

Dr. I.V. Foster, Jr.

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I am seeking opportunities to serve as a School Leader that will allow me to utilize my knowledge, skill, and experience in educational leadership and management.

EDUCATION

Ed.D, Educational Admin. & Leadership- Northern Illinois Uni., Dekalb, Ill. 2001

CAS, Educational Admin. & Leadership- Illinois State Uni., Normal, Ill. (18 hrs) 1994

MA, Music Education- Northern Illinois Uni., Dekalb, Ill. 1987

BA, Music Education- Northern Illinois Uni., Dekalb, Ill. 1984

Illinois Superintendent and General (type 75) Administrative Endorsements

SUPERINTENDENT EMPLOYMENT EXPERIENCES

9/12- Present, Independent Consultant for Educational Leadership

Provide organization and individual leadership, planning, coaching, mentoring, and board of education professional development services to public schools and education professional.

5/13- Present, CEO and Owner, National Home Rental Commercial Real Estate Investment, LLC, Hazel Crest, Illinois.

Purchase, rehab, sale, and rent properties in Chicagoland and NW Indiana.

7/11-1/12, Superintendent- Duluth Independent SD 709, Duluth, Minnesota.

Pre-K/12 school district, 10,000 students, 2200 employees, 9 (K-5 grade) Elementary, 2 (6-8 grades) Middle, 2 Regular (9-12 grade) Senior High and 1 Alternative Education High Schools. Head-Start, 1 Early Childhood, Residential & Day Treatment, Pre-K/12 SPED, Technical Education Center district programs, \$180 million budget, and a \$309 million Long Range Facility (Construction) Plan.

STUDENT ACHIEVEMENT

- Developed and implemented a New District Vision to improve overall student achievement, reduce the achievement gap, improve graduation rates, and reduce drop-out rates.
- Worked with Administration to enhance Professional Learning Communities.
- Developed and implemented portions of a District Student Achievement Plan to improve overall student achievement and reduce the achievement gap in reading, math, and science.
- Worked with Assistant Superintendent and Coordinator for Curriculum and Instruction to assess, develop, and implement a District Standards Base Curriculum in an effort to improve overall student achievement and reduce the achievement gap.
- Worked with Assistant Superintendent to assess the implementation and use of the District RTI program.
- Developed plans to enhance District High Performing/Gifted student achievement learning opportunities.
- Worked with District Administrators to enhance the use of Ameri-Corps, Promise Fellows, Data/Instructional Coaches, and Integration Specialist to support classroom instruction, RTI, and afterschool intervention programs.
- Worked with Duluth Unity Way Delegation on Education to assemble and partner with more than 50 community organizations and programs, to align programs, resources and services with the school district vision/goals.
- Worked with Coordinator for Assessments to expand and implement local district assessments (NWEA) in grades 7-9 to grades K-9.
- Introduce the use of PDSA (Plan Do Study Act) Continuous Improvement process to District/Building Administrators as a District wide process to improve student achievement and reduce the achievement gap.
- Worked with Director of Technology and Coordinator for Assessments to identify and implement a student academic/assessment software system that could be used by

teachers/administrators to support the use of data and continuous improvement processes.

- Worked with Coordinator of Indian Education to develop goals, objectives, and strategies to improve student achievement, parent involvement, and school/community relations.
- Identified and redirected funds to hire teachers and reduce class sizes.
- Worked with the Coordinator for the Office of Education Equity to develop goals, objective, and strategies, to improve student achievement among students of poverty.
- Worked with the Office of Education Equity to enhance District wide Cultural Diversity, Awareness, and Appreciation among students and staff.

SCHOOL IMPROVEMENT

- Responsible for supervision and monitoring a \$309.4 million dollar district wide facility plan and construction project to build/enhance district schools and facilities.
- Opened 5 new elementary schools in the fall of 2011.
- Worked with school/community stakeholders to develop and implement a School District Education Levy Campaign in the fall 2011.
- Began development of a District Performance Report Card to measure continuous district improvement in student achievement and operations.
- Restructure the District Principal/Administrator Committee into a Professional Learning Community to facilitate leadership development and organization team approach to organizational improvement and management.
- Provided large group and individualized leadership development, coaching, and mentoring to building principals
- Worked with various school stakeholders to promote and facilitate collaboration necessary to build consensus to pilot Year Round School, America's Choice Education Reform Model, and International Baccalaureate programs.
- Worked with school/community organizations and activist to address racial, poverty, and equity concerns in an effort to address community expectations and facilitate healthy relations.
- Hired a District Culture Administrator to develop and implement a plan to maintain a safe school environment for student/staff, a framework for good conduct and civility, cultural diversity and relevance, and district policy, programs, and strategies to address Bullying.
- Worked with District Parent Teacher Association to promote and strengthen parent involvement, collaborative decision-making, and enhance two-way communication regarding student, parent, school, and district operations.

SCHOOL GOVERNANCE

- Worked with Board of Education (BOE) to develop and implement school district goals.
- Worked with BOE members to strength working relationships and improve Board meeting operations, practices, and procedures.
- Recommended policy review, revisions, and adoptions.
- Worked with BOE Attorney to address and/or resolve district legal matters.
- Promoted and shared BOE professional development opportunities to enhance BOE leadership knowledge and skill.
- Worked with BOE and other school/community stakeholders to name 2 new schools and a new senior high school auditorium.

SCHOOL/COMMUNITY RELATIONS

- Active participant and strong advocate for Duluth Schools District PTSA organization.
- Active participant and strong advocate for the Duluth School Equity Education Advisory Committee.
- Regularly attended and participated in various community activities/events, such as; Duluth city festivals, fairs, council meetings, special events, United Way and National Heart Association Fundraising Sponsors, Chamber of Commerce Annual Business Dinner and monthly meetings/activities, NAACP Community Forums, American Indian Pow Wows and community concerns meetings, College/University Culture & Diversity Community Gatherings, and more...
- Regular community with Duluth Mayor to promote City/School Partnerships.
- Worked with school district/Duluth City administrator to develop and implement Parks & Recreation Joint Powers Agreements.
- Facilitated and maintained partnerships with the Duluth Chamber of Commerce, Duluth Foundation, University of Minnesota, Lake Superior College, Twin Cities Ameri-Corp, Duluth Promise Fellows, NAACP, United Way Delegation on Education.
- Communicated school district vision, goals, and news to school/community stakeholders via PTSA and various community organization presentations, school district web site, cable television, monthly newsletters, e-mail messages, monthly radio program, local newspapers and television media outlets.

SCHOOL FINANCE & BUSINESS

- Worked with BOE and Business Manager to develop, monitor, and manage a \$180 Million Education Budget.

- Worked with BOE, Business Manager, and District Buildings and Grounds Project Manager to implement and monitor a \$309.4 Facilities Construction Plan to build new schools.
- Monitored school district property sale of over \$3 Million.
- Earned an Unqualified Audit Recommendation for the 2011-12 year.
- Reviewed and Monitored monthly state/federal grant funds/expenditures.
- Worked with Business Manager to redirect district fund to address district student achievement and operational needs.
- Worked with Business Manager to develop a District Levy/Vision Presentation and made more than 50 presentations to school/community groups in an effort to inform and promote the fall 2011 Referendum vote.
- Worked with Senior Cabinet Administrators to develop and implement a process/timeline to solicit input from school/community stakeholders to reduce the education budget by \$4 to \$5 Million dollars.
- Hired a District Grant Writer/Manager to secure new revenues and manage state/federal grant funds.
- Secured \$150,000 from the Office of Education Equity to support Academic Achievement Gap professional development activities.
- Worked with various community organizations to align resources, services, and programs with school district vision/goals in an effort to reduce school district operational expenditures.
- Worked with Duluth City Administration to develop and implement "Joint Powers" agreements in an effort to promote city/school collaboration and reduce school district operational expenditures.
- Partnered with the Duluth Foundation in an effort to secure resources and funds that support teaching and learning.

HUMAN RESOURCES

- Worked with Human Resources (HR) Director and Business Manager to negotiate 2 non-certification employee contracts.
- Worked with Director of HR to hire central office and building administrators.
- Worked with Director of HR to develop Minority Recruitment strategies.
- Worked with Director of HR and District Evaluation Committee to begin the development of a new Teacher Evaluation Instrument/Process.
- Worked with District Labor Management Committee to promote and facilitate healthy, working relations and collaborative decision-making that supports students and teachers.

- Worked with Director of HR and Business to begin consolidation of 11 school district groups/unions into 4 groups/unions.
- Worked with Director of HR to hire additional teaching/administrative staff to lower class sizes and provide adequate administrative supervision/support to district schools.

2005-11 Superintendent- Prairie-Hills SD 144, Markham, Illinois.

Pre/K- 8 elementary school district, 3200 students, 8 schools, 350 employees, \$26.8 million budget.

STUDENT ACHIEVEMENT

- Worked with elementary school principal/staff to earn a 2008-09 NCUST National Excellence in Urban Education Finalist Award.
- Worked with District Principals to implement a district wide student achievement plan (The Prairie-Hills Focus) that resulted in earning ISAT AYP and 6 of 8 schools ISBE Academic Improvement Honors for 3 consecutive years (2005-08)
- Worked with administration and staff to earn an Illinois State Senate Academic Achievement Award for outstanding academic improvement in 6 of 8 school (2006-07).
- Worked with administrators/staff to earn a Regional Superintendent's Proclamation for Academic Achievement Award. The proclamation also identified April 25th each year as "Prairie-Hills SD 144 Day" throughout Cook County, Illinois.
- Worked with administration and staff to improve local promotion and graduation rates in grades 3-8 to 96%.
- Worked with administration and staff to improve ISAT Reading results by 23% and ISAT Math results by 18.2%
- Worked with administration and staff to eliminate the academic achievement gap between Black/Hispanic and White students in reading and math (2006-08)
- Worked with administrators/staff to earn a Regional Superintendent's Proclamation for Academic Achievement Award. The proclamation also identified April 25th each year as "Prairie-Hills SD 144 Day" throughout Cook County, Illinois.
- Worked with central office staff to improve the Student Registration process resulting first week registration growth from 68% to 95%.
- Worked with administration to implement first day of school promotion/incentive strategies that improved first day of school attendance rates by 27%
- Developed and implemented The Prairie-Hills Focus (organizational improvement plan) to improve student achievement and district operations.
- Implemented District wide annual reading and math performance targets.

- Implemented District wide best reading and math instructional strategies/practices.
- Enhanced District/School Professional Learning Communities in an effort to create a Culture of High Expectations and High Achievement.
- Worked with Principals to correlate local assessments with state assessments in an effort to improve student achievement on ISAT reading and math tests.
- Provided monthly Leadership Development Training and Support to District Administrators and Principals.
- Worked with Director of Special Education and Assistant Superintendent to implement and provide ongoing RTI services to regular education students.
- Worked with Director of Technology to develop and implement a District Technology Plan to support teaching and district operations.

SCHOOL IMPROVEMENT

- Developed and implemented a district improvement plan called the Prairie-Hills Focus.
- Enhanced district wide Professional Learning Communities in an effort to create a culture of achievement where "High Expectations + Effective Efforts = Success!"
- Implemented the use of PDSA (Plan Do Study Act) continuous improvement process.
- Implemented Lincoln Continuous Improvement Processes to facilitate the achievement of district student achievement and operational goals.
- Was able to motivate/inspire 3 of 7 Board of Education members, 12 of 12 building administrators, and 5 of 5 Superintendent Cabinet Administrators to complete a 2 day Lincoln Continuous Improvement Training to become official Lincoln Examinators.
- Developed and implemented a district wide Quality Instruction Improvement Framework that aligned classroom lesson plans with the district's standards based curriculum, best reading, math, culturally relevant instructional practices, and PDSA (Plan Do Study Act) continuous improvement processes in an effort to improve overall student achievement and reduce the achievement gap.
- Enhance the use of SMART Goals and facilitated the introduction of SMART Schools concepts.
- Worked with Assistant Superintendent for Curriculum, Instruction, and Assessment, and Principals to align and correlate local assessments with state (ISAT) assessments.
- Worked with IASB Consultant to develop a new District Strategic Plan 2008-2011.
- Provided ongoing professional development training/opportunities for teachers, administrators, and Board of Education members.
- Provided leadership professional development, coaching, and mentoring to (individual/small group) principals and central office administrators.

- Worked with Director of Technology to improve telephone system (VOIP), Parent/Community Communications Messenger and Visitor Identification System, Surveillance System, Student Identification and Operational Technology Systems.

SCHOOL GOVERNANCE

- Recommended plans, strategies, and resources to improve overall student achievement and district operations.
- Promoted and provided opportunity for the Board of Education to participate in IASB Targeting Student Achievement Through Governance Program, in an effort to provide Board Leadership Development to promote and facilitate improved teaching, learning, and student achievement.
- Worked with Board of Education and Illinois Association of School Board (IASB) Consultants to review, assess, and update District 144 Policy Manual.
- Worked with IASB Consultant to facilitate the development of a new District 144 Strategic Plan 2008-2011.
- Promoted and facilitated Board of Education professional development training opportunities.
- Worked with District 144 Attorney to address Board of Education and district operational business and challenges.
- Worked with Board members (individually/large group) to promote and facilitate open-communication and good/healthy relationships.
- Held Board of Education Retreats.
- Developed and implemented Board meeting strategies to reduce regular Board meeting times from 4 to 5 hours to 1 ½ to 2 hours.
- Motivated and inspired 3 of 7 Board members to attend a 2 day Lincoln Continuous Improvement Training to become official Lincoln Examiners.
- Worked with the Board of Education to develop a Middle School Facility Plan to construct a new Middle School. Due to open in the fall of 2012.

SCHOOL FINANCE & BUSINESS

- Worked with Director of Business and Board of Education members to develop and manage a \$26 Million Annual Education Budget.
- Worked with the Director of Business and Board of Education to earn 3 consecutive ISBE Financial Recognition Awards.

- Worked with the Director of Business to restructure the Business Department to align with Human Resources Department functions/processes.
- Worked with the Director of Business to stream-line district expenditures and services that resulted in \$1.5 savings.
- Worked with Assistant Superintendent and Director of Technology to secure more than \$3 Million dollars through E-Rate Grants.
- Worked with Director of Business and the Board of Education to secure more than \$27 Million dollars through Bond Sale and a "Back Door Referendum" to finance a new Middle School that is due to open in the fall of 2012.
- Worked with Director of Business to develop and implement practices, procedures, and internal controls to improve operational functions and services in an effort to improve services to its stakeholders.
- Worked with Assistant Superintendent and Director of Business to improve the efficiency of Food Service, Transportation, Registration, and Substitute Teacher Programs.

HUMAN RESOURCES

- Worked with the Director of Human Resources to restructure and improve departmental functions/operations.
- Worked with Directors of Human Resources and Business to align departmental functions and operation in an effort to improve district operations.
- Held monthly Union/Management meeting to promote collaborative decision-making and create action plans that support the achievement of district goals.
- Developed and implements a new Principal Evaluation Instrument and Process.
- Worked with District 144 Attorney and Administrative Team to negotiate 2 Teacher and Non-Certification Collective Bargaining Agreements.
- Worked with Human Resources staff to develop and implement Annual Employee Appreciation Celebration.
- Worked with Superintendent Cabinet members to develop and implement an Annual District wide Institute Day.
- Worked with Director of Human Resources and Principals to promote and facilitate Recruitment, Retention, and Staff Development in an effort to maintain an effective teaching and support work force.
- Worked with District Administrators to develop and recommend Annual Staffing Plans to the Board of Education for approval.

SCHOOL/COMMUNITY RELATIONS

- Active participant and strong advocate for School PTO and ELL Parent Advocate organizations.
- Attended numerous school/community activities/events, such as; city council meetings and community events, city festivals, fairs, parades, senior citizens and community concerns meetings. I also attended school programs, PTO meetings, student sports, clubs, and academic presentations.
- Maintained healthy partnerships with the Chicagoland Chamber of Commerce, Hazel Crest Chamber of Commerce, Prairie-State and South Suburban Colleges, ISC4 Regional Academic Support Agency, South Suburban Hospital, Oak Forest and Markham Parks & Recreations, Country Club Hills Wal-Mart, area Police and Fire Departments.
- Promoted and communicated District 144 vision, goals, and new to school and community stakeholders via district newsletters, flyers, and brochures, message system, and web site, PTO and community organization presentations, area cable television and newspapers, Regular and Meeting of the Whole Board meeting.

OTHER ADMINISTRATIVE WORK EXPERIENCES

2001-2005, Assistant Superintendent for Human Resources & Secondary

Education- **Rock Island SD 41, Rock Island, Illinois.**

Pre/K-12 Unit School District, 8900 students, 10 schools, 450 employees.

- Responsible for district wide Human Resource operations and staff support.
- Responsible for providing secondary leadership (2 middle, 1 regular education sr. high and 1 (8-12 grade) alternative education high school) development and management, coaching, and mentorship in an effort to improve student achievement.

1999-2001, Principal- **Carl Sandburg Intermediate School, Freeport, Illinois.**

Pre/K-12 Unit School District, 7500 students, 8 schools, 350 employees.

- Responsible for improving teaching, learning, overall student achievement, and school operations.
- Responsible for overall leadership and management of school

1997-1999, Assistant Principal- **Emerson Junior High School, Oak Park, Illinois.**

Pre/K-8 School District, 5200 students, 9 schools, 270 employees.

- Responsible for day to day management of school operations, monitor school month budget report, evaluated teaching/support staff, student discipline, school scheduling, school lunch program, supervision and management of school bus transportation, supervision of after school academic and co-education sports programs, administrative facilitator of monthly science and fine arts improvement committees, promoted and facilitated school/community relations, participated in PTO and various community organization meetings; i.e., Aunt Martha's, University Area Planning Committee meetings, Chamber of Commerce meetings, Community and Senior Citizen meeting, Youth Support Agency and other community based meetings/forums.

1995- 1997, Dean of Students- **West Aurora Senior HSD 129, Aurora, Illinois.**

Pre/K-12 Unit School District, 1100 students, 9 schools, 250 employees.

- Responsible for providing academic and classroom management support to teaching staff, student activity support/supervision, regular and special education student discipline, school supervision/safety/security, promote and enhance good school climate/culture, collaborate with community organization, services, and programs.

TEACHING EXPERIENCES

1984- 95, Band/Orchestra Director and Music Teacher Experiences, Grades 3-12.

CREDENTIALS AVAILABLE UPON REQUEST

Northern Illinois University, Dekalb, Illinois