

# David Donaldson

Brooklyn, NY

## EDUCATION

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<b>Harvard Graduate School of Education;</b> Cambridge, Massachusetts <i>Master of Education in Education Policy and Management (EPM)</i>	2011
<b>Johns Hopkins University;</b> Baltimore, Maryland <i>Master of Arts in Teaching</i>	2010
<b>Eastern Michigan University;</b> Ypsilanti, Michigan <i>Bachelor of Science in Language, Literature, &amp; Writing</i>	2007

## WORK EXPERIENCE

### **Superintendent Support Services;** Brooklyn, New York

*Founder/Independent Education Consultant* 2018-Present

- Puerto Rico Department of Education
  - Hired by Secretary of Education Julia Keleher (850 schools, 300,000 students, 48,000+ staff)
  - Leading talent redesign work (evaluation, compensation, recruitment, staffing strategies, alternative certification)
- Civic Builders - nonprofit that focuses on finance, development and management of new school construction and renovations
  - Serving in a temporary Chief of Staff/Chief Operating Officer type role while an executive search is being conducted
- UP Education Network - charter management company in Massachusetts (6 schools, 3,000 students, 400 staff)
  - Executive and school-based talent recruitment
  - Internal and external communications strategy and drafting
- Braven - nonprofit focused on the education-to-employment gap with a focus on first-generation college graduates
  - Talent recruitment support provided for multiple open positions as organization expands
- Selected
  - Serve as an advisor to edtech startup that matches teachers with schools that are a mutual fit
- Nimble
  - Serve as an advisor to edtech startup of applicant tracking systems for schools

### **Detroit Public Schools Community District;** Detroit, Michigan

*Senior Executive Director of Talent and Human Resources* 2017

- Returned to District under new superintendent, Dr. Nikolai Vitti
- Hired over 300 teachers in first two months in the position
- Designed alternative certification pathway for the District to recruit non-traditional candidates through approved educational preparation providers
- Revised corrective discipline guidance and streamlined employee misconduct system for principals
- Overhauled Human Resources team to have individual managers responsible for serving all staffing needs on a principal's budget; previously managers were responsible for only certain types of positions (i.e. clericals, special education)
- Developed collaborative and positive working relationship with multiple unions including the Detroit Federation of Teacher and Organization of School Administrators and Supervisors (Central Office Union)
- Switch pharmacy provider for 2018 to Blue Cross Network at a projected savings of over \$1.1MM and designed project plan for open enrollment period

**Education Achievement Authority; Detroit, Michigan**

*Associate Chancellor*

2014-2017

- Designed EAA's strategic plan which began implementation in the 2015-16 school year
- Moved Teacher Incentive Fund (TIF) grant out of at-risk status and manage the program (over \$16 million)
- Liaison with Governor's Office and made policy recommendation, which was adopted via executive order, to move State School Reform/Redesign Office from Michigan Department of Education into the Governor's purview
- Managed external funding (U.S. Department of Education, Bloomberg, Broad, Robertson, Kellogg etc.) and vendor (TNTP, Ithaka S + R, Kitamba) relationships and provided regular grant programmatic reporting
- Oversaw talent and human resources, responsible for selection of all staff and redesign of evaluation system
- During transitional period, oversaw on interim basis, legal and data departments
- First hire of Veronica Conforme, Chancellor of the EAA and advise her on all matters

**Detroit Public Schools; Detroit, Michigan**

*Principal of the Detroit Institute of Technology at Cody High School*

2013-2014

- Conducted needs analysis and made necessary cuts to meet a 27% budget reduction (\$750,000).
- Scored 4 or higher (out of 5) on district-wide family survey on student safety, satisfaction with program offerings, school's effort to engage families, and customer service
- Instituted inclusion programming and co-teaching model to serve our students with disabilities (42%)
- Negotiated with union committee to increase instructional time during school day

**New York City Department of Education; New York, New York**

*Chief of Staff – Business Services (Office of School Support)*

2011-2013

- Supported the Executive Director on all matters that include school budgets, human resources and grants management for 1,535 schools.
- Led process for the FEMA reimbursement of schools (60+) damaged by Hurricane Sandy
- Managed 20+ physical moves and coordinated 186 power outage responses as part of the Hurricane Sandy "War Room" which relocated over 70,000 students within 72 hours
- Oversaw register review reporting to our clusters in order to right-size school staff and budgets

**Boston Public Schools; Boston, Massachusetts**

*Intern (Office of the Superintendent and Office of Strategic Planning)*

2010-2011

- Drafted correspondence and talking points for the Superintendent
- Joined Superintendent and Chief of Staff in meetings, school visits, and school board meetings

**Baltimore City Public Schools via Teach For America; Baltimore, Maryland**

*9th and 10th Grade English Teacher and Baseball Coach*

2008-2010

- Partnered with the *Baltimore Sun* to allow students to contribute to the online education blog
- Profiled in the *New York Times* on January 4, 2010 as part of a day in the life of a teacher
- Published two op-eds in the *Baltimore Sun* regarding lack of male role models and education budget cuts

*CEO Summer Teacher Fellow*

Summer 2009

- Proposed an innovative text message campaign targeting student truancy and chronic absences
- Presented research on teacher recruitment and retention to Dr. Alonso and BCPS senior staff

## References

Dr. Lillian Lowery

Vice President of Student and Teacher Assessments at Educational Testing Service (ETS)

Former State Superintendent of Schools – Maryland Department of Education

Former Secretary of Education for the State of Delaware

Former Superintendent of Christina School District (Newark, Delaware)

E-mail:

Personal Cell:

Dr. Julia Keleher

Secretary of Education of the Puerto Rico Department of Education

E-mail:

Personal Cell:

Veronica Conforme

CEO of UP Education Network

Former Chancellor of the Education Achievement Authority of Michigan

Former Chief Financial and Operating Officer of the NYC Department of Education

E-mail:

Personal Cell:

Michael Gaal

Former Deputy Chancellor of District of Columbia Public Schools (DCPS)

Former Chief of Staff of Oakland Unified School District

E-mail:

Personal Cell:

Andrew Buher

Founder of Opportunity Labs

Former White House Fellow in Department of Housing and Urban Development

Former Chief Operating Officer of NYC Department of Education

E-mail:

Personal Cell:

Dr. Nancy Gutiérrez

President and CEO of NYC Leadership Academy

E-mail:

Personal Cell:

Suzanne Lynn

CEO of SGL Consulting

Former Deputy Superintendent of Talent at Detroit Public Schools

Former Vice President at Teach for America

E-mail:

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