools
- Coordinated with district departments such as academic accountability, federal programs, curriculum and instruction, exceptional student services and others to support increased student achievement
- Assisted in the development of plans and procedures for implementing district, state, and federal mandates
- Led and supported the establishment of school and district level PLCs and school improvement strategies in the middle schools and across district departments
- Led and supported the implementation of special projects and assignments (Math Science Partnerships, Turn-Around Principals, Pupil Progression Plan, Summer School Program, and other special projects as assigned by the Superintendent)

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### EXPERIENCE

#### **Special Assignment for the Superintendent**

**2011 - 2012**

#### **Glen Oaks High School, East Baton Rouge Parish School System**

- Served as interim principal and administrative coach to lead reform while rebuilding instructional, managerial, and cultural climate in an exigent situation
- Developed a new leadership team and provided a framework for building capacity
- Continued administrative coaching once onsite oversight was no longer needed, and the school climate returned to a safe and effective learning environment for students and staff
- Obtained 5.9 in School Performance Growth Points for the 2011 – 2012 school year in a historically low performing Title I school

#### **Special Assignment for the Superintendent**

**2009-2010**

#### **Scotlandville High School, East Baton Rouge Parish School System**

- Served as interim principal and administrative coach lead reform while rebuilding instructional, managerial, and cultural climate in an exigent situation
- Developed a new leadership team and provided a framework for building capacity
- Continued administrative coaching once onsite oversight was no longer needed, and the school climate returned to a safe and effective learning environment for students and staff
- Obtained an 11.1 in School Performance Growth Points for the 2009 – 2010 school year in a large urban Title I school

#### **Principal, Park Forest Middle School**

**2005-2008**

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

- Defined the school mission and goals with faculty and staff
- Communicated effectively and gained support for goals within the school and the community
- Served as a model of professionalism and communicates educational values
- Coached, guided, and assisted teachers in enhancing their instructional effectiveness
- Improved School Performance Score during the three-year period by 6.9 points in a historical low performing Title I school
- Increased the percentage of Highly Qualified Teachers, from 34% to 61%, by utilizing alternative certification programs such as Teach for America
- Met Limited English Proficiency subgroup requirements all three years in a school of diverse learners
- Met Additional Academic Indicators
- Instituted “Close the Gap Between School and Home” meetings every 4 ½ weeks
- 2009 EBR Middle School Principal of the Year

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### EXPERIENCE

#### Assistant Principal

2002 - 2005

#### Glen Oaks & McKinley Middle, East Baton Rouge Parish School System

- Assisted in identifying areas for instructional and program development
- Assisted in planning and preparing an appropriate budget for supplies
- Maintained strategies for positive school culture and climate
- Assisted in the supervision of all personnel assigned to the school
- Worked collaboratively to develop a shared school vision
- Recognized, modeled, and promoted effective teaching strategies through observation and feedback cycles
- Maintained a safe, secure, clean physical school plant
- Assisted in providing ongoing job-embedded professional development



#### Teacher

1996 - 2002

#### East Baton Rouge Parish School System

- Vocational/Career Facilitator, White Hills Preparatory Alternative Academy, 2001-2002
- Lead Teacher, Middle School LEAP Summer Program, 2001
- Social Studies Teacher, Prescott Middle School, 1996-2001
- Social Studies Department Chair, Prescott Middle, 1996 – 2001

### COMMUNITY & PROFESSIONAL AFFILIATIONS



- Capital Region Planning Commission (Present)
- Former President of the Board: Community School for Apprenticeship Learning Charter Organization (5 years of service)
- Former Board of Trustees: Boys and Girls Club (1 year of service)
- Former Vice-President: Baton Rouge Branch NAACP (3 years of service)
- Service on District and School Level Committees and Teams: District Pupil Progression Chair, School Improvement Team Chair, Extended Day and 21<sup>st</sup> Century Grant Site Coordinator
- Previous and Current Affiliations with Multiple Organizations: National Association of Elementary School Principals, Louisiana Association of Educators, National Association of Elementary School Principals, Louisiana Association of Educators