



and



## **Graduate School of Education Collaboration For the Principal Selection Process**

In order to identify and source the highest caliber of leaders for its initial member schools, the Education Achievement Authority (EAA) of Michigan and the Harvard University Graduate School of Education (HGSE) joined forces in both the recruitment and final selection of candidates for its Principal positions.

This collaboration included the development and implementation of a human capital strategy to recruit, attract and select highly effective principals. The plan looked at how best to build a strategic hiring pool; what key messages were critical to attract leadership to the EAA of Michigan, and how to ensure the best fit as it relates to the final selection process.

Within the strategic alliance, a principal pipeline was created in order to engage with a number of candidates including those principals with a proven track record, those novice principals with the right mindset as well as non-traditional avenues. In addition, a recruiting strategy was established that included a mixture of networking, referrals, social media, preferred providers and residency programs.

“Teacher and principal quality are the two most important school-based factors that lead to improved academic outcomes for students,” Covington said. “It is our belief that this robust and rigorous process has helped us to identify and select some of the best talent in the country that will take the reigns at each of the 13 direct run schools and make a difference here in Detroit. Our ultimate goal was to ensure that the principals selected had a belief in the potential of all students, demonstrated an orientation toward innovation, were results oriented, possessed superior organizational abilities and were committed to improving individual student academic growth.”

Alexander Cintron, who was one of the 13 principals selected, said that he is honored to be a part of the EAA of Michigan. “I feel honored to be a part of such an amazing time in history where we are really working to revolutionize education on all levels. For the first time in my 15 years of certified teaching and now as a principal, I feel that we are headed in the right direction.”

Hannah Irvin, who has spent time teaching in both North Carolina and Massachusetts, shares the same feelings as Cintron on being selected. “I was absolutely excited when I received notice that I had been

selected,” said Irvin. “This model of student-centered learning using both technology and mastery-based assessments within a strong culture that values the whole child represents my vision and ideal school.”

Two of the individuals selected, Lori Johnson and Jeff Maxwell will serve as co-principals on the secondary level. “Because we both have similar backgrounds, we will be able to partner on the challenges that we face and bring our respective experiences together in order to make a difference in these students lives,” said Johnson.

“I come from a high-achieving transformed high school in Chicago,” said Maxwell. “I am thrilled to be able to partner with someone and leverage our collective strengths to impact both the students and our community.”

Since the March 13 announcement of the first assignment of Detroit schools, the EAA of Michigan has executed on a number of efforts to engage parents, students and community leaders. These efforts have included Parent/Student Informational Meetings at all 15 of the initial member schools; informational sessions tied to the new “Learning Platform” as well as the creation of a multitude of materials to keep parents and students informed about the EAA of Michigan. The EAA of Michigan has also entered into various strategic alliances with various organizations since the mid-March announcement.

The nine elementary/middle schools that are a part of the EAA include:

1. Brenda Scott Elementary/Middle
2. Burns Elementary/Middle
3. Law Academy
4. Mary M. Bethune Elementary/Middle
5. Murphy Elementary/Middle
6. Nolan Elementary/Middle
7. Phoenix Elementary/Middle
8. Stewart Elementary/Middle
9. Trix Elementary/Middle

The six high schools are:

1. Central Collegiate Academy
2. Denby High School
3. Ford High School
4. Mumford High School
5. Pershing High School
6. Southeastern High School

“Our principals have a great challenge ahead of them,” Covington said. “Their role is essential to the successful assignment of the first 13 direct run schools and the achievement of academic excellence. These are individuals that were selected out of more than 446 applicants and we are extremely pleased with the final candidates.”

## **2012-13 School Year Principal Appointments**

### ***Jacquelyn Caldwell-Burns Elementary/Middle School***

Jacquelyn Caldwell transitioned to education in the Detroit Public Schools from the business world because of her love and dedication to serving children. She has worked in many capacities during her 17 years of service. She has faithfully served as a middle school science teacher where she was Science Fair Coordinator and lead science teacher. In addition to her effective classroom teaching, she successfully served as Curriculum Coordinator, Instructional Specialist, Literacy Coach, Academic Engagement Officer, and Principal in the Detroit Public Schools.

Jacquelyn has participated in many programs and was integral in assisting with writing a School Improvement Grant (SIG) for Burns School which was awarded over \$5.9 million in grant funds to turnaround the school. Burns students have made incremental academic gains in its first year and are still 'on the move' to bridge the achievement gap through extended learning time, in-school suspension, and extensive use of technology. Jacquelyn earned an undergraduate degree in Business Administration from Nazareth College in Kalamazoo, Michigan, a teaching certification and Masters of Curriculum and Instruction from the University of Detroit Mercy in Detroit, Michigan. She is now in her final semester as a doctoral student at the University of Phoenix majoring in Curriculum and Instruction and Educational Leadership. As a life-long learner, she plans to assist educators in collaborating to enhance student achievement.

### ***Dr. Donnie R. Davis, Jr.-Mumford High School***

Dr. Donnie Davis is a Metropolitan Atlanta native by way of California's San Francisco Bay Area. As a transient student attending four elementary, two middle, and three high schools, Dr. Davis became inspired to excel and eventually work in education by his 9<sup>th</sup> grade Science and Math teacher Mr. Thomas Young. "Mr. Young provided me with an example of who I wanted to be and how I wanted to live my life. From his example, I learned that the reality I grew up in was not the reality in which I had to remain."

After moving to Georgia in high school, Dr. Davis went on to attend Georgia State University, located in downtown Atlanta, on a full basketball scholarship. As a scholarship athlete, Dr. Davis majored in Journalism with a minor in History, and competed in the Men's Basketball NCCAA tournament. Dr. Davis went on to receive his B.A. in Journalism, and M.Ed. in Social Studies Education, from Georgia State University.

Dr. Davis' career in education has provided him with experience in the Atlanta Public Schools (APS), the Clarke County Schools District, the Georgia Department of Education, and Ivy Preparatory Young Men's Leadership Academy. Dr. Davis received his doctoral degree in Educational Administration and Policy from the University of Georgia in May of 2012.

### ***Alexander Cintron-Phoenix Elementary/Middle School***

Alex began work in education as a Bilingual-Spanish and English as a Second Language (ESL) Social Studies Teacher. Throughout his teaching tenure he focused on rigorous academic instruction and developed sociocultural programming to improve the school climate. As a highly effective classroom teacher in Detroit Michigan, he was selected as an instructional leader earning a position in the Bilingual Administrative Preparation Program (BAPP). Upon its completion, he was granted an Educational Specialist Certificate in Curriculum and Instruction with a minor in Administration and Supervision. He was later appointed Migrant Director and Project Manager with the fiduciary responsibility to spend federal and state grant funds as mandated by Title III legislation. He successfully managed this operation by providing academic and technological services to thirty-two schools that serviced limited English proficient (LEP) students and migrant families. Per the recent recommendation of the District Superintendent, he was chosen as Principal to take the helm of a Persistently Lowest Achieving (PLA) school. His leadership has had a positive impact on curriculum and instruction resulting in an improvement in school climate. He is a strong proponent of the Turnaround Model and committed to closing the achievement gap. According to the count day records, the rate of attendance was at 98.3 %. Star Math and Star Reading have shown remarkable growth under his leadership among the various cohort groups from 25 to 80%. His schools data demonstrates MEAP 2011-2012 scores in reading have increased 10%.

Mr. Cintron completed his undergraduate work at Michigan State University with a double major in Psychology and Anthropology. He earned a Master's degree at Wayne State University and is near completion of a Ph.D from the College of Education.

### ***Hannah Irvin-Law Academy Elementary/Middle School***

Hannah decided to pursue a career in education after spending a summer in western Alaska working with children and teenagers. In 2004, she received her undergraduate degree in Elementary Education from the University of North Carolina. Ms. Irvin spent the next seven years teaching at Forest View Elementary School in Durham, North Carolina. In her years as a classroom teacher, her team had consistently high student student growth. Ms. Irvin also mentored several student teachers and served on the school's governing committee. For three years, she planned and coordinated the Summer Connections program, which provided free summer enrichment opportunities for students from her school. Ms. Irvin earned a Master's degree at the Harvard Graduate School of Education (HGSE) in the School Leadership Program. She served as the resident principal at the Frank M. Sokolowski School in Chelsea, Massachusetts.

At the Sokolowski School, she worked with teachers and the Instructional Leadership Team to strengthen team functioning, implement the Achievement Network's interim assessment and data cycle, and improve instruction through various observation protocols.

### ***Lori Johnson-Southeastern High School of Technology and Law***

A founding Advisor of University Preparatory High School, Lori Johnson has more than 18 years of experience in the field of educating and preparing urban students for graduation and post-secondary success. Lori believes in the mission, that she has taken part in crafting, that “urban children can succeed in college through personalized learning and a relentless commitment to their success.”

Lori began her career in education teaching in a DPS high school before moving into the Charter sector where she has spent the last 9 years at University Prep High School, first as an Advisor/teacher and more recently in the role of Administrator. As a founding teacher at University Prep, she was successful in graduating over 90% of the school’s first class of 2007. Other career highlights include, Grade Team Leader, Leadership Team Member, Cultural Committee Lead, Curriculum Development, and Director of Parent Academy parent group.

In addition, Lori has appeared in the Detroit News regarding a feature story that followed the progress of one of her former students and her involvement with his success, and an article discussing her motivation to teach at a charter school.

Lori currently holds a Bachelor’s Degree in Secondary Education and a Master’s of Education Degree in Education Leadership from Wayne State University.

### ***Gregory King – Pershing High School***

Gregory King has been an educator for twenty years of which he has been an administrator for twelve years. Mr. King has administrative experience in grades pre-kindergarten through twelfth. He served as an administrative intern and as an English Department Chairperson in high school. He taught high school debate and English. He has served as a high school football, basketball, and volleyball coach. Also, he served as a part time adjunct professor for six years at a community college.

Recently, Mr. King has completed his superintendent internship whereby he assisted in developing and securing an online professional development platform for teachers and administrators. He was instrumental in implementing teacher collective bargaining agreements and ensuring the district was in compliance. He served as a principal representative in creating a district standards-based report card. Similarly, he served on the classified evaluation committee.

Mr. King is currently leading an elementary school that has the advanced progress program, advanced learning opportunities/general education, pre-school, medically fragile, low-incidence, and the resource special education programs. Under his leadership, Mr. King successfully merged two distinct schools. Similarly, Mr. King split a school into two sites and at one point, supervised the two locations. He has utilized his leadership skills to engage stakeholders.

### ***Jeff Maxwell-Southeastern High School of Technology and Law***

Jeff grew up in the Metro Detroit Area and attended Michigan State University where he earned a Bachelor of Science Degree in Biology and Zoology in 2004. After graduation, Jeff joined the Teach For America organization and moved to Chicago where he worked for 7 years as a high school science teacher at the School of the Arts and at Pritzker College Prep (A campus of the Noble Network of Charter Schools). At his placement school (the School of the Arts) on Chicago's South Side, Jeff taught Chemistry for two years and Biology and Environmental Science in his third year there. During that time Jeff also started an after-school guitar club and was able to earn a Master of Arts Degree in Teaching from Dominican University.

After 7 years in the classroom Jeff decided that he wanted to pursue opportunities in school leadership and in 2011, Jeff moved back to Michigan to work for the Teach For America Detroit office as a Manager of Teacher Leadership Development. During the 2011-2012 school year, he has supported 26 first and second-year teachers in 15 schools across the city.

### ***Mark Mayberry-Ford High School***

A product of Detroit Public Schools, Mayberry is a graduate of the prestigious Cass Technical High School. After high school, Mayberry then attended Western Michigan University in Kalamazoo, MI. After graduating from Western with a Bachelor's Degree in Business Administration with a Minor in Management and Communications, Mayberry accepted a corporate position with AT&T as a national account executive; where he went on to negotiate millions of dollars in contracts with national clients such as BP Oil, 7-Eleven Corporation, and Kroger Corporation.

After attaining his Juris Doctorate Degree, Mayberry promptly transitioned into the world of sports law, becoming a licensed contract advisor to represent athletes in the National Football League (NFL) and the Canadian Football League (CFL).

Committed to education, Mayberry used his training to create Exam Experts USA, and build the company from one student into a powerhouse serving over 20,000 nationwide, K through adult. Since 1995, Exam Experts has helped students attain over 20 million dollars in scholarships due to higher grades and test scores.

### ***Steven McGhee-Central Collegiate Academy***

Steven McGhee is not only an outstanding educator and administrator; he is a man of integrity and is extremely dedicated to his family and his career. He is also a man of great pride and humility. He has an undying devotion and loyalty to ALL children.

He has done his best and given his all in the process of supplying the needs not only to his family, but to his school as well. His character can be best described as genuine and forthright.

After graduating from Henry Ford High School in Detroit in 1983, Steven returned to home to his birth state of Alabama to attend Alabama A&M University to earn his Bachelor of Science degree, Magna Cum Laude. He returned to Detroit after a successful teaching career in Virginia,

to instruct in Detroit Public Schools at Crockett Career and Technical Center. At this time he furthered his education by completing his Masters Degree in Administrative Leadership; Cum Laude in 1999 at Wayne State University.

He has developed the first high school education/business consortium, which includes educational entities and non-profit organizations, offering services to promote student learning. Central also has a Cyber Café, writing lab, music/sound studio, broadcasting room, courtroom, technology room for filming lessons, and a parent resource room.

He is currently completing his Doctorate in Educational Leadership to continue his influence in the domain of education. Mr. Steven McGhee's educational record speaks volumes with the numerous contributions and service to the District of Detroit Public Schools. Much of his success is due to his hard work, loyalty to the students and dedication to his own children.

### ***Antoinette Pearson-Mary M. Bethune Elementary/Middle School***

Antoinette Marie Pearson has been an integral member of the Detroit Public School system since 1997 as a teacher, a curriculum leader, an assistant principal, and a principal. Most recently, she served as Principal of Osborn Upper High School of Global Communication and Culture. As principal of Osborn, she stressed the importance of daily average attendance by the students and has seen an increase in daily attendance rise to almost 90% from a previous low of 75%. She has also established a culture among the teachers and the students that has decreased the number of student code of conduct violations by over 25%.

Prior to her time at Osborn, Mrs. Pearson was the principal of Farwell Leadership Academy, a DPS middle school. As a principal, she helped write and was awarded a \$1.3 million School Improvement grant to implement a turn-around school model at Farwell Leadership Academy. As a result of this implementation, Farwell was removed from the persistently low achieving list for the 2010-2011 school year.

Antionette attended Purdue University in West Lafayette, Indiana where she received her Bachelor's of Arts degree in Secondary English Education with a minor in Social Studies in 1996. She continued her education at Wayne State University where she received her Master's of Arts degree in Educational Administration in 2003. She is currently an Educational Leadership Doctoral candidate at Eastern Michigan University.

### ***Marques Stewart-Brenda Scott Elementary/Middle School***

Marques Stewart was born in Wiesbaden, Germany and was raised in Pensacola, FL where he later graduated from Woodham High School in 1996. Upon graduation from high school he continued his educational career at Alabama State University in Montgomery, AL., where he received a Bachelor of Science in Elementary Education. He continued his pursuit of a acquiring a higher education at Alabama State University and received a Masters in Administration & Supervision and also acquired an Education Specialist Degree in Education Leadership. Currently Mr. Stewart is pursuing a Doctorate in Education Leadership and Policy Analysis from the University of Missouri and is scheduled to complete in the Spring of 2013.

Mr. Stewart began his teaching career in Montgomery Public Schools in 2001 in Montgomery, AL and later within Selma City Schools in Selma, AL. In 2005, Mr. Stewart entered the field of administration in Lowndes County Public Schools in Hayneville, AL and served in various administrative capacities spanning from Reading Coach, Assistant Principal, Principal, and as a Middle School Education Specialist. During this time Mr. Stewart helped with the implementation of the Alabama Reading Initiative, Men in Motion mentoring program, wrote and secured several grant proposals, and assisted in the development of a new curriculum.

During the 2009-2010 school year, Mr. Stewart served in an administrative capacity within the Tuscaloosa City Schools system at Eastwood Middle School. Mr. Stewart joined the Kansas City Public Schools as Principal at Longfellow Elementary School in July 2010. He is extremely excited about being a part of the Education Achievement Authority and looks forward to assisting students in becoming college, career, and work-force ready. Mr. Stewart believes that there are no elevators to success, everyone must take the stairs.

### ***Angela Underwood-Nolan Elementary/Middle School***

Angela has worked in the field of Education for the past 16 years. She joins the Education Achievement Authority of Michigan after serving as Principal of one of the five urban pioneer student-centered schools in Kansas City. While Principal of Faxon, Ms. Underwood's staff and students received much notoriety for their successful implementation of Student-Centered Learning and the use of a school-wide Blended Learning Model.

Students at Faxon were grouped by level rather than grade and were the first students to have access to a 1 to 1 technology model this past year giving teachers, students, and parents real-time access to content and progress data. Ms. Underwood's commitment to engaging the community was evident as she rallied over 120 volunteers to spend a minimum of 1 hour per week as mentors and tutors to her students.

Prior to Ms. Underwood's administrative role, she was a member of the teacher team that helped define the student-centered model for Kansas City while serving as a music and science teacher. Before working for the Kansas City Public Schools, her service in education includes a variety of settings across the United States.

Ms. Underwood has worked for the Department of Defense Education Activity, North Carolina Public Schools, Corpus Christi Dependent School District, and North Kansas City School District. She earned her Bachelor of Science in Music Education from William Jewell College and Master's Degree in Educational Leadership from Western Governors University.

### ***Kenyatta Wilbourn-Denby High School***

Career educator and native Detroiter, Kenyatta began her work with the Archdiocese of Detroit at the age of 20 before obtaining employment with the Detroit Public Schools in 1998. She entered the profession as a substitute teacher and soon became a contract social studies teacher at Foch Middle School. Over the years she served as a union representative for the Detroit Federation of Teachers, athletic director and was later promoted and placed in an administrative track. In 2004, she was selected as one of two DPS participants to attend Wayne



RESA Principal's Academy. During that same year she was promoted to curriculum leader at Brenda M. Scott Middle School.

In 2006 she was promoted to the position of assistant principal at Jared W. Finney High School and served there until it closed in 2009. In 2009, K.C. was charged with serving as the principal of Edwin Denby High School, which was, at the time, one of the toughest high schools in the city. With a dwindling population at the time of hire, and competition against two neighboring charter schools within one mile, Denby now has one of the highest student populations in Detroit.

Her tenure at Denby is chronicled by sweeping changes which included transforming the school's troubled school environment into a learning institution rich in a positive culture and climate that fosters the social and emotional growth of young people, establishing DPS' first Teen Court Program, and a full dress code policy that models personal development, scholarly habits and professionalism.

She intends for Denby to become an exemplary model for 21<sup>st</sup> century learning under the EAA and anticipates measured growth of success across the gamut of academia. She believes that education is the foundation for equipping students with the accoutrements of power.

Ms. Wilbourn completed her undergraduate work at Spelman College in Atlanta, Georgia in Political Science and Secondary Education. She earned a Master's degree at Wayne State University in Education Administration and continued her studies there earning an Education Specialist in Curriculum and Instruction. Currently she is a doctoral student in the Urban Educational Studies Program at Eastern Michigan University. She is the mother to one son, Mainza Snapp, and is a life-long academician and community activist.

For more information on The Education Achievement Authority of Michigan please visit: [www.michigan.gov/EAA](http://www.michigan.gov/EAA).