

Boston Public Schools / Superintendent Online Application

Bedden, Dana - AppNo: 1036

Date Last Submitted for Job ID 767:
2/17/2015

Personal Data

Name: Bedden DR Dana T
(Last) (First) (Middle Initial)
Other name(s) under which transcripts, certificates, and former applications may be listed:

Other: (Last) (First) (Middle Initial)

Email Address: [REDACTED]

Postal Address

Permanent Address

Number & Street: [REDACTED]
City: [REDACTED]
State: [REDACTED]
Zip Code: [REDACTED]
Phone Number: [REDACTED]
Fax Number: [REDACTED]
Cell Number: [REDACTED]

Work Address

Number & Street:
City:
State:
Zip Code:
Phone Number:
Fax Number:

Where would you prefer to be contacted: [REDACTED]

Current Personal Data

| | |
|---------------------------------------|--|
| Current Employer: | Richmond City Public Schools |
| Current Position: | Superintendent of Schools |
| Years in Position: | 1 |
| Enrollment: | 23775 |
| Number of Staff: | 3500 |
| Annual Budget: | \$260 million general fund/\$340 million total |
| Current Gross Income: | [REDACTED] |
| Type of District/Organization: | K - 12 |
| Most Recent Degree From: | Virginia Tech |
| Degree Earned: | Doctor of Education |

Administrative Experience

| Employer and Position Title | Location: City, State | Dates: From - To | Primary Supervisor/Board Pres. |
|--|--------------------------|-------------------------|--------------------------------|
| Richmond City Public Schools, Superintendent of Schools | Richmond, VA | January 2014 Present | [REDACTED] |
| Significant accomplishments in this position: Serve as the Chief Executive Officer of an economically and socially diverse school district with 23,775 students (74% free and reduced price lunch, 80% African-American, 9% Hispanic, 9% Caucasian and 19% Special Education) served by approximately 3,500 employees on 44 campuses (including one charter school and three specialty schools) Reorganized central office leadership to be more responsive and service-focused towards schools Developing multi-year academic improvement plan focused on improving the quality of teaching and learning Expanding and increasing student access to advanced level courses such SpringBoard, AP Capstone and International Baccalaureate programs Implemented SAT School Day Testing | | | |

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Experience Continued

Implementing new Integrated Arts/College Board SpringBoard Middle School Program

Created the Office of School Improvement and Innovation to support schools in meeting state and federal requirements related to school improvement, accountability and innovative approaches

Developing student-based budgeting process

Developing system-wide protocol for school-community partnerships with metrics

Developing new school bell schedule which standardizes schedule by school level, increases instructional minutes and provides for later high school start times

Initiated and in the process of implementing audit findings regarding our human resource and communication practices to improve performance and service

Implementing new student information and longitudinal data systems

Implementing Leadership by Listening plan using strategic/systemic survey processes, community presentations, Superintendent Advisory Councils (parent, student, business and teacher/staff) to increase and improve direct interaction and communication with the superintendent

Implementing BoardDocs system to increase transparency and efficiency

Developing facility improvement and modernization process and plan

Restructuring budget processes for more accountability and transparency

Responsible for the development and management of a \$260 million operating budget and approximately \$340 million total budget

Reason For Leaving: Still Employed

Enrollment: 23775 District Type: K - 12

Admin Experience Continued

| Employer and Position Title | Location: City, State | Dates: From - To | Primary Supervisor/Board Pres. |
|--|--------------------------|------------------------|--------------------------------|
| Irving Independent School District, Superintendent of Schools | Irving, TX | July 2010 July 2013 | |

Significant accomplishments in this position:

Served as the Chief Executive Officer of an economically and socially diverse school district with 35,111 students (81% free and reduced-price lunch; 72% Hispanic, 13% African-American, 10% Caucasian, 3% Asian, 38% ELL, and 7.5% Special Education representing 98 countries and 56 languages) served by approximately 4,500 employees on 38 campuses

Texas 2013 Accountability Rating Performance: School district and 33 out of 38 campuses met all state standards for Student Achievement, Student Progress, Closing the Performance Gap, and Postsecondary Readiness; Graduation Rate 86.6%; Attendance 95.8%; Annual Dropout (9-12)2.6%

Texas 2012 District Performance (AEIS 10th-11th grade): Reading/ELA 93%; Mathematics 89%; Science 92%; Social Studies 98%; Graduation 85.3%; Attendance 96%; Annual Dropout (9-12) 2%

Texas 2011 District Performance (AEIS All Grades): Reading/ELA 86%; Mathematics 80%; Writing 91%; Science 78%; Social Studies 94%; Graduation 83.2%; Attendance 95.5%; Annual Dropout (9-12)2.5%

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Experience Continued

Implemented a new core curriculum aligned with new state standards and new state assessment

Increased graduation rate from 78% in 2009 to 86.6% in 2013 (+8.6%)

Increased Fine Arts secondary school participation from 48.98% to 68.61% (+19.6%)

Selected for the 4th Annual Advanced Placement District Honor Roll by the College Board (Top 1% of districts in TX, 1 out of 477 in U.S. & Canada)

Increased Advanced Placement (AP) participation (+13.6%) and performance (+22.9% in scores of 3 or better), 2011-2013

Increased SAT participation from 39% in 2009 to 85% in 2013 (+46%)

Two of four high schools for the first time were ranked by Newsweek and U.S. News and World Report, 2012 & 2013

Recognized by AchieveTexas Best Practices and Top 40 Career Technical Education Program

Increased student participation in career preparation programs by expanding and implementing Career and Technical Education Signature Studies programs focused on STEM at all high schools (89% of high school students; 8,700 students, enrolled in more than 10,000 courses)

Increased college preparatory programs: AP/Cambridge Capstone Program and Credential, AP STEM Grant

Maintained academic performance rating during state accountability changes and major budget reductions (all schools rated academically acceptable or better)

Received National School Public Relations Association Golden Achievement Award for the Our House Is Your House parent engagement campaign, 2013

Expanded Virtual School course offerings and enrollment opportunities while also sustaining the one-to-one laptop program

Implemented new grading procedure for the effective use of formative and summative assessments geared towards mastery of learning

Oversaw the development and management of a \$290 million operating budget and approximately \$415 million total budget

Led school district through the most difficult financial period as a result of the recession and state funding reductions while maintaining a Superior financial rating all three years and strong bond rating: AAA long-term and AA+/Aa2 short-term bond ratings

Received Highest Rating (5-Stars, Honors Circle - Top 20% of Texas School Districts) for Fiscal Management (low spending) and Academic Progress (performance growth) three consecutive years from Texas State Comptroller, (2010-2012)

Successfully implemented new compensation plan in 2013 which increased teacher starting pay to \$50,000

Oversaw the implementation of district-wide school boundary reorganization

Restructured District facility rental process, resulting in more than 100% increase in revenue

Oversaw \$300,000 reduction in personnel cost and approximately \$2 million total reduction in central office operating cost

Provided guidance and professional learning to leadership team, implementing a systems thinking approach to organizational improvement

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Experience Continued

Implemented new electronic balanced scorecard reporting system and data dashboards as part of the continuous improvement process

Revised and implemented with Board of Trustees a new multi-year District Improvement Plan process

Implemented district-wide strategic communications plan to improve communications with both internal and external constituents, including use of social media

Implemented a variety of internal and external committees to increase communication and collaboration (Student Advisory Council, Business Advisory Council, Superintendent Advisory Council, Parent Council, Key Communicator Network, etc.)

Implemented new processes and procedures to increase partnerships with parents, community organizations, higher education and businesses (Chamber of Commerce)

Implemented system-wide reading and math extended learning program, which provided 85,000 books for summer reading and math enrichment activities

Assisted Irving Schools Foundation with its most successful fundraising events, raising over \$1 million in a single year

Partnered with Chamber of Commerce for \$3.2 million fundraising campaign (\$1.1 million for education)

Offered new five-year contract in 2011; contract extended in 2013 to 2017

Reason For Leaving: Pursue other opportunities

Enrollment: 35111 District Type: K - 12

Admin Experience Continued

| Employer and Position Title | Location: City, State | Dates: From - To | Primary Supervisor/Board Pres. |
|---|--------------------------|--------------------------|--------------------------------|
| Richmond County School System, Superintendent of Schools | Augusta, GA | August 2007 June 2010 | |
| <p>Significant accomplishments in this position:</p> <p>Served as the Chief Executive Officer of an economically and socially diverse school district with approximately 5,000 employees, serving approximately 32,500 K-12 students in 58 schools, with a \$265 million general fund budget and approximately \$500 million total budget</p> <p>Improved academic performance in multiple areas:</p> <ul style="list-style-type: none"> o Increased percentage of schools making Adequate Yearly Progress (2008 - 72%, 2009 - 74%) o Increased percentage of students graduating from 63.8% to 77% o Increased number of high schools showing improved graduation rates - 7 of 8 comprehensive high schools o Met 94% of Annual Measurable Objectives (State Performance Targets) for two consecutive years <p>Implemented Youth Challenge Academy, Non-Traditional High School Diploma/Dropout Prevention Program with Georgia National Guard at Ft. Gordon (90% completion rate)</p> <p>Implemented system-wide training of instructional staff in standards-based classrooms and standards-based instruction</p> <p>Established Superintendent Advisory Council for teachers and staff</p> <p>Co-established Superintendent Business Advisory Council in partnership with the Chamber of Commerce</p> <p>Two schools ranked in the top 200 high schools in the nation by U.S. News and World Report</p> | | | |

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Experience Continued

Implemented school system performance management review of instructional and non-instructional services to identify areas of success, areas of improvement, and potential cost savings via improved performance

Received district-wide accreditation from Southern Association of Colleges and Schools

Developed and implemented balanced budgets during difficult economic period (\$75 million in reductions)

Reorganized the central office structure to provide improved services, supervision and increased accountability

Oversaw facility rightsizing process to increase and improve the use of our educational facilities

Implemented system-wide initiatives to increase the use of technology for improved instructional and operation effectiveness (online grading system, mass communication system, data warehouse, online parent information tool, electronic bus tracking and routing, human resource and payroll module upgrades); received Top 10 rank in 2009 Digital School Boards Survey

Improved system-wide communication, transparency, and image with the community and media

Implemented new budgetary process, timeline and presentation process, which resulted in improved financial management and budget savings

Redesigned alternative education program students with increased opportunities for traditional and non-traditional academic pathways using performance based technology

Reason For Leaving: End of Contract, Relocated for New Position

Enrollment: 32500 District Type: K - 12

Admin Experience Continued

| Employer and Position Title | Location: City, State | Dates: From - To | Primary Supervisor/Board Pres. |
|---|--------------------------|----------------------------|--------------------------------|
| William Penn School District - Superintendent of Schools | Lansdowne, PA | December 2004 July 2007 | |

Significant accomplishments in this position:

Served as Chief Executive Officer for an economically and socially diverse school district with approximately 760 employees (436 professional staff), serving 5,500 K-12 students in 11 schools, one alternative program, a cyber school and a dropout-prevention program with a \$72 million budget

Met state attendance and graduation targets: 9 of 13 growth targets in math; 12 of 13 growth targets in reading during the 2005-2006 school year

Two schools ranked in the top 10 for percentage point gains on the state assessment in the Philadelphia region during the 2005-2006 school year

Developed partnership with Franklin Mint Credit Union to operate fully operational financial institution in high school using student employees

Implemented new Student Information System (SIS) to increase accuracy, teacher and parent communication

Launched new Cyber Academy to expand course offerings and online opportunities for both traditional and non-traditional students

Implemented Twilight School Program for dropouts and at-risk students which resulted in more students completing academic

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Experience Continued

requirements to graduate and/or return to traditional educational program

Implemented secondary level performance based online summer school program

Revised and improved District communication and public relations outreach (cable TV, web, print material, etc.)

Held non-personnel special education cost to same funding level for two budget cycles while increasing special education services for students

Developed and implemented a new standardized curriculum in core content areas

Instituted course type and sequence changes at secondary level to increase academic rigor and improve college and career readiness

Implemented school-based instructional support model by providing literacy, math, reading, and special services coaches

Reorganized central office and school-based leadership for more efficient and supportive operations and fiscal management

Settled existing two-year teacher contract impasse resulting in a new four-year contract and resolved three other unsettled bargaining unit contracts within first 22 months as superintendent

Developed and implemented new administrative salary matrix and performance-based evaluation (aligned with ISLLC standards)

Reorganized school security staff into more professional model of school resource officers and training in partnership with the National Association of School Resource Officers (NASRO)

Implemented major secondary school reform using America's Choice School Reform Model

Implemented new benchmark assessments for grades 3-11 in partnership with Pennsylvania Department of Education and Johns Hopkins University Center for Data-Driven Reform in Education

Implemented use of data warehouse

Led district through a school feeder pattern reorganization process to established neighborhood schools and provided the district with a school facility modernization plan

Implemented K-8 school model to support academic improvement and facility rightsizing

Reorganized elementary school schedules to provide a standardized school day and common teacher collaboration and planning time

Reorganized school calendar to provide professional development opportunities for both professional and support staff monthly (full-day) and weekly (two-hour blocks)

Restructured alternative school model which increased the number of students successfully completing Pennsylvania high school graduation requirements

Reason For Leaving: Relocated South

Enrollment: 5500 District Type: K - 12

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Admin Experience Continued

| Employer and Position Title | Location: City, State | Dates: From - To | Primary Supervisor/Board Pres. |
|---|--------------------------|--------------------------------|--------------------------------|
| School District of Philadelphia, Regional Superintendent, Central Region | Philadelphia, PA | February 2003 December 2004 | [REDACTED] |
| <p>Significant accomplishments in this position:</p> <p>Served as Superintendent of Central Region serving approximately 30,000 K-12 students in 48 schools in a socially and economically diverse city, including the top high school in the state of Pennsylvania and several top schools in the Philadelphia Region served by approximately 4000 instructional and non-instructional staff</p> <p>Provided school support services for 10 charter schools in the Central Region.</p> <p>Jointly reviewed and approved approximately \$150 million operating budget for Central Region schools</p> <p>Led the selection, development, supervision, and evaluation of principals</p> <p>Worked with other central office departments to more than double the number of schools making AYP</p> <p>Worked collaboratively with central office, schools and community to reduce the number of schools labeled as persistently dangerous down to zero</p> <p>Oversaw the regional implementation of newly written and adopted core curriculum</p> <p>Supervised, monitored, and implemented the education reform initiatives developed by the CEO: class size reduction, facility improvements, extended day/summer program, district-wide professional development, etc.</p> <p>Developed strategic alliances with parents, community and business organizations (Parent Leadership Academy, first Regional Safety Coalition, Pennsylvania Legislator community events, etc.)</p> <p>Guided staff in the reduction of special education non-compliance issues</p> <p>Ensured the equitable implementation and enforcement of federal, state, and local guidelines related to special education and ESL services</p> <p>Implemented new procedures that improved the review and assessment process for special education services, thus reducing the over-identification of students as special education</p> <p>Increased extended day attendance reporting to 100%</p> <p>Implemented regional-based professional development sessions for professional and support staff</p> <p>First region to require schools to submit technology plans as part of the school improvement process</p> <p>Served as the representative to the Instructional Management Systems Development Team for the District</p> <p>Ensured the equitable implementation and enforcement of Board policy</p> <p>Reason For Leaving: Promotion</p> <p style="text-align: right;">Enrollment: 30,000 (Region) District Type: K - 12</p> | | | |

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Admin Experience Continued

| Employer and Position Title | Location: City, State | Dates: From - To | Primary Supervisor/Board Pres. |
|--|--------------------------|---------------------------|--------------------------------|
| District of Columbia Public Schools, High School Principal | Washington, DC | August 1999 March 2003 | [REDACTED] |
| <p>Significant accomplishments in this position:</p> <p>Served as the instructional and operational leader of a non-traditional public urban college preparatory school</p> <p>School performance: 95% college admissions rate; Avg. SAT score: 1066 out of 1600; four National Merit Finalists; two National Achievement Finalists; Intel International Science Award Recipient, etc.</p> <p>Led the faculty and support staff in the successful formulation of strategies to meet or exceed school-based academic and testing targets (met seven of 12 targets between 1999-2001 school years)</p> <p>Led school to obtain first Middle States Association accreditation</p> <p>Managed day-to-day instructional program and school operations</p> <p>Oversaw the development, allocation, and distribution of a \$1.8 million budget as part of the WSF and site-based budgeting process</p> <p>Oversaw the development of the yearly local school academic plan</p> <p>Supervised the school-based implementation of content standards</p> <p>Collaboratively formulated plans with the American Association for the Advancement of Science and Carnegie Foundation for the Advancement of Teaching to improve science and math performance</p> <p>Improved school/community partnerships (University, profit and non-profit organizations)</p> <p>Reason For Leaving: Promotion</p> <p style="background-color: black; color: black;">[REDACTED] Enrollment: 350 District Type: High School</p> | | | |
| Fairfax County Public Schools, Subschool Principal | Alexandria, VA | August 1996 July 1999 | [REDACTED] |
| <p>Significant accomplishments in this position:</p> <p>Served as subschool principal of diverse high school serving 1,600 students speaking 30 languages, representing 70 countries</p> <p>Directed the day-to-day operations and discipline standards of assigned subschool (school within a school)</p> <p>Supervised and evaluated support staff and faculty in assigned academic/curricular areas</p> <p>Worked with IB Coordinator and staff to promote and improve the implementation and student success in the International Baccalaureate (IB) program</p> <p>Responsible for the procurement of all instructional supplies and materials for the school</p> <p>Served as the school liaison for school/business partnerships and professional development partnerships with local universities</p> <p>Managed assigned building-wide responsibilities, such as opening/closing school procedures, Total School Approach grants, block scheduling, reading initiatives, etc.</p> <p>Represented school as required in the absence of the building principal</p> <p>Reason For Leaving: Promotion</p> <p style="background-color: black; color: black;">[REDACTED] Enrollment: 1600 District Type: High School</p> | | | |

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Admin Experience Continued

| Employer and Position Title | Location: City, State | Dates: From - To | Primary Supervisor/Board Pres. |
|---|--------------------------|---------------------|--------------------------------|
| Exeter Township School District, Community and Athletic Resource Administrator | Reading, PA | 1994 1996 | [REDACTED] |
| <p>Significant accomplishments in this position:</p> <p>Served as the first full-time district administrator in charge of community, athletic, and intramural programs</p> <p>Supervised and evaluated 70 athletic coaches, support staff members and 30 athletic programs</p> <p>Oversaw the development, restructuring, allocation, and distribution of a \$500,000 budget which resulted in increased accountability and Title IX compliance</p> <p>Prepared athletic and transportation schedules</p> <p>Interviewed and recommended staff appointments to the superintendent and School Board</p> <p>Responsible for the submission of the departmental revenue, expenditures, and payroll reports</p> <p>Prepared departmental budget, equipment specifications and supply orders</p> <p>Supervised the use and preparation of multiple facilities by athletic and community organizations: football stadium, six gymnasiums, six lighted tennis courts, three baseball fields, three softball fields, and several multipurpose fields</p> <p>Oversaw the development of the first substance abuse policy related to extracurricular program participation</p> <p>Represented District at local, state, and national functions</p> <p>Reason For Leaving: Promotion [REDACTED]</p> <p style="text-align: right;">Enrollment: 3500 District Type: K - 12</p> | | | |
| York City School District, Director of Athletics | York, PA | 1993 1994 | [REDACTED] |
| <p>Significant accomplishments in this position:</p> <p>Served as the first full-time director overseeing all middle and high school athletic and intramural programs</p> <p>Supervised 16 programs, 49 athletic and support staff members</p> <p>Interviewed and recommended staff appointments to secondary school principals and superintendent</p> <p>Oversaw the development, restructuring, allocation, and distribution of a \$330,000 budget which resulted in increased accountability</p> <p>Eliminated departments fiscal deficit resulting in a financial surplus</p> <p>Prepared bid specifications for equipment and supplies</p> <p>Ensured compliance with state and local athletic regulations</p> <p>Represented district at various state and local functions</p> <p>Reason For Leaving: Promotion [REDACTED]</p> <p style="text-align: right;">Enrollment: 7000 District Type: K - 12</p> | | | |

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Professional Experience

| Employer and Position Title | Location: City, State | Dates: From - To | Primary Supervisor/Board Pres. |
|--|--------------------------|---------------------|--------------------------------|
| University of Texas at Arlington, Adjunct Faculty | Arlington, TX | 2012 Present | |
| Significant Accomplishments at this position: Adjunct faculty member in College of Educational Leadership and Policy Studies teaching School Law. Developed the departments online school law course. | | | |
| Reason For Leaving: [REDACTED] | | | |
| University of Texas at Austin, Part-Time Lecturer and Adjunct Professor | Austin, TX | 2013 2014 | |
| Significant Accomplishments at this position: Served as a adjunct professor and part-time lecturer in the College of Education Department of Educational Leadership. | | | |
| Reason For Leaving: Relocated to VA [REDACTED] | | | |
| University of North Texas, Dallas, Adjunct Faculty | Dallas, TX | 2011 2013 | |
| Significant Accomplishments at this position: Adjunct faculty member in School of Education (administrator preparation program)teaching School Law | | | |
| Reason For Leaving: Relocated to VA [REDACTED] | | | |
| St. Joseph's University, Adjunct Faculty | Philadelphia, PA | 2007 2007 | |
| Significant Accomplishments at this position: Adjunct faculty member in School of Education (Superintendent preparation program) | | | |
| Reason For Leaving: Course Completed [REDACTED] | | | |
| George Washington University, Adjunct Faculty | Washington, DC | 2002 2003 | |
| Significant Accomplishments at this position: Taught course as an adjunct faculty member in Department of Teaching and Learning masters degree program | | | |
| Reason For Leaving: Course Completed [REDACTED] | | | |

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Education

High School Attended: Osceola High School, Seminole, FL

Colleges, Universities and Technical Schools Attended:

| Name and location | Major | Degree | Date Conferred |
|---|-------------------------------------|-----------|----------------|
| Harvard Graduate School of Education | Superintendent Leadership Institute | Cert. | March 2012 |
| Wilkes University | School Business Leadership | Post-Doc. | 2006-2007 |
| Virginia Tech - Blacksburg, VA | Educational Ldrshp and Policy Stud. | Ed.D. | May 2006 |
| Penn State University - State College, PA | Educational Administration | M.Ed. | August 1993 |
| University of Florida - Gainesville, FL | Exercise and Sport Science | B.S. | May 1991 |

List honors, awards or distinctions:

National/Regional

Board of Directors, Education Law Association, 2012-2015

Dr. Cleveland Sellers Community Service Award, 2008

State

Texas Congress of Parents and Teachers Honorary Life Membership for Outstanding Service to Children and Youth, 2012

Local

Irving Hispanic Chamber of Commerce Diversity Award, 2011

South Dallas Business & Professional Women's Club Trailblazer Award, 2011

Augusta Minority Network Group Service Appreciation Award, 2009

CRSA Business League Education Award, 2009

Please list your professional memberships - please indicate leadership roles you may have had with any of them.

Virginia Association of School Superintendents (VASS)

Member of Association of Latino Administrators and Superintendents (ALAS)

National Association of Black School Educators (NABSE)

American Association of School Administrators (AASA)

Association of Supervision and Curriculum Development (ASCD)

Society of Human Resource Management (SHRM)

Please list your community and civic memberships and participation.

National/Regional

AASA/Howard University Urban Superintendents Academy Steering Committee, 2014-Present

Board of Directors, Education Law Association, 2012-2013

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Please list your community and civic memberships and participation. (continued)

Board of Directors, Texas Association of Latino Administrators and Superintendents, 2012

American College Testing (ACT) Education Advisory Committee, 2008

SACS/CASI Accreditation Appeals Committee, 2008-2009

American Association of School Administrators

o Leadership for Learning Advisory Committee, 2004-2007, 2008-2010

o Programs and Products Committee, 2005-2008

o Aspiring Superintendents/Principals Advisory Committee, 2000-2004

Middle States Association, Commission on Secondary Schools Accreditation Review Team, 1999-2003

State

University of Texas at Austin Cooperative Superintendency Program Advisory Board, 2012

Texas Association of School Administrators Leadership Development Committee, 2011-2013

Texas Congress of Parents and Teachers Honorary Life Membership for Outstanding Service to Children and Youth, 2012

Texas Education Agency State Assessment Policy Advisory Committee, 2012

University of North Texas, School of Education Advisory Committee, 2011-2012

Argosy University School of Education, Dallas, TX Program Advisory Committee, 2011-2012

Texas Education Agency State Assessment Performance District Advisory Committee, 2010

Texas Education Agency Performance Indicator Advisory Committee, 2009

Georgia Department of Education Leadership Evaluation Advisory Committee, 2008

Georgia Department of Education CLASS Keys Advisory Committee, 2008

Pennsylvania Leadership Development Council Board, PASA Representative, 2006-2007

Pennsylvania League of Urban Schools Board, 2005-2007

Advisory Council, University of Florida College of Health and Human Performance, 2002-2010

Local

Board of Directors, Irving Las Colinas Chamber of Commerce, 2011-2013

Honorary Chair, Links, Inc. Mid-Cities Texas Chapter Black Tie Gala, 2011

Please list any publications you may have, including your doctoral and/or master's dissertations, if appropriate.

Publication/Article, SMARTBUSINESS Investing in the Future - Why Partnerships Between Business and School Districts Create Regional Economic Growth, 2011

Education Correspondent, WKZK 103.7 Radio Show Talking It Up, 2009-2010

Article/Reviewer, Scholastic Administrator, "Best in Tech 2009: Six Online Programs Districts Can't Be Without", 2009

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Please list any publications you may have, including your doctoral and/or master's dissertations, if appropriate. (continued)

Article, Augusta Chronicle - "Time to Sound the BELL: After-School Programs Help Students Excel", 2010

Guest Columnist (Education) - U Magazine, 2009

Dissertation - School Law: Search and Seizure in K-12 Public Schools

Article - Phi Delta Kappa, "Teaching The Children Of A New America: The Challenge Of Diversity", 2003

Article - Mount Vernon Gazette, "Administrator Does Feel It Takes A Village to Raise A Child", 1999

Article - Mount Vernon Gazette, "Patience Required to Resolve Conflict", 1997

Please list major presentations made to national, state or regional audiences.

Panelist, Communities In Schools National Town Hall Meeting, 2015

Presenter, UT/TASA Summer Conference, District Perspective on Innovative Facility Designs for Net Zero School, 2013

Panel Host, TESOL Conference, Making the Dream Real, 2013

Panelist and Presenter, African-American Males in College Achievement and Success Symposium, 2012

Panelist and Presenter, ALAS National Summit, Balanced Scorecard and K12 Reform through College Access, 2012

TASA/TASB Conference Presenter, Generating Revenue to Offset Funding Reductions, 2012

Texas Association of School Administrators Mid-Winter Conference, Balanced Scorecard, 2012

Texas Association of School Administrators Mid-Winter Conference, Irving Reads Initiative, 2012

TASA/TASB Conference Presenter, Balanced Scorecard, 2011

Keynote Speaker, Irving Schools Foundation Legacy Gala, 2011, 2012

Guest Speaker, Irving-Carrollton Farmers Branch NAACP Freedom Luncheon, 2010

Presenter, College Board's A Dream Deferred Conference, 2010

Keynote Speaker, Gibbs High School, School Improvement Kick-Off Program, 2010

Presenter, America's Promise Dropout Prevention Summit, 2009

Presenter, Consortium of School Network Chief Technology Officer Clinic, Atlanta, 2009

Guest Presenter, Georgia Association of Educators Summer Conference, Using SMART Goals To Improve Student Achievement, 2009

Keynote Speaker, 2nd Annual Drum Major Unity Awards Breakfast, Aiken, SC, 2009

Keynote Speaker, 11th Annual Martin Luther King, Jr. Unity Breakfast, The Purpose of Education, 2008

Keynote Speaker, Augusta State University Talented Tenth Fall Lecture Series, Importance of Education, 2007

Panelist, U.S. Congressman Joe Sestak and George Miller Education Summit, 2007

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Please list major presentations made to national, state or regional audiences. (continued)

Keynote Speaker, Senator Shirley Kitchen Youth Leadership Program, 2004

Keynote Speaker, Greater Philadelphia Urban Affairs/Citywide Youth Agency, MLK Leadership Conference, 2003

Speaker, State Representative Curtis Thomas, 14th Annual Outstanding Student Ceremony, 181st Legislative District, 2003

Panelist, Delphi Forum, Hamilton Fish Institute, Research Themes and Recommendations For Future Work on Reducing and Preventing Violence in Schools, 2003

Panelist, National Broadcast Hamilton Fish Institute: School Safety By Design, 2002

Panelist, National Summit on Education, National Urban League, 2001

Presenter, Board of Directors, Washington Metropolitan YMCA, School/Business Partnership, 2000

Presenter, Virginia Association of School Principals, The Effects of the International Baccalaureate Program, 1998

Please list significant workshops or conferences which you would like to highlight.

NABSE Exemplary Leadership Summit for Superintendents, 2013

Education Law Association Annual Conference, 2012

Texas Association of School Administrators Mid-Winter Conference, 2010-2012

Texas Association of School Administrators/Texas Association of School Boards Conference, 2010-2012

University of Texas/Texas Association of School Administrators Summer Conference, 2010-2011

Crucial Conversations, 2011

College Board AVID Conference, 2010

Scholastic National Superintendents Roundtable on Effective Use of ARRA Funds, 2009

McGraw-Hill National Superintendents Roundtable on Leadership, 2009

Georgia Leadership Institute for School Improvement, Developing High Performing Leaders, 2008

Developing an Organizational Strategy Map and Balanced Scorecard, 2008

Pennsylvania Association of School Administrators Superintendents Academy, 2006

American Association of School Administrators Annual Conference, 2000-2009, 2011

Association for Supervision and Curriculum Development Annual Conference, Igniting the Passion for Learning, 2003

National School Board Association Technology & Learning Conference, 2002

Educational Technology Leadership Institute, Trinity College, 2002

2001 IDEA National Summit, Council for Exceptional Children/AASA, 2001

Implementation of Title I Resources, Temple University Laboratory for Student Success, 2000

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Please list significant workshops or conferences which you would like to highlight. (continued)

Observing and Analyzing Teaching, Research for Better Teaching Inc., 2000

Urban School Interview Techniques, Haberman Educational Foundation, 1999

Positive Classroom Discipline, Dr. Fred Jones, 1998

Gallup Interview Process, Gallup, Inc., 1998

Grading, Reporting and Assessment, Association for Supervision and Curriculum Development, 1997

Teaching and Learning Assessment/Instruction, Association for Supervision and Curriculum Development, 1997

Certifications

| | | | |
|------------|------------|------------|------------|
| [REDACTED] | [REDACTED] | [REDACTED] | [REDACTED] |
| [REDACTED] | [REDACTED] | [REDACTED] | [REDACTED] |
| [REDACTED] | [REDACTED] | [REDACTED] | [REDACTED] |
| [REDACTED] | [REDACTED] | [REDACTED] | [REDACTED] |

Open Ended Questions

For Boston Public Schools / Superintendent:

1. Please share why you are interested in this position and your unique qualifications for it.

Having the chance to serve as the Superintendent for Boston Public Schools presents an opportunity to lead a school district that is committed to transforming the lives of all children through innovative and high quality teaching and learning.

The only way I can successfully lead this district is to listen and learn from those who know Boston best. I am confident in my ability to engage, build trust and ultimately partner with Boston families and community members as we all work together to ensure that every student is equipped to excel in college, career, and life.

I am uniquely qualified to serve as your next Superintendent because of my past experiences, which include but are not limited to:

- 1) Maintaining fiscal integrity with appropriate budget planning and allocation of resources to produce college and career-ready students. I have consistently produced a balanced budget, ensuring expenditures do not exceed revenues.
- 2) Working with staff to improve instructional programs that meet the needs of a diverse student body and community. Under my leadership, instructional changes have led to improvements in academic performance, attendance, graduation rates and dropout rates.
- 3) Ensuring accountability and expectations are accompanied by adequate strategies that build capacity, while providing resources and necessary support. Developing and implementing a systems-thinking approach has improved accountability, consistency in performance expectations, and strategies for organizational development.
- 4) Improving school climate and safety. School climate and safety data have consistently received good ratings.
- 5) Building schools that support creative and innovative teaching and learning. I have encouraged our schools to develop Signature Studies programs that meet the needs of their individual communities while still supporting system goals.

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Question Continued

6) Developing Family and Community Partnerships, comprised of parents, community members, businesses and government entities. At each school district, I have employed strategic communication plans to engage external constituents, thereby improving parent and community support for individual schools and the district overall. These efforts have resulted in measurable increases in volunteerism, financial donations, and business/community partnerships focused on providing an educational system that produces future citizens prepared to meet the needs of the community.

7) Recruiting and developing highly effective instructional staff, non-instructional staff, and educational leaders. Widespread reform coupled with transformation efforts in recruitment, hiring, de-hiring, professional development, and salary processes and procedures has consistently improved the quality of teachers, staff members and leaders.

8) Creating clear, measurable, rigorous, and fair accountability systems for both instructional and non-instructional staff focused on continuous improvement. Balanced scorecards and metrics connected with system goals have successfully tracked instructional and non-instructional program improvements.

For Boston Public Schools / Superintendent:

2. Please list the five accomplishments in your professional career of which you take the greatest satisfaction and why you do so.

I have had the pleasure of leading awesome teams in the work of improving fiscal management and academic progress in a variety of school districts.

1) The successful creation and implementation of the Office School Improvement and Innovation and the office of Family and Community Engagement (FACE) to serve and meet the needs of our internal and external constituents.

2) Maintaining a balanced budget and strong financial ratings in my past two school districts while in the midst of difficult financial challenges.

2) Increased the percentage of seniors taking the SAT from 39% in 2010 to 85% in 2013.

3) Increased the student access to advanced level courses, CTE, mainstream classes, extracurricular activities and programs for many of our under-served and underrepresented students while also improving the district's performance in academic performance.

4) Developing and implementing a strategic communications plan to improve our internal and external communications.

5) Improving our recruitment, hiring and retention process which resulted in increased diversity among our school based and central office leadership staff while also improving the leadership team performance.

Language Skills

Do you know any language other than English? No

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Professional References

| | | |
|-----------------------------------|--|--------------------------|
| | Reference 1 | Reference 2 |
| Name: | [REDACTED] | [REDACTED] |
| School/Org: | [REDACTED] | [REDACTED] |
| Current Position: | [REDACTED] | [REDACTED] |
| Home Phone: | | |
| Cell Phone: | [REDACTED] | [REDACTED] |
| Work Phone: | [REDACTED] | |
| Mailing Address: | [REDACTED] [REDACTED] [REDACTED] | |
| Email: | [REDACTED] | |
| Relationship to Candidate: | [REDACTED] | [REDACTED] |
| Years Known: | [REDACTED] | [REDACTED] |
| | Reference 3 | Reference 4 |
| Name: | [REDACTED] | [REDACTED] |
| School/Org: | [REDACTED] | [REDACTED] |
| Current Position: | [REDACTED] | [REDACTED] |
| Home Phone: | | |
| Cell Phone: | [REDACTED] | [REDACTED] |
| Work Phone: | | |
| Mailing Address: | | [REDACTED] [REDACTED] |
| Email: | [REDACTED] | |
| Relationship to Candidate: | [REDACTED] | [REDACTED] |
| Years Known: | [REDACTED] | [REDACTED] |
| | Reference 5 | Reference 6 |
| Name: | [REDACTED] | [REDACTED] |
| School/Org: | [REDACTED] | [REDACTED] |
| Current Position: | [REDACTED] | [REDACTED] |
| Home Phone: | | |
| Cell Phone: | [REDACTED] | [REDACTED] |
| Work Phone: | | |
| Mailing Address: | [REDACTED] [REDACTED] [REDACTED] | [REDACTED] [REDACTED] |
| Email: | | [REDACTED] |
| Relationship to Candidate: | [REDACTED] [REDACTED] | [REDACTED] |
| Years Known: | [REDACTED] | [REDACTED] |

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Professional References cont.

| | Reference 7 | |
|-----------------------------------|-------------|--|
| Name: | [REDACTED] | |
| School/Org: | [REDACTED] | |
| Current Position: | [REDACTED] | |
| Home Phone: | [REDACTED] | |
| Cell Phone: | [REDACTED] | |
| Work Phone: | [REDACTED] | |
| Mailing Address: | [REDACTED] | |
| Email: | [REDACTED] | |
| Relationship to Candidate: | [REDACTED] | |
| Years Known: | [REDACTED] | |

General Information

List any additional information which will support your candidacy.

Are you presently under contract? Yes
When does contract expire? 6/2017
Have you ever failed to have your contract renewed, be rehired, been asked to resign a position, or resigned to avoid termination? No
If yes, explain.
Have you ever had a credential or certificate revoked, suspended or annulled in any state, territory or foreign country? No
If yes, explain.
Where did you hear of our vacancy? HYA Website

Referrals

How did you hear about employment with us?

| | | |
|----------------------------|--|--|
| Recruited by HYA associate | | |
|----------------------------|--|--|

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Legal Information

1. Are you eligible to work in the United States? Yes
2. Have you ever been convicted of a felony or misdemeanor involving a sex offense or a controlled substance? No
If yes, explain, giving dates:
3. Have you ever had any indicated finding of child abuse filed in your name? No
If yes, explain, giving dates:
4. Have you ever been convicted of any crime? No
If yes, explain, giving dates:

Confirmation

I authorize the organization(s) to which I am applying and Hazard, Young, Attea & Associates, Ltd. to contact my references or any other references deemed necessary to ascertain the merits of my candidacy for this position. I authorize references to discuss my application and/or release information concerning me, and agree to hold them, the District, and the consultants harmless for providing and/or utilizing any information requested and/or provided.

I also request that my application and interest in the administrative position remain as confidential as possible under the applicable laws of the state. I understand that my candidacy may become a matter of public record when I am presented to the Board. I further understand that elements of my resume may be available to the public and the news media at such time. However, I request that reasonable effort be taken to maintain the confidentiality of this application and other documents and information which accompany my application for the position for which I am applying. (Note: In some states, such as Florida, there can be no confidential written correspondence. Please call HYA if interested in one of these positions.)

If you answer "yes" to any of the above questions, you must submit official copies of court records including disposition of the case(s).

I hereby affirm that there are no misrepresentations, omissions or falsifications in the foregoing statements and answers, and that the entries made by me are true, complete and correct to the best of my knowledge and belief. I acknowledge that any misrepresentations, omissions or falsifications might be grounds for dismissal if employed for this position.

Dana T. Bedden
(agreed online)