

Marion Smith, Jr., EdD

SCHOLARSHIP

Urban Superintendents Academy Certification Program (Cohort 1) AASA/University of Southern California (USC)- Los Angeles, CA	2016
Superintendent Certification Program Executive Leadership (Cohort 7) Seattle University- Seattle, WA	2014
Doctor of Education Educational Leadership & Change Fielding Graduate University- Santa Barbara, California	2010
Master of Arts Education Administration & Supervision, Principal K-12 University of Phoenix- Las Vegas campus	2004
Bachelor of Science Secondary English Education University of Nevada, Las Vegas	2002

CERTIFICATION and CREDENTIALS

State of Nevada (No. 0000035672) Professional License for Educational Personnel English 7-12 School Administrator K-12	State of California (No. 170036647) Commission on Teacher Credentialing Administrative Services Credential (Clear)
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State of Washington (No. 448140D)
Education Certificate
Residency Administrator, Principal
Initial Administrator, Superintendent

PROFESSIONAL EXPERIENCE

PRE K-12:

Kent School District (Kent, WA)- 25,000 Students (PK-12)- \$452 million

7/2018- **Executive Director, Learning Improvement | K-12 School Operations & Academic Support**

- Provide executive leadership, supervisory oversight and direct supports to a network of 14 schools and principals serving approximately 9,000 students in a 25,000 student school district educating 67% students of color, 49% FRL, 21% English language learners, 11% special education, and 130 world languages
- Coach, support, supervise and evaluate school principals (PK-12) utilizing a four-tiered evaluation framework (AWSP) to increase instructional leadership capacity to strengthen student educational outcomes through a lens of continuous improvement and cultural responsiveness
- Oversee the instructional and operational processes of schools related to curriculum and instruction, professional development, human resources, facilities and finance
- Provide on-site coaching and off-site professional development to school principals and teacher-leaders to increase leadership capacity and improve teaching and learning
- Develop and facilitate professional development and professional learning for school-based administrators, central office leaders, and Superintendent's Cabinet aligned to the district Strategic Plan

Puget Sound Educational Service District (Renton, WA) - 35 School Districts - 420,000 Students (PreK-12) - \$80 million

2015-2018 Regional Director | K-12 Learning, Leadership & Student Success

Responsibilities included leading, planning, coordinating, implementing and oversight of K-12 system and school improvement supports across 35 school districts; leading the planning and implementation of innovative teaching and leadership programs; worked collaboratively with state, regional and district partners to develop and facilitate learning opportunities for teachers and leaders for personalized, culturally-responsive practices. Accomplishments include:

- Developed and implemented regional network-wide continuous system and school improvement framework and service delivery model for 70 state-identified Priority & Focus schools across the region
- Under my leadership, 40% of identified school districts exited schools from state-identified improvement status in 2 years
- Provided leadership for the development and implementation of a new state school improvement support model under ESSA to support 269 schools across the region identified by the state for Comprehensive and Targeted Supports
- Led and coordinated core professional learning, supports and services in the program areas of School Improvement, Teacher and School Leadership, Literacy, English language learners, Mathematics, P-3 systems and Social Emotional Learning
- Collaborated with external partners to write and submit a highly competitive US Department of Education Innovation & Research grant proposal (\$4.5 million over 5 years) to advance Tier 1 supports in schools through racial equity leadership
- Created and co-facilitated signature professional learning opportunities for leaders and teachers made available across the state
- Led and facilitated monthly Regional Improvement Network with instructional and school leadership coaches supporting state-identified Priority & Focus schools

Tukwila School District (Tukwila, WA)- 2,900 Students (PreK-12)- \$42 million

2014 Superintendent of Schools | INTERN

Responsibilities included serving as chief executive officer intern for a K-12 school district with 5 schools (3 elementary, 1 middle, 1 high school), 344 staff members and 2,900 students (85% students of color, 77% FRL, 28% English language learners, 9% special education, 80 world languages). Accomplishments include:

- Initial district staff and community engagement on future Bond and Levy ballot measures, resulting in the passage of 2 Educational Program & Operations (EP&O) Levies and school construction bond (\$99.16 million)
- Facilitated professional development in instructional leadership and racial equity with the superintendent's cabinet, extended leadership team and school-based administrators in support of new Board-adopted Race and Equity Policy
- Partnered with District Legal Counsel and Human Resources executive leadership to engage in initial collective bargaining contract negotiations
- Collaborated with district executive leadership, community partners and the Board to outline a district visioning process which produced a new three-year district Strategic Plan to increase student achievement
- Participated in application screening and interview selection process of superintendent cabinet-level executive leadership positions

Seattle Public Schools (Seattle, WA) - 50,000 Students (PreK-12) - \$689 million

2012-2015 Principal | Lowell Elementary School

Responsibilities included serving as the instructional, operational, and financial leader of a PK-5 Title I school with 60 building-assigned staff members, 300 students (67% students of color, 52% FRL, 11% homeless, 34% special education, 13% English language learners), and an annual operating budget of \$3.1 million dollars. Accomplishments include:

- District Student Achievement Award: 23% academic growth in math proficiency and 17% academic growth in reading proficiency in one academic school year as measured by state assessments
- Direct selection, assignment, supervision, coaching and evaluation of 30 certificated faculty and 20 classified staff utilizing a four-tiered evaluation framework (Danielson)
- Created and led Instructional Learning Team (ILT) charged with implementing and supporting a teacher-led coaching model that included weekly Learning Walks and monthly Faculty Shares as part of Instructional Rounds
- Chaired Building Leadership Team (BLT) and implementation of weekly professional learning community (PLC) job-embedded development
- Enhanced school-based arts programming and arts-infused instruction by leading the development of a three-year school-wide arts plan in collaboration with the district Central Arts Pathway Creative Advantage Initiative
- Led development and implementation of school-wide Common Core aligned math and literacy teaching and learning practices with instructional material evaluation process
- Developed master schedule that increased access to accelerated instruction for all students through systemic instructional framework and daily common planning time for teachers in grade-level cohorts
- Used multiple sources of student data to restructure intervention staffing and supports in math and literacy
- Developed intervention programming to address student academic and social-emotional needs

2011-2012 Assistant Principal | Madrona PK-8 School

Responsibilities included managing discipline, curriculum and instruction, and schoolwide programs of a PK-8 Title I school with 30 staff members, 350 students with 80% qualifying for FRL. Accomplishments include:

- Coordinated building leadership team collaboration in response to a city Request for Investment resulting in a City of Seattle Families and Education Levy award of \$2.1 million (Elementary School Innovation RFI) and \$1.1 million (Middle School Linkage RFI) over seven years
- Led the assignment, supervision, coaching and evaluation of middle school academic staff (grades 5-8), special education, physical education, music, and classified staff utilizing a four-tiered evaluation framework (Danielson)
- Facilitated professional learning and in-service training anchored in shifting organizational culture, data-informed dialogues, and teacher professional growth
- Restructured master schedule to promote equitable and targeted interventions in core content areas resulting in 50% gain in literacy and math proficiency scores as evidenced by district MAP assessments
- Coordinated and led administration of state assessments and Title I reporting with 100% compliance

Scholar Academies Charter Management Organization (Philadelphia, PA) – 2,000 Students (PreK-8) – \$7.1 million

2010-2011 Founding School Director of Culture | Young Scholars Frederick Douglass Charter School

Responsibilities included serving as a founding leadership team member of a PK-8 turnaround charter school with 56 staff members, 750 students (100% FRL and 95% Black student demographic). Accomplishments include:

- Led, developed and provided professional development and accountability measures for the mission, vision, and school design implementation

- Developed, implemented and led school culture and character development initiatives and programs
- Designed a school-based, Parent University program which served more than 300 families through classes and workshops
- Supervised and coached 7 school culture administrators

Clark County School District (Las Vegas, NV) – 310,000 Students (K-12) - \$1.5 billion

2008-2010 **Dean of Students** | J.D. Smith Middle School

Responsibilities included leading school culture and discipline practices of a 1,000 student Title I middle school (70% FRL and 88% Hispanic demographic), and supervision and evaluation of 20 certificated staff and 10 support staff utilizing a four-tiered evaluation framework. Accomplishments include:

- Developed, implemented and evaluated intervention programming targeting Tier II and Tier III supports
- Reduced discipline incidents by 50% through implementation of tiered school culture supports and programs

2002-2008 **English Teacher & AVID Curriculum Specialist** | Spring Valley High School; Cram Middle School; Garside Junior High School

Responsibilities included teaching secondary level (grades 6-12) remedial, untracked, and honors English Language Arts, Literature, and Composition courses aligned to state standards; provided specialized support and technical assistance to AVID (Advancement Via Individual Determination) teachers, site team members, and tutors regarding current research on best practices and AVID methodologies. Accomplishments include:

- Founding faculty member of the first “Breaking Ranks II” Smaller Learning Communities/Career Academy comprehensive high school in the state; recognized as a High Achieving-Growth institution evidenced in US House of Representatives Congressional Record (109th Congress, Second Session)
- Of 1,800 teachers hired into the district in one year, nominated for New Teacher of the Year during the 2002-2003 school year
- Implemented and piloted block-scheduling framework to restructure literacy instruction at the junior high school level across the district
- Developed, co-wrote, and advised high school student advisory/mentor program and curriculum
- Launched and supported district’s first AVID program; coordinated and led state and national certification and re-certification process
- Increased student academic proficiency in ELA on average to 75% English Language Learners, 80% Special Education, 88% Free/Reduced Lunch, 83% Black students, 80% Latino/Hispanic students, 82% White students, 84% Asian/Pacific Islander students as evidenced on district assessments

Clark County Parks and Recreation (Las Vegas, NV)

2001-2002 **Lead Pre-K Teacher (multilingual program)** | Clark County Cambridge Recreation Center

POST-SECONDARY:

2018-Present

University of Washington, Tacoma (Tacoma, WA)- 5,100 Students

Part-Time Lecturer | School of Education, Doctoral Program in Educational Leadership

2016-2017

City University of Seattle (Seattle, WA)- 7,000 Students

Associate Faculty | Albright School of Education, Masters in Teaching Program

2014-2015

Antioch University-Seattle (Seattle, WA) – 1,000 Students

Adjunct Faculty | School of Education, Master of Arts Education Program

SELECTED AWARDS, ACCOLADES and HONORS

Excellence & Equity in Education Regional Employee of the Year Award- Puget Sound ESD, 2017
Equity and Race Advisory Committee to the Superintendent- Seattle Public Schools, 2012-2013
New Leaders for New Schools- Finalist Selection Day, Bay Area, 2008
Who's Who Among America's Teachers- Ninth Edition Inductee, 2005
Distinguished Educator Award- Clark County School District, Southwest Region- 2003, 2006
New Teacher of the Year Finalist- Clark County School District, 2002

PROFESSIONAL AFFILIATIONS and NOTED TRAINING

Association of Washington School Principals (AWSP)- Principal Mentor, 2017
WA State Menus of Best Practices & Strategies Implementation Workshop- Trainer of Trainers, 2017
Orange County Department of Education Project GLAD- 2 Day Research and Theory Workshop, 2017
Harvard Graduate School of Education- Leadership Institute for Superintendents and District Leaders, 2016
Association of Washington School Principals (AWSP)- Diversity and Equity Committee, 2015
University of Washington, Danforth Educational Leadership Program- Principal Mentor, 2014
Columbia University- Teacher's College Reading and Writing Project, 2012
AVID International Summer Institute, 2004-2006
Clark County School District- Equity and Diversity Regional Representative, 2003-2008
University of Nevada, Las Vegas- Critical Friends Group (CFG) Coaches Institute, 2005

PROFESSIONAL MEMBERSHIPS

Association of Washington School Principals (AWSP)	National Black Child Development Institute (NBCDI)
Brothers of the Academy (BOTA)	National Council of Teachers of English (NCTE)
Golden Key International Honour Society	National School Reform Faculty (NSRF)
Learning Forward	The School Superintendents Association (AASA)
National Association of Elementary School Principals (NAESP)	Washington Association of School Administrators (WASA)

COMMUNITY INVOLVEMENT

Equity Council, Kent School District, 2018-Present
Black Education Strategy Roundtable (BESR) Board of Directors, 2018-Present
University of Washington, Tacoma School of Education Equity Plan Collaborative, 2017
Learning Assistance Program Panel of Experts, Office of Superintendent of Public Instruction, 2017-2018
Professional Education Advisory Board, Seattle University, 2016-Present
Child Care Resources Board of Directors, 2015-2018
Washington State Access to Justice Board- appointment by the Washington State Supreme Court, 2013-2015

SELECTED PRESENTATIONS

(2019, February). *Becoming an Anti-Racist Multicultural Organization (ARMCO): Leading with Racial Equity*. Session Presenter. The School Superintendents Association (AASA) National Conference on Education: Effective Leadership Creates Success. Los Angeles, CA.

(2018, December). *Critical Race Theory (CRT) in Education: An Introduction*. Session Presenter. Washington Educational Research Association (WERA) / Office of Superintendent of Public Instruction (OSPI) Annual Conference: Disrupting the Status Quo: Ensuring Equity, Engagement and Achievement for all Washington Learners. Seattle, WA.

(2018, May). *Striving to become an Anti-Racist Multicultural Organization (ARMCO): Leading with Racial Equity*. Session Presenter. 3rd Annual Washington Association of School Administrators (WASA) Equity Conference: From the Boardroom to the Classroom. SeaTac, WA.

(2018, February). *Learning, Leading and Networking*. Panelist. The School Superintendents Association (AASA) National Conference on Education: Education in the Digital Age. Nashville, TN.

(2018). *Adaptive Leadership for Transformation Academy- 2 Day Series*. Professional Learning Series Founder and Co-Facilitator. Puget Sound Educational Service District- Renton, WA.

(2018). *Systems Thinking in Schools Institute- 2 Day Series*. Professional Learning Series Founder and Co-Facilitator. Puget Sound Educational Service District- Renton, WA.

(2017-2018). *Stay Woke! Critical Race Theory (CRT) in Education Introductory Seminar- 3 Part Series*. Professional Learning Series Founder and Co-Facilitator. Puget Sound Educational Service District- Renton, WA.

(2017, November). *Culturally-Relevant Teaching & Learning*. Panel Moderator. 1st Annual Conference of the Black Education Strategy Roundtable (BESR). Empowering Black Students to Thrive: Reclaiming Minds and Affirming Greatness. BESR- Des Moines, WA.

(2016-2017). *Coaching & Leading for Racial Equity Institute- 3 Day Series*. Professional Learning Series Founder and Co-Facilitator. Puget Sound Educational Service District- Renton, WA.

(2015, May). *Fostering District-Charter Collaborations that Help All Students Succeed*. Panel Moderator. 2nd Annual Washington State Charter Schools Association Conference. Washington Charter Schools Association- Seattle, WA.

(2015, January). *Why leaders of color?* Panelist. Explore Washington Charters Weekend. Washington Charter Schools Association- Seattle, WA.

(2014, March). *What's going down in our schools?* Education Listening Session Presenter. Washington State Access to Justice Board- Seattle, WA.

(2013, April). *A time for leadership, action and accountability: Learning our history, building healthy relationships, striving for excellence and social justice*. Black Male Think Tank 1. White Privilege Conference- Seattle, WA.

Smith, Jr., M. (2011, September). *Vision, mission and a call for change: Shifting school culture*. Professional Development Presentation. Seattle Public Schools, Seattle, WA.

Smith, Jr., M. (2010, August). *Understanding school reform and the charter school movement*. Professional Development Presentation. Scholar Academies Charter Management Organization. Philadelphia, PA.

Smith, Jr., M. (2009, August). *Focus on student learning: Trend data collection through classroom walk-throughs*. Professional Development Presentation. Clark County School District, Las Vegas, NV.

Smith, Jr., M. (2008, July). *Critical race theory: An introduction*. Presentation at the Educational Leadership and Change National Session: Growing Social Justice. Fielding Graduate University, Atlanta, GA.

Smith, Jr., M. (2005-2008). *AVID newcomers session*. Professional Development Presentation. Clark County School District, Las Vegas, NV.

SELECTED WRITINGS

Smith, Jr., M. and Wightman, S. (2016, May). *Computer Science Education for All*. White Paper prepared for Syracuse City School District. AASA/USC Urban Superintendents Academy- Los Angeles, CA.

Smith, M. (2010). *Silent revolution: A marginalized learner in transition; counter-narratives of the self* (Doctoral dissertation, Fielding Graduate University, 2010). ProQuest, UMI Dissertations Publishing. (UMI No. 3423911).

Eleuterio, L., Ferrara, L., Johnson, L., & Smith, Jr., M. (2008). *What is culture? Four theoretical perspectives*. Unpublished manuscript, Fielding Graduate University.

Smith, Jr., M. (2004). *The neglected "R": Improving writing proficiency at the middle school level*. Unpublished master's thesis, University of Phoenix- Las Vegas campus, Las Vegas, NV.

REFERENCES

Calvin Watts, EdD

Superintendent of Schools
Kent School District

Sarah Pritchett, EdD

Executive Director of Secondary Schools
Seattle Public Schools

Jeanine Collins, MAT

Magnet Schools Program Coordinator (former)
Clark County School District

Gloria Mitchell, EdD

State School Leadership Coach
WA State Office of Superintendent of Public Instruction

Barbara Ackermann, EdD, LCSW

School Social Worker
Granada Hills Charter High School

Nancy Coogan, EdD

Superintendent of Schools (former)
Tukwila School District

Judith Mosby, MEd

Director, Learning and Teaching
Muckleshoot Tribal Schools

Terese Emry, EdD

Associate Superintendent, K-Postsecondary
Puget Sound Educational Service District

Teodora Bordeanu, MEd

Assistant Principal
Seattle Public Schools

Pamela Pogson, MEd

Principal
Kent School District

Candidate: **Marion Smith Jr., EdD**

Position: **Nevada State Superintendent of Public Instruction**

Barbara Ackermann, EdD, LCSW

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Jeanine Collins, MAT

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Clark County School District

Pamela Pogson, MEd

Principal

Kent School District

Nancy Coogan, EdD

Superintendent of Schools (former)

Tukwila School District

Nikum Pon, PhD

Regional Director, Equity in Education

Puget Sound Educational Service District

Barbara L. Harris, MEd

Executive Director, Learning Improvement

Kent School District

Sarah Pritchett, EdD

Executive Director of Secondary Schools

Seattle Public Schools

Aira Jackson, MEd

State Director, English Language Arts & Literacy

Washington State Office of Superintendent of Public Instruction

Steve Smith

Executive Director

Black Education Strategy Roundtable



Marion Smith Jr., EdD

Learner | Scholar-Practitioner | Transformational Leader

Candidate: Nevada Superintendent of Public Instruction

Commitment to Scholarship:

Urban Superintendents Academy Certification Program (Cohort 1)

AASA/University of Southern California (USC)- Los Angeles, CA

Superintendent Certification Program | Executive Leadership (Cohort 7)

Seattle University- Seattle, WA

Doctor of Education | Educational Leadership & Change

Fielding Graduate University- Santa Barbara, California

Master of Arts | Education Administration & Supervision, Principal K-12

University of Phoenix- Las Vegas campus

Bachelor of Science | Secondary English Education

University of Nevada, Las Vegas

High School Diploma

Las Vegas Academy of International Studies, Performing & Visual Arts- Las Vegas, NV

PK-12 Leadership Experience:

- **Executive Director of Learning Improvement, K-12 School Operations & Academic Support** | Kent School District | 25,000 students | PK-12 (Kent, WA)
- **Regional Director, K-12 Learning, Leadership & Student Success** | Puget Sound Educational Service District | 400,000 students (across 35 school districts) | K-12 (Renton, WA)
- **Superintendent of Schools Intern** | Tukwila School District | 2,900 students | PK-12 (Tukwila, WA)
- **Principal** | Lowell Elementary School | 300 students | PK-5 (Seattle, WA)
- **Assistant Principal** | Madrona PK-8 School | 350 students | PK-8 (Seattle, WA)
- **Founding School Director of Culture**, Young Scholars Frederick Douglass Charter School | 750 students | PK-8 (North Philadelphia, PA)
- **Dean of Students**, JD Smith Middle School | 1,100 students | 6-8 (Las Vegas, NV)

Program and Teacher Leadership Experience:

- **K-12 System & School Improvement** | Puget Sound Educational Service District | 400,000 students | grades PK-12

- **AVID Teacher & Curriculum Specialist** | Spring Valley High School- 2,700 students | grades 9-12
- **Founding English Teacher** | Spring Valley High School | 2,700 students | grades 9-12
- **Language Arts Teacher** | Cram Middle School | 2,200 students | grades 6-8
- **English/Reading Teacher** | Garside Junior High School | 1,300 students | grades 6-8
- **Lead Pre-K Lead Teacher- Multilingual Program** | Cambridge Recreation Center | PK

Evidence of Impact:

As an **educational service district regional director**, Marion worked directly with various partners -- state, regional, district and school -- to lead the development and implementation of a K-12 continuous system and school improvement framework and service delivery model that provided support to state-identified Priority & Focus schools across 15 school districts. Teams were established utilizing Implementation Science and the “Plan, Do, Study, Act” cycle to ensure continuous improvement. Under his leadership, 40% of school districts exited schools from state-identified improvement status in two years. Additionally, leading system and school improvement work in an organization with an \$80 million operating budget of which less than 1% was state allocated, Marion intensified his knowledge and understanding of budget and finance practices across multiple sectors and organizational entities to establish workable solutions to meet unfunded mandates.

As a **superintendent of schools intern**, Marion participated in district staff and community engagement about future Bond and Levy ballot measures. This resulted in the passage of two Educational Programs & Operations levies and a school construction bond (\$99 million) to address fiscal solvency. Additionally, he collaborated with district executive leadership, community partners and the Board to outline a district visioning process which produced a new district Strategic Plan to increase student achievement.

As a **Title I elementary school principal**, Marion provided professional development and evaluation of staff to support social emotional learning, Common Core State Standards implementation, and culturally-responsive practices. Under this leadership, this resulted in a District Student Achievement Award highlighting increased student proficiency on state assessments by 23% in math and 17% in reading in one academic year.

Community Involvement:

Marion’s professional and community affiliations include service on a variety of non-profit boards advancing public education and supporting families and children. Currently he serves on the Board of Directors of the Black Education Strategy Roundtable and the Professional Education Advisory Board at Seattle University. Prior service includes Child Care Resources Board of Directors, Equity and Race Advisory Committee to the Superintendent of Seattle Public Schools, and appointment by the Washington State Supreme Court to the Access to Justice Board. A constant learner and teacher, Marion is passionate about supporting future educators and has served graduate students as an adjunct faculty at Antioch University-Seattle, associate faculty at City University of Seattle and is currently a part-time lecturer in the School of Education Doctoral Program in Educational Leadership at the University of Washington-Tacoma.