

Dr. Leadriane Roby

EDUCATION & CREDENTIALS

Western Michigan University, Doctorate of Philosophy K-12 Educational Leadership, Research and Technology Dissertation: <i>Teachers' Sense of Professional Practices as a result of Mentoring</i>	2012
Saint Mary's of Minnesota, K-12 Educational Licensure	2000
Saint Mary's of Minnesota, Master of Arts Education Administration	1998
University of Minnesota, Bachelor of Science Elementary Education	1993
Minnesota Department of Education Grades 1-6, Elementary Education License K-12 Principal's Administrative License Superintendent's Administrative License	2010-present

PROFESSIONAL EXPERIENCE

Richfield Public Schools, Richfield, Minnesota **2014-current**
Assistant Superintendent

I provide leadership to a racially, culturally and economically diverse mid-sized suburban district of 4,300 students. I serve as a member of Executive Cabinet Leadership team and I am responsible for creating and modeling a culture of high expectations and providing ongoing systemic support for leaders addressing needs across the organization. I create environments to leverage data, proactive communication to achieve the district's mission. Provide transformational leadership to develop and assess educational reform, ensuring successful curricular implementation across academic programming. I supervise and evaluate principals and directors. I also provide collaborative leadership in areas of Teaching and Learning, Strategic Planning, Human Resources (HR), Business Administration, Communications, Student Support Services, Targeted Services, Informational Technology, Educational Equity and Community Education to achieve the mission of the district.

Significant Contributions:

- Led two successful referendum campaigns (2015, 2017). Passed four (4) questions with 75% voter approval. Resulted in increased funding by \$450 per student and an inflationary increase. Added \$89 million in bonds for capital facility improvements
- Provide oversight for seven buildings grades, 4,300 students in grades preK-12. RPS is 70% Students of color, 65% of student receive Free/Reduced lunch, and there are over 35 languages spoken across district
- Lead 21st Century Beacons After-School Grant (9 million) for school district
- Lead Grow-Your-Own Pathway Grants I and II (153K) for school district
- Led initial launch of Quality Compensation for Teachers (Q-Comp), including professional development, financial resources for continued teacher growth
- Lead Professional Learning Communities, all curricular areas including implementation of content-specific adoptions, career pathways and preK-12 vertical curriculum alignment, multiple college and business partnerships, accelerated learning (gifted and talented) programs

- Responsible for all statewide grants and federal programs, including Title funding, Achievement and Integration Grant (1.3 million), Alternative Delivery of Specialized Instructional Services (ADSIS) for school district
- Responsible for launching voluntary pre-kindergarten (VPK) to increase school readiness, Increased district enrollment by 8%
- Responsible for launching district-wide Social-Emotional Systems of Support districtwide
- Responsible for full implementation of teacher evaluation system. Worked collaboratively with Human Resources, building principals, union and teacher leaders to ensure training
- Responsible for launch of Health Resource Center to provide access to all, reducing barriers to receiving health services
- Lead District and Teacher MOA Steering committee for workload, strategic planning
- Facilitate visionary change for secondary redesign initiatives at middle and high school sites, which has allowed more flexibility, expanded learning opportunities and access to advanced courses as well as a later start time aligning our schools to best practice research for adolescent development
- Led our alternative high school redesign to allow greater access. This school has been co-located on a community college campus ensuring continued post-secondary experiences for non-traditional students
- Led career pathways work and equitable Gifted/Talented Access identification for greater access
- Provide consultation at the district level through staffing plans, compensation, benefits, training and development, budget, and labor relations
- Co-led work to increase fund balance from 2.5% to 12% and improved Moody's bond rating (A to A+ to AA-) by analyzing every dollar, expenditure codes and realigning resources

Minneapolis Public Schools, Minneapolis, Minnesota

2013-2014

Assistant Associate Superintendent

The superintendent requested that I serve in a dual role of assistant associate superintendent while serving as a building principal. Directed, coordinated and supervised five (5) additional school sites. Provided high-level mentoring and professional development of principals.

Significant Contributions:

- Provided comprehensive support for school turnaround implementation for schools within my portfolio
- Modeled excellence, leveraged data to drive systematic change for student achievement
- Provided leadership to building principals and assisted with aligning vision, site goals and processes
- Worked closely with school leaders to implement innovative reforms aligned with district priorities
- Used data and indicators of student achievement, school and district performance, teacher and principal effectiveness to inform, define and assess the effectiveness of implementation strategies
- Provided feedback on performance management and related measures for school improvement
- Led principal PD utilizing Framework of Consortium of Essential Schools
- Provided direct staff support to the superintendent and School Board of Education

Minneapolis Public Schools, Minneapolis, Minnesota

2010-2014

PreK-8 Principal

Provided instructional leadership of a dynamic school for pre-kindergarten through 8th grade students. Defined comprehensive measures to ensure opportunities that promoted achievement for students, including Homeless/Highly Mobile, citywide PH/D (Physical Health Disabilities) and Transitional Dual Language Programs.

Significant Contributions:

- Initiated and implemented successful Professional Learning Communities based upon student assessment data (formative, summative) and Focused Instruction (aligned instruction) protocols, progress monitoring to advance curriculum and instruction and build capacity
- Led planning, assessment, analysis and feedback to inform instructional practices using Danielson's Standards of Effective Instruction (SOEI) and the 5 Dimensions of Teaching and Learning

- Cultivated relationships with business and community stakeholders, including partnerships with Children's Dental Services, The University of MN-LEAD Peace, MN Reading Corp, City of Lakes AmeriCorps, Target Corporation, Hennepin County Judges and Attorneys (EVERYBODY Wins), the Minnesota Vikings, and Northside Achievement Zone (NAZ) which was awarded a \$28 million Promise Neighborhood Grant as a result of collaboration with partner schools
- Led Instructional Leadership Team (ILT) and data teams to assess needs and student achievement

Covert Public Schools, Covert, Michigan

2006-2010

PreK-5 Principal

As building principal, I facilitated the implementation of district's curriculum and school leadership teams; coordinated district's school improvement process, Title programs and other district and building initiatives. I provided professional development and training for teachers and support staff. Implemented and created summer school, after-school and extended day programs for students. During my tenure as principal (both as the MS/HS principal, and later as the elem. principal), the school(s) increased the level of proficiency as measured by MEAP (Michigan Educational Assessment Program) in mathematics, literacy, and science.

Significant Contributions:

- Created partnership for extended learning program with district's parent organization and Van Buren County Library which supported literacy access for families
- Led the Great Start Readiness Program (GSRP) to support access for early childhood and transition to preK
- Led/co-created the Southwest Michigan Alliance of Black School Educators Annual Professional Seminar

Covert Public Schools, Covert, Michigan

2001-2006

6-12 Principal

I facilitated the development of shared strategic vision of the district. Led and organized professional development for teachers and support staff; created a teacher-mentoring program with the purpose of supporting human resource capital within the district, which resulted in greater retention of new teachers. I launched a path for non-traditional students to recover their educational careers and prepare them for post-secondary opportunities. I created programs, focused on student success, improved academic growth, and reduced predictability of achievement by race. As evidenced by significant increases on MEAP assessments and awarded a bronze medal from *U.S. News and World Report* (2006).

Significant Contributions:

- Increased overall on-time graduation rates, developed college pathway and scholarships resulting in \$1 million dollars in awards (including in-state and national scholarships)
- Led district to partnership with Red Arrow Athletic Conference to provide greater exposure of student athletes
- Developed student mentoring program that offered greater support of secondary students
- Created partnership with the Michigan Coalition of Essential Schools that expanded the professional development experiences of licensed staff

Minneapolis Public Schools, Minneapolis, Minnesota

2000-2001

Assistant Principal

Implemented academic goals and instructional vision as directed by building principal. Led Site Leadership Council, assisted principal with classifying and organizing information used in decision making; established procedures, monitored projects to meet deadlines; created academic, specialists and lunch schedules for day and after-school programs.

Minneapolis Public Schools, Minneapolis, Minnesota

1999-2000

Success for All (SFA) Coordinator

Provided professional development and training for teachers and support staff. Ensured staff implemented SFA curriculum; managed SFA benchmark assessments, monitored and provided support for SFA classrooms. Led implementation site visits for John Hopkins University Consultants.

Minneapolis Public Schools, Minneapolis, Minnesota

1993-1999

Sixth/Third/Second Grand/Inclusion Teacher

Implemented grade level curriculum and assisted students in transition (area middle schools and/or special needs students within the general curriculum), differentiated instruction, assessments to measure learning targets and next steps for instruction; collaborated and co-taught science and social studies curriculum for PALS (Program and Language Support) students.

CAREER and PROFESSIONAL SERVICE

Search Committee for College of Education Chair/St. Catherine University	2019-present
Association of Metropolitan School Districts Member (AMSD)	2017-present
Girls on the Run Board Member	2017-present
Minnesota Association of School Administrators (MASA)	2015-present
The Sheridan Story Board Member, Chair of HR oversight	2015-present
Richfield District Curriculum Advisory Chair	2015-present
African-American Leadership Forum Education Workgroup Chair	2013-2018
Minnesota Aspiring Superintendents Academy	2015-2017
Minneapolis Public Schools (MPS) Equity Leadership Team	2012-2014
Minneapolis Public Schools Contract Negotiation Team	2012-2014
Race and Social Justice Initiative/MPS Leadership Team	2011-2014
Northside Achievement Zone School Anchor Leader	2010-2014
SWMABSE/MASB Conference Planning Advisory Board	2008-2010
Western Michigan University Leadership Academy Mentor	2001-2010

PRESENTATIONS

National Alliance of Black School Educators, Board Relations
Reimagine Minnesota/AMSD
Minneapolis Promise Neighborhood Institute
Minneapolis Beacons Network/Principal's Forum
Extended Day Programs and Partnerships
College Readiness Presentation and workshop series
Literacy is the key: Bridging the Gap
Michigan State University: High School Principals Forum

CONTINUING EDUCATION

Center for Educational Leadership
Minnesota Humanities Center
Origins' Responsive Classroom
National Urban Leadership Training Institute
Promise Neighborhood Institute
Courageous Conversations Summit
Michigan Coalition of Essentials Schools Project

ORGANIZATIONAL AFFILIATIONS

Minnesota Association of School Administrators
National Alliance of Black School Educators
National Association of Elementary Principals
Delta Sigma Theta Sorority, Incorporated
