

FROM STRATEGY TO IMPLEMENTATION

Selected School Improvement & Leadership Impact

I help schools and education organizations turn priorities into practice by strengthening leaders, instructional systems, evidence use, and the routines that sustain improvement.

FOCUS	CAPACITY	EVIDENCE	SYSTEMS
Clarify the work that matters now.	Develop leaders who can carry the work.	Use data to determine the next move.	Build routines that survive beyond one leader.

SELECTED DOCUMENTED SYSTEM OUTCOMES

+17% Grades 3-8 ELA proficiency East Feliciana	+9.6 pts Grade 3 ELA proficiency Bedford County	+15% School letter-grade ratings Vicksburg Warren	>2x HS proficiency gains vs. state growth Sumner County
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Across rural, urban, suburban, district, charter, and juvenile-justice education settings, the throughline is consistent: define the priority, build adult capacity, create an evidence-to-action rhythm, and establish systems that make improvement repeatable.

K-12 EXECUTIVE LEADER | SCHOOL IMPROVEMENT STRATEGIST | LEADERSHIP DEVELOPMENT DESIGNER | AUTHOR

WHAT I BUILD • Strategic roadmaps + 90-day execution • Leader development + instructional coaching • Evidence-to-action accountability systems • Operating routines that sustain improvement	WHERE THE WORK LANDS • District + charter systems • School improvement + turnaround • Leadership pipelines + professional learning • Complex and alternative education settings
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The gap is rarely information. The gap is implementation.

PROOF ACROSS SYSTEMS

Improvement is not one program. It is an operating discipline.

The examples below show the same execution principles applied across different organizational contexts.

EAST FELICIANA PARISH SCHOOLS

Chief Academic Officer / Executive Director, School Improvement & Instructional Services

LEADERSHIP MOVE

Implemented targeted, ongoing professional learning communities for principals and teacher leaders while leading curriculum, instruction, assessment, school improvement, and leadership support.

SYSTEM OUTCOMES DURING TENURE

- Grades 3-8 ELA proficiency increased 17%.
- Graduation rates increased 12%.
- Dual-credit enrollment increased 25%.

BEDFORD COUNTY SCHOOLS

Director of Curriculum & Instruction | 16 schools | 9,080 students

LEADERSHIP MOVE

Led districtwide curriculum, instruction, professional learning, assessment, and school-improvement systems; designed systemwide learning for 700 certified employees.

SYSTEM OUTCOMES DURING TENURE

- District achieved a Level 5 accountability rating.
- 33% of schools reached the state's highest accountability level.
- Grade 3 ELA proficiency advanced 9.6 points.
- Teacher adoption of evidence-based practices increased 20%.

VICKSBURG WARREN SCHOOL DISTRICT

Director of Curriculum, Instruction & Technology Integration | 16 schools

LEADERSHIP MOVE

Mentored principals and leadership teams, strengthened PLCs, restructured high-school instructional pathways, and directed professional learning for 835 certified employees.

SYSTEM OUTCOMES DURING TENURE

- School letter-grade ratings increased 15%; the number of A-rated schools increased 14%.
- Four-year graduation rate increased 5.89 percentage points.
- CTE and career-academy enrollment increased 12%.

RECENT HIGH-SCHOOL ACCELERATION

At Sumner County Schools, one-year proficiency gains across high-school tested subjects outpaced state growth by more than 2x and positioned the district above state averages in six of seven tested subjects.

EXECUTION + APPLIED PROOF

Building the conditions that make improvement sustainable

The strongest evidence is not a framework by itself. It is the system around the framework: priorities, routines, ownership, evidence, and follow-through.

SYSTEMS + OPERATIONS LEADERSHIP

Multi-School Public Charter Network | Tennessee

- Directed state-level operations, governance, compliance, talent systems, and organizational support across four schools serving nearly 1,000 students with a \$12M budget.
- Built and developed leadership teams that contributed to 80% teacher retention.
- Achieved a Meets Standards organizational rating and a 100% food-and-nutrition audit rating while strengthening operating systems across the network.
- Managed grant-funded implementation and compliance associated with Tennessee Best for All School recognition and measurable student-growth outcomes.

LEADERSHIP DEVELOPMENT IN PRACTICE

F.A.S.T. 4-Week Leadership Accelerator

State Juvenile Justice School System | Two Cohorts | 2025-2026 | Anonymized Public Case

- Delivered two full four-week cohorts across two consecutive years for school/system leaders and instructional leaders.
- Applied the same four-lever model across leadership levels while adapting practice, coaching, data use, and follow-through to each role group.
- Cohort 1: 4 of 4 final-survey respondents rated confidence in leading instructional improvement at 4 or 5/5; all reported applying F.A.S.T. tools.
- Cohort 2: all 11 final-survey respondents rated growth at 4 or 5/5 and reported changes in walkthroughs, data-targeted planning, and instructional coaching.

Public case is anonymized because the underlying engagement reports are confidential; only aggregate, de-identified evidence is used.

INTELLECTUAL PROPERTY + LEADERSHIP SYSTEMS

AchieveNow

Four leadership capacities: Emotional, Instructional, Change, Sustainability.

F.A.S.T.

Focused Leadership, Actionable Instructional Coaching, Strategic Data-Driven Decisions, Transformational Systems for Sustainability.

Emotional Leadership

Practice-Capacity Matrix™, Accelerator™, coaching tools, and 30-day transfer cycle.

EXECUTIVE SCALE

16

schools in district systems led

9,000+

students across multiple district roles

835

certified employees in a systemwide PD portfolio

\$44.7M

academic budget oversight

School Improvement | Leadership Development | Instructional Systems | Executive Strategy | Implementation

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