

## **C. Michael Robinson, Jr., Ed.D.**

• Thibodaux, Louisiana

### **Executive Summary**

I am applying for the position of Superintendent of Schools in East Baton Rouge Parish School System (EBRPSS), Louisiana because I am a forward-thinking, servant, transformational, strategic, methodical, and data-driven leader. In consideration of the work that I have done around school transformation and turn around, student achievement, which involves literacy, high quality professional development, parent and community engagement, and addressing the political landscape, I believe that I would be a valuable asset in the East Baton Rouge Parish School System. Regardless of obstacles and adversity that may approach EBRPSS, I'm confident that the citizens are very involved and concerned about their school system. The community wants someone that's approachable, knowledgeable, and collaborative who will hear and listen to them for the betterment of EBRPSS.

My desire to become the Superintendent of Schools of East Baton Rouge Parish School System comes from wanting to ensure that the system continues to effectively and proficiently meets its goals. The work that I do is an answer to my call; I am passionate about educating all scholars. ALL means ALL. I will support the board's vision and momentum of the work, so we continue to have effective systems and structures, high-quality education that is a rigorous and research-based, and a systemic culture that will ensure that we have a highly qualified staff across the district, which is something I have previously focused on as a former superintendent.

Growing up and beginning my career in southern rural Louisiana (Lafourche Parish) taught me the essence of hard work, the value of engaging families and community in creating a system that fosters strong character, and the need for setting and meeting high expectations in a quest for excellence.

Every scholar, regardless of their race, ethnicity, gender, faith, or socio-economic status has a civil right to receive an education in a school district that will afford them equitable learning opportunities and in a culture that fosters high expectations. I have worked in small, average, and large urban, suburban, and rural districts. Regardless of the size, socio-economic status, cultural and/or language diversity, or lack thereof, in a district where I have previously been employed, the needs of students are the same. As a former superintendent, I ensured there was equity relative to course offerings, student support, resources and materials, and finances. Students want to know that the superintendent genuinely cares about them. I supported them [students] in obtaining their goals. My focus was always on children. The board, staff, students, and community of East Baton Rouge Parish School System can be assured that I will provide, to best of my ability and what I am allowed to do by the board, students with a world-class education.

My leadership approach to problem solving has allowed me to be able to identify and anticipate issues before they could become major challenges. Utilizing a collaborative approach to understanding issues and planning for equitable programming, experiences, and opportunities for students has resulted in my belief that action research and data-driven inquiry can lead to the best results for students. I am confident in my ability to perform the duties and responsibilities of Superintendent of Schools in East Baton Rouge Parish School System.

Literacy was at the forefront of the work I did as a former superintendent, Instructional Director (equal to an assistant superintendent) principal, school leader, and teacher. By implementing Promising Scholars, which was a literacy initiative, we worked to ensure that students were able to read at or above grade level, especially at the second-grade level. If students are not literate, they will struggle computing mathematically, with rigor, completing high level tasks and assignments, utilizing technology to enhance learning, and thinking critically and analytically.

My desire is to partner and collaborate with the board of education of East Baton Rouge Parish School System to ensure that we provide such equitable opportunities to the students of East Baton Rouge Parish School System. With a unified and shared vision, focus and a mindset to embrace change, together, we can move the district forward. As I collaborated in leading the strategic planning process (Blueprint for Excellence), the push for literacy and equity resonated throughout plan.

As Superintendent of Schools, I will actively engage and galvanize all stakeholders, including unions, at various levels, families and communities, businesses and civic, faith-based, and post-secondary leaders, in order to work to create

## C. Michael Robinson, Jr., Ed.D.

• Thibodaux, Louisiana

partnerships that will support the district and its initiatives. This will afford me the opportunity to advocate for equitable access for all students, empower and coach staff so they can achieve expected outcomes, and celebrate students, staff, and stakeholders in order to maintain a healthy culture and climate in the district. Ultimately, I want to ensure that students reach their fullest potential and become viable citizens. As a district, we will have a shared vision that will be thoroughly communicated in every aspect of the work that I will do as Superintendent of Schools in East Baton Rouge Parish School System.

Having had experience as a High School Assistant Principal, where our focus was on Freshman Academy and Career and Technical Education, Elementary Turnaround Principal, where our focus was on gender-based and brain-based instruction, Learning Focus Strategies, and America's Choice, Turnaround Middle School Principal, where our focus was on STEM education and the promotion of the arts and arts integration, Instructional Director (position that would be equivalent to an assistant/regional/area superintendent in most districts) in Prince George's County Public Schools, Maryland, with an approximate enrollment of 131,000 students and 208 schools and centers where I supervised K – 8 and also supported high schools in our region, and a Superintendent of Schools, in Pine Bluff School District, Arkansas, with an enrollment of 3,800 (K – 12 – initially 4,100 – 9 schools and centers) students, I believe my leadership skills would be of value as the superintendent and to East Baton Rouge Parish School System.

I have learned many valuable lessons as a former superintendent that would afford me the opportunity to lead East Baton Rouge Parish School System because I know first-hand some of the challenges that are faced relative to, but not limited to, equity, system operations, staffing, recruitment, and retention, unions, instruction, finance, legal aspects, and logistics of the superintendent's work. I will put the needs of scholars and teachers and staff first, as I desire to collaboratively work with the board, other leaders, and departments across and throughout the district.

Many of the results that I have affected in academic gains for students was because of the ability to build a "team" among the staff I had the privilege of serving with and their ability to feel free to do their best thinking as part of the team. In one specific instance, we were able to obtain a 5% gain in the area of reading for the students of Pine Bluff. Considering some of the challenges that I faced, 5% was a significant increase, although I aspired for much more. Again, having been able to increase test scores to improve academic performance is one example of my leadership in systemic improvement and an accomplishment. We were removed from the state's academic distress list after my first year as superintendent. I participated on the Go Forward Pine Bluff Education Pillar to revitalize the community, educational system, and the City of Pine Bluff. In addition, I was a member of the Chamber of Commerce and Rotary and Kiwanis Clubs. Through partnerships and collaboration with the Kiwanis Club, we were able to restore the Key Club at Pine Bluff High School.

In my previous role as an Instructional Director (position would be equivalent to an assistant/regional/area superintendent in most districts) I, but not limited, to:

- Served as Director of Priority Schools before the district was restructured;
- Supervised 13 principals/ schools (K – 8 and supported high schools), of our over 208 schools and centers and 131,000 scholars, with a little over 10,000 scholars, with approved school budgets (Student-based Budget Process – SBB) collectively in the amount of \$41 million dollars and \$2 million dollars in Title I funds (annual systemic budget is \$1.79 billion); 2 of my schools were charters; 2 of my school had a Judy Hoyer Early Childhood Center
- Supervised staff consisting of 390 classroom teachers, 19 assistant principals, 16 counselors, 11 Instructional Lead Teachers, 8 reading specialists, and 275 other staff members;
- Supervised the completion of a \$6.1 Billion S.I.G. II;
- Engaged in the work around curriculum development and implementation;
- Led the writing of and received a S.I.G. III grant awarded in the amount of \$3.1 million dollars;
- Implemented the work of Bruce Wells and Laura Lipton around coaching principals and teachers;
- Implemented the work of Data Wise School Improvement Process and
- Instructional Rounds; and



## C. Michael Robinson, Jr., Ed.D.

██████████ • Thibodaux, Louisiana ██████████  
██████████  
██

### Curriculum Vitae

#### Objective

---

As a forward-thinking, transformational, strategic, methodical, and data-driven leader, I seek the position of Superintendent of Schools for East Baton Rouge Parish. Having worked in urban, suburban, and rural school districts of varying sizes and socio-economic situations, I am a leader who believes in equity and access for all scholars, inclusive of employees. As Superintendent of Schools, I will utilize my knowledge and skills, as a former superintendent, to support the board's vision and to move the school district forward. In my quest for excellence, I will effectively and clearly communicate high expectations for academic growth for all students to enhance teaching and learning that produces results.

#### Education

---

**Educational Leadership (Ed.D.)** Argosy University - Sarasota, Florida - June 2004  
**Educational Leadership (Ed.S.)** Argosy University - Sarasota, Florida - September 2003  
**Educational Leadership (M.S.)** Troy State University - Atlanta, Georgia - July 2002  
**Elementary Education (B.A.)** Southern University - New Orleans, Louisiana - December 1996

#### Credentials and Certifications

---

2016	Arbinger Institute <i>Leadership and Self-Deception</i> – Trainer
2016	University of Texas of the Permian Basin - Superintendent Certification – Texas
2013	AASA Principal Mentor

#### Professional Experience

---

<b>Senior Executive</b> Burns – Van Fleet – Houston, Texas	March 2020 – Current
---	----------------------

- Assist with superintendent coaching and support;
- Assist with performance audits; and
- Assist with transition reports

<b>Senior Associate</b> BRP Associates - Jonesboro, Georgia	November 2018 – Current
--	-------------------------

- Developing, implementing, and providing leadership development training for principals;
- Providing feedback and coaching for principals; and
- Supporting principals around culture and climate, instructional leadership, and overall school management.

## **C. Michael Robinson, Jr., Ed.D.**

██████████ • Thibodaux, Louisiana ██████████  
██████████  
██

### **Superintendent of Schools**

June 2016 – June 2018

Pine Bluff School District (PBSD), Pine Bluff, Arkansas

- Supervised system budget of \$44,930,065.33, inclusive of Title I, Title II, Special Education;
- Led a district of 9 schools and centers consisting of approximately 3,800 diverse students and approximately 700 employees; and
- Conducted program evaluations for all schools.

### ***Accomplishments:***

- Established community, student, parent, and teacher advisory groups to build consensus, re-establish the district's culture and climate, and to complete the *Blue Print for Excellence – the Strategic Plan*;
- Maintained a consistent budget of \$5.8 million for two budget cycles (years) without declining to avoid fiscal distress and the possibility of state take over;
- Created a STEAM and Entrepreneur elementary school to provide students and parents with choice to avoid further loss of students in an already declining enrollment district;
- Created an Early Learning Center for K – 1 to address early literacy where only 13% of the 3<sup>rd</sup> graders were reading on grade level;
- Developed a district literacy plan to improve reading scores that also included the successful implementation of Freedom Schools, Project Lead the Way (PLTW), and A.V.I.D, which resulted in a 5% increase in reading scores across the system and 1-4 grade level increases for 120 students in the Freedom Schools Program;
- Implemented Data Wise School Improvement Process, Instructional Rounds, and Collaborative Planning that helped to build school and district leader capacity in order to impact achievement and teacher performance, resulting in an overall 3% increase in reading on the state's assessment after my first year as superintendent;
- Working with the board, the district was removed from the State of Arkansas's academic distress list of failing schools in my first year as superintendent;
- Implemented Student Intervention Team (S.I.T.)/Response to Intervention (R.T.I.) process, including Classroom Dojo, Restorative Practices, and Positive Behavior Intervention Strategies (P.B.I.S.), in order to address suspensions and decrease discipline across the district; and
- Hired a Technology and Innovation Teacher to provide technology support to teachers around the 5E Lesson Plan and Google Classroom resulting in an increase of 30% of our teachers actively using technology within lesson integration during my first year as superintendent.

### **Instructional Director**

October 2013 – May 2016

**(position equivalent to an assistant superintendent)**

Prince George's County Public Schools (PGCPS), Upper Marlboro, Maryland

**Original position was Director of Priority and Turnaround Schools**





## **C. Michael Robinson, Jr., Ed.D.**

██████████ • Thibodaux, Louisiana ██████████  
██████████  
██

improving attendance, and to increase graduation rates.

- Supervised and led the writing of the Pay-for-Performance Plan (financial incentive pay for teachers based on scholar performance) to increase scholar achievement;
- Created an accountability system for school-wide attendance and discipline
- Transformed the the Career, Technical, and Agricultural Education (CTAE) and Special Education Departments for efficiency and productivity;
- Initiated and implemented Parent University and organized a Parent-Teacher-Student Organization (PTSO) to increase parent participation and engagement; and

### **Middle School English Teacher**

Fulton County Public Schools, Atlanta, Georgia

August 2001 – May 2002

### **Intermediate/Middle School Teacher**

Alief Independent School District, Houston, Texas

August 1999 – May 2001

### **Elementary/Jr. High School Teacher**

Lafourche Parish School Board, Thibodaux, Louisiana

November 1996 – May 1999

### **Professional Certificates**

---

- **Louisiana (Superintendent Eligible 2018) (Teaching - Elementary Grades 1 – 8) (#C159514 – 5/9/2018 - 5/9/2021) – Valid;**
- Texas Superintendent (EC – 12; 9/21/2018 – 6/30/2021) and Principal Certification (EC – 12; 3/8/16 – 6/30/21) – Valid;
- Missouri Educator’s Certificate (Superintendent K-12 [12/06/2018 – 12/06/2022]; Principal K-8 [12/06/2018 – 12/06/2117]; Elementary Education 1 – 6 [12/06/2018 – 12/06/2117]) – Valid;
- Michigan School Administrator and CO License (Elementary and Secondary Administrator and CO) (#SA000000981079 - 11/13/2018 – 06/30/2023) – Valid;
- Illinois Educator License: (#2432407 PEL 1/2/2019 – 6/30/2024) K-12 Superintendent, Principal, Teacher Leader; 5 – 8 General Science, Language Arts, and Social Science; K – 9 Self-contained General Education;
- Ohio Superintendent License (ID#OH3338479 7/1/2019 – 6/30/2024; Issued 7/19/2019 Certificate #:21747887) – Valid;
- Virginia Division of Superintendent License 7/1/18 – 6/30/2028 #DS-0601364; Virginia Postgraduate Professional License (Teaching and Administration Pre-k-12) 7/1/2019 – 6/30/2029 #PGP-0688555
- Arkansas Educator Certificate (Superintendent) 5/11/2016 - 2/31/2020 – Valid;
- Maryland Educator Certificate (Administrator I/II; Elementary Education 1-6; Middle School) {APC – Admin. I/II; Superintendent – 16-4822} 7/1/2018 - 6/30/2023 – Valid;
- Georgia Leadership Certificate {#436618 L7} (P – 12; Superintendent) (Grades P – 5; Middle Grades 4 – 8 Science, Social Studies, and Language Arts) 7/1/2015 - 6/30/2020 – Valid;





