

# *Tracy L. Wright, Ed.D.*

Upper Marlboro, MD.

## **Education:**

- *The University of Southern California (USC), Urban Superintendent's Academy*, May 2021
- *The George Washington University, Doctor of Education Administration and Policy Studies*, June 2014
- *Trinity University, Master of Science, Educational Administration/School Leadership*, May 2001
- *Howard University, Master of Social Work, Community and Organizational Management/Dev.*, May 1998
- *Howard University, Bachelor of Science, Communication Sciences & Disorders*, May 1996

## **Awards/Career Highlights:**

### **CEO (Paul Public Charter Schools)**

- Developed and implemented initiatives that resulted in the following student achievement improvements:
  - 41% increase in 9th grade on track metrics.
  - 35% increase in the percentage of students meeting the “College Readiness” marker on AP assessments.
  - Movement of the organization’s high school’s tiering rating from Tier 2 to Tier 1

### **Chief of Staff (Chavez Public Charter Schools)**

- Led the Network-wide transformation for a group of charter schools that was in “Charter Warning” status upon arrival. In the six years subsequent to assuming management of the academic, operational and leadership development programming, the Network moved out of “Charter Warning” status, the charter was renewed, accreditation was awarded and the following awards/ designations have been received:
  - US News and World Report recognition as a “Silver Medal School” (Capitol Hill Campus-2015). This designation was awarded to only 20% of the high schools in the District of Columbia and nationwide.
  - State Department of Education recognition as Reward and Rising tiered schools (2012- 2016)
  - State Department of Education recognition for three consecutive years for the highest growth in ELA and/or math for the District’s high schools
  - State Department of Education recognition for second highest growth amongst all schools in ELA and Math for one of the District’s two high schools
  - Public Charter School Board recognition for the redevelopment/redesign of one of the District’s middle schools which led to the award of Tier 1 status for three consecutive years
  - Public Charter Board recognition for the redevelopment/redesign of the District’s high schools leading to the attainment of a Tier 1 ranking status
  - Received designation as one of America’s Most Academically Challenging High Schools (2013, 2014 and 2015- DMV area)
  - Awarded FOCUS recognition (2015) for Closing the Achievement Gap, Serving Special Education Students and Overall Academic Growth/Performance

### **Principal (DCPS)**

- Most improved Division 3 School (2004)
- Highest overall gains on the DCCAS assessment (Division 3- 2004 and 2005)
- Platinum Standard in Special Education Award 2003/2004, 2004/2005, 2005/2006, 2006/2007
- Selected as a District Mentor Principal (2004/2005 and 2006/2007)

### **Teacher (DCPS)**

- Ward 7 Outstanding Teacher of the Year (SY 2000)
- Parents United Exemplary Teacher Award (SY 1999)

## **Professional Experience:**

### **Paul Public Charter Schools**

**January 2017 to Present**

#### ***CEO of Schools***

- Maintain alignment between all programs and the overall vision, mission, and core values of Paul PCS.

- Lead the Executive Leadership Team in developing, maintaining, and enhancing all aspects of Paul PCS to ensure positive outcomes for students and a strong, collaborative professional culture.
- Supervises direct reports in a manner that promotes success, efficiency, and on-going development. This includes effective delegation; training, development, and support of staff; establishing performance requirements; and evaluating staff supervised.
- Consistently plans for efforts to achieve the strategic outcomes of all aspects of organizational health and growth, including but not limited to academics, child development, health and wellness, support services, organizational stability, and financial strength.
- Maintain alignment between the school's mission/vision and the policies and strategic direction of Paul's Board of Directors.
- Provides leadership in all areas of teaching and learning: curriculum, data analysis, and professional development.

### **Cesar Chavez Public Charter Schools**

**October 2009 to November 2016**

**Chief Academic Officer and Chief of Staff:** Responsible for school improvement, organizational management, compliance, leadership development, professional learning, and principal/home office staff supervision in a system of secondary schools

#### ***Chief of Staff Duties and Responsibilities (in conjunction with CAO duties listed below)***

##### **Strategy, Vision and Leadership**

- Advised the CEO and other key members of senior management on strategic planning, financial planning, budgeting, facilities management and policy matters.
- Led the development of the organization's strategic operating plan, goals and objectives.
- Maintained continuous lines of communication, keeping the CEO informed of all critical issues.
- Represented the organization externally, as necessary.

##### **Team Development/Leadership**

- Oversaw, directed, and organized the work of the academic, compliance, technology, talent acquisition and recruitment teams.
- Promoted a culture of high performance and continuous improvement that valued learning and a commitment to quality and service.
- Established and monitored staff performance and training for the organization, which included the development goals, assignment of accountabilities, conducting of annual performance appraisals, and recommendations for salary adjustments.

##### **Operations**

- Upgraded and implemented an efficient system of policies, internal controls, budget management standards, and procedures.
- Instrumental in planning, coordinating, and executing the annual budget process in collaboration with the CEO and CFO.
- Improved administrative and operational functions such as departmental budget management, recruitment and hiring, student recruitment and enrollment, grant application/award processing, data use across all departments, etc.

##### **Education Team Management**

- Led and supervised the District's Academic Team including all Content Directors, Principals, Specialists, Managers and Coordinators (40+ members).
- Delivered positive results on academic goals and objectives, by identifying key initiatives in the areas of curriculum, assessment and professional development.

### **New Leaders**

**July 2007 to January 2010**

#### ***Executive Leadership Coach***

- Developed and implemented the course of study for DCPS and Charter School Resident Principals
- Provided direct oversight for a division of New Leaders principals and instructed them on how to manage and enact their school's instructional programs against targeted school improvement strategies.

- Collaborated with school leaders and their leadership teams to create short and long-term instructional and school improvement plans toward the realization of the school's achievement goals
- Assisted school leaders in identifying practices to improve instruction throughout the school including professional development opportunities
- Identified, tracked, and assessed school data to diagnose school performance and drive ongoing school improvement.
- Implemented multi-year strategic plan for building school & principal leadership teams capacity and provided support in key areas, including (1) interim assessments, (2) instructional observation and supervision, (3) school culture, and (4) leadership team development.
- Guided principals in their navigation of the political landscape to ensure they were able to readily access the resources of the community and school district.

### **Trinity College**

**May 2007 to May 2009**

#### ***Adjunct Professor, Master of Educational Administration Program and Master of Counseling Program***

- Administered instruction in Master level courses focusing on current issues facing school leadership and school counseling
- Evaluated extensive writing projects for content, style and accuracy
- Identified guest speakers to enhance and diversify the educational experiences offered within each class

### **District of Columbia Public Schools**

**August 1996 to June 2007**

#### ***JC Nalle Community Elementary School, Principal (2003-2007)***

- Appointed to lead the turnaround efforts of this school; Led all operations of this school of 560 students and 70 staff
- Collaborated with all stakeholders in the school community to transform JC Nalle; utilized research-based best practices in school reform
- Increased student achievement in both English and Math, increased attendance, and decreased suspensions
- Developed and led a community school approach to reform that became the model for the district
- Introduced the use of data to drive instruction and created a school-wide common assessment system
- Initiated the implementation of a new math curriculum, writing program, and reading program

#### **Additional positions held in the District of Columbia Public Schools (1996-2003):**

- *Abram Simon Elementary School (Superintendent's Appointment to Transformation School), Assistant Principal (SY 2001-2003)*
- *Marion P. Shadd Elementary School (Superintendent's Appointment to Reconstituted School), School-Based Social Worker (SY 1999-2001)*
- *Marion P. Shadd Elementary School, Head Start Classroom Instructor (SY 1998-1999)*
- *Teach for America Assignment-- James G. Birney Elementary School, Fourth Grade Classroom Instructor (SY 1996-1998)*

### **Consultation and Leadership Development Experience**

- **Kipp Schools (2011-2015)**- Provided consultation services and coursework for the National Kipp School Leaders' Program.
- **Research for Better Teaching (2007-2015)**- National consultant providing professional development to leaders and teachers around high impact strategies to improve student outcomes.
- **Massachusetts Secondary School Administrator (2013-2014)**- Delivered "High Expectations Teaching" and "Cultivating Critical Thinking" courses to secondary school administrators across the state.
- **District of Columbia Public Charter School Board (2007-2010)**- Provided consultative services to assigned schools in the areas of governance and instruction; conducted quality school reviews and subsequent action plans.
- **Office of the State Superintendent (Washington DC) (2008)**- Provided consultative services to the State as they worked to design support model for the Districts "Turnaround" public and charter schools.

### **References**

- Available upon request