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EDUCATIONAL BACKGROUND

- 1989 **Doctorate of Education, Ed.D.**
 Area of Concentration: Educational Administration
 Northern Illinois University, DeKalb, Illinois
- Dissertation: Management and Labor perceptions of Integrative and Distributive
 Bargaining Behaviors in Illinois Public Schools
- 1979 **Master of Education, Educational Administration**
 Northern Illinois University, DeKalb, Illinois
- 1977 **Bachelor of Science, Elementary Education**
 Northern Illinois University, DeKalb, Illinois

PROFESSIONAL EXPERIENCES

- 2010 – Present **President**
 ABS Enterprise, Ltd., Broomfield, Colorado
- Independent consulting firm specializing in training, organizational development, and
 school improvement. Demonstrated expertise in long-range planning,
 implementation, and evaluation of all aspects of the Professional Learning
 Communities model.
- 1996 – 2010 **Superintendent of Schools**
 Kildeer Countryside Community Consolidated School District 96
 Buffalo Grove, Illinois
- Responsible for all aspects of District operation with special emphasis on planning
 and organizational development. Facilitated community wide visioning process,
 completed external audits of the District's facilities, facilitated successful collective
 bargaining agreements, led successful building referendum campaign, and initiated
 transformation of the instructional program. Among other honors, District 96 was
 recognized as a Best Practice PLC School District by APQC, awarded three National
 Blue Ribbon Awards and achieved more than ten consecutive years of improved
 levels of student achievement and national recognition for excellence.

1990 – 1996

Superintendent of Schools

Mount Prospect Public School District 57

Mount Prospect, Illinois

Responsible for all aspects of District operation with special emphasis on personnel and long range planning, Developed system of multi-year planning models for District finances, facilities, enrollments, staffing patterns and curriculum review. Facilitated development of community wide Mission Statement, negotiated multi-year contract with teachers, participated in referendum campaign for new buildings, and instituted site based budgeting system. Member district of the First in the World Consortium.

1985 – 1990

Assistant Superintendent of Instruction

Kildeer Countryside Community Consolidated School District 96

Buffalo Grove, Illinois

Responsible for development, implementation and evaluation of K-8 instructional program including standardized testing, curriculum review cycle, staff development, and federally funded and state mandated programs. Developed administrative evaluation system, conducted inservice for Board of Education, and participated as a member of the District 96 bargaining team in 1986 and 1990.

1985 – 1985

Principal, Willow Grove Elementary School

Kildeer Countryside Community Consolidated School District 96

Buffalo Grove, Illinois

Responsible for supervision of all aspects of the building including evaluation of certified and non-certified staff, preparation of building budget, scheduling of facilities, assignment of staff, implementation of curriculum, and monitoring of special education programming and home/school relations.

1981 – 1984

Elementary Curriculum Supervisor

Palatine Community Consolidated School District 15

Palatine, Illinois

Responsibilities included clinical supervision of teachers and curricular support to elementary principals in all facets of the K-6 instructional program. Specific district-wide curricular responsibilities included supervision and evaluation of district-wide microcomputer and science programs.

1977 – 1981

Classroom Teacher, LRC Director, Steeple Run Elementary School

Naperville Community Unit School District 203

Naperville, Illinois

As a grade 2/3-classroom teacher, developed residential outdoor education program, participated on district-wide science committee, and was head freshman basketball coach at Naperville Central High School. Coordinated district wide expenditure of Title IV-B funds for 19 private and public schools.

PROFESSIONAL ACTIVITIES

- 2008 Juror, Brock International Prize in Education. Member of selection committee charged with the responsibility of choosing the Brock Laureate for 2009. Oklahoma University, Norman, Oklahoma.
- 2008 District Participant, USDE Doing What Works Math Critical Foundations website. Site devoted to identifying school districts engaged in “best practice” work in algebra.
- 2008 District Participant, American Productivity & Quality Center (APQC) “Best Practice District” Benchmarking Study. Projects funded by NSDC and the GE Foundation to identify and highlight “best practice” districts working on the implementation of Professional Learning Communities.
- 1998 Member, ISBE School Construction Grant Committee. Ad Hoc committee of superintendents invited to work with the State Superintendent of Schools and oversee implementation of the Construction Grant program authorized by HB452.
- 1997 Member, Leadership in Accountability and Quality Assurance Initiative (LAQA). A statewide network of school districts sponsored by the Illinois State Board of Education.
- 1996 Participant, Motorola Leadership Development Institute (LDI) level I. Completed leadership training program under auspices of Motorola University.
- 1992 Participant, Motorola Learning Leadership Team Training. Completed leadership training program under auspices of Motorola University.
- 1991 Chairman, Mount Prospect Cultural Trust Cooperative. Local organization responsible for promoting the arts with special emphasis on raising public and private monies to fund a fine and performing arts auditorium.
- 1989 Leadership Analyst for Administrators Academy, Illinois State Board of Education. Completed training program and received certification to conduct principal development and clinical activities that qualify for the required administrative inservice strand.
- 1989 Chairman, Personnel Committee of the Lake County Educational Service Center’s Strategic Planning Process. Responsible for developing long range staffing plans for the service center.
- 1989 Negotiator, Woodridge Elementary School District 68. Assisted with collective bargaining process as outside facilitator for Win-Win negotiations in Woodridge Elementary District 68.

PUBLISHING: PUBLISHED BOOKS AND ANTHOLOGIES

- 2016 *Concise Answers to Frequently Asked Questions in a Professional Learning Community at Work.* Bloomington, Indiana, Solution Tree, (In Press, Publication scheduled for Spring, 2016)
- 2016 *Learning By Doing: A Handbook for Professional Learning Communities at Work – 3RD Edition.* Bloomington, Indiana, Solution Tree, (In Press, Publication scheduled for Spring, 2016)
- 2015 *Leverage-Using PLCs to Promote Lasting Improvements in Schools.* Thousand Oaks, California, Corwin Press, 2015
- 2011 *Aligning School Districts as PLCs_* - Bloomington, Indiana, Solution Tree, 2011
- 2010 *Learning By Doing: A Handbook for Professional Learning Communities at Work – 2nd Edition.* Bloomington, Indiana, Solution Tree, 2010
- 2008 *The Collaborative Teacher, Teacher Talk: How Collaboration Gets to the Heart of Great Schools.* Bloomington, Indiana, Solution Tree, p. 56 – 75, 2008
- 2006 *Learning By Doing: A Handbook for Professional Learning Communities at Work.* Bloomington, Indiana, Solution Tree, 2006

PUBLISHING: PUBLISHED ARTICLES

- 2016 Coaching 2.0: Shift the Focus to Collaborative Teams. TEPSA News, Vol. 73 (5) September/October, 2016.
- 2016 A Guaranteed and Viable Curriculum is Not a Proper Noun. TEPSA News, Vol. 73 (4) August, 2016.
- 2016 The Power of Professional Learning Communities to Disrupt Inequity and Ensure Learning for All. TEPSA News, Vol. 73 (3) May/June, 2016.
- 2016 Rethinking the Purpose of Pre-Assessments. TEPSA News, Vol. 73 (2) March/April, 2016.
- 2016 Pathways for Coaching PLCs. TEPSA News, Vol. 73 (1) January/February, 2016.
- 2015 Connoisseurs of Interactive Tools and Strategies; How Teams Use Process to Achieve Results. TEPSA News, Vol. 72 (6) November/December, 2015.
- 2015 The Trust Dividend: High Trust Relationships Produce Big Dividends for Collaborative Teams. TEPSA News, Vol. 72 (5) September/October, 2015.
- 2015 Clarifying Roles and Responsibilities. TEPSA News, Vol. 72 (4) August 2015.
- 2015 Focus; A state or condition permitting clear perception and understanding. TEPSA

News, Vol. 72 (3) May/June, 2015.

2015 Structures: The Building Blocks of Collaboration TEPSA News, Vol. 72 (2) March/April, 2015.

2015 Double Duty Data: Understanding the Dual Roles of Using Data in a PLC. TEPSA News, Vol. 72 (1) January/February, 2015.

- 2014 Are We Making a List or Delivering on a Promise - The Unintended Consequences of Believing All Standards are Equal. TEPSA News, Vol. 71 (6) November/December, 2014.
- 2014 In Celebration of Teaching Geeks. TEPSA News, Vol. 71 (5) September/October, 2014.
- 2014 Why Professional Learning Communities Are More Relevant Than Ever. TEPSA News, Vol. 71 (4) August 2014.
- 2014 Reflective Audits Focus School Improvement-A Case Study of One School's Journey Towards Becoming a PLC. TEPSA News, Vol. 71 (3) May/June, 2014.
- 2014 S.O.A.P. Notes-A Tool to Promote Reflective Dialogue About Student Learning. TEPSA News, Vol. 71 (2) March/April, 2014.
- 2014 Prioritizing the Standards Using R.E.A.L. Criteria. TEPSA News, Vol. 71 (1) January/February, 2014.
- 2013 Reject the Soft Bigotry of Low Expectations. TEPSA News, Vol. 70 (6) November/December, 2013.
- 2013 Stop Micromanaging Teams. TEPSA News, Vol. 70 (5) September/October, 2013.
- 2013 Look for the Leverage Points. TEPSA News, Vol. 70 (4) August 2013.
- 2013 Engagement Precedes Alignment. TEPSA News, Vol. 70 (3) May/June, 2013.
- 2013 All Together Now: Special and Regular Educators Prosper in PLCs. TEPSA News, Vol. 70 (2) March/April 2013
- 2013 Protocols: A Powerful Prescription for Professional Learning. TEPSA News, Vol. 70 (1) January/February, 2013
- 2012 Building Collective Capacity: A Defining Moment in Schools. TEPSA News, Vol. 69 (6) November/December, 2012
- 2012 More Than Wishful Thinking: Using Hundred Day Plans to Achieve School Goals. TEPSA News, Vol. 69 (5) September/October, 2012.
- 2012 Harness the Power of Teacher Leadership. TEPSA News, Vol. 69(4) August 2012.
- 2012 The Stars are in Alignment: The Importance of Aligning Tactics, Strategies, and Goals. TEPSA News, Vol. 69(3) May/June 2012
- 2012 Inspire a Lasting Commitment to Learning. TEPSA News, Vol. 69(2) March/April 2012
- 2012 The Tumbleweed Turnaround: Leading a Culture of Learning. TEPSA News, Vol. 69(1) January/February 2012

- 2011 Take Me Out To The Ballgame. TEPSA News, Vol. 68(6) November/December 2011
- 2011 Reports From The Precinct Captain: Using Results to Drive School Improvement. TEPSA News, Vol. 68(5) September/October 2011
- 2011 Buy A Dog: Confronting Toxic Behavior in Your School. TEPSA News, Vol. 68(4) August 2011
- 2011 A Thousand Conversations. TEPSA News, Vol. 68(3) May/June 2011
- 2011 An Authentic Results Orientation. TEPSA News, Vol. 68(2) March/April 2011
- 2011 The Need For Speed. TEPSA News, Vol. 68(1) January/February 2011
- 2010 Slip Sliding Away. TEPSA News, Vol. 67(6) November/December 2010
- 2010 It Depends on the Time of the Day. TEPSA News, Vol. 67(5) September/October 2010
- 2010 The Secret to Success. TEPSA News, Vol. 67(4) August 2010
- 2010 What Matters Most – Using Power Standards to Create an Operational Definition of What is Essential. TEPSA News, Vol. 67(3) May/June 2010
- 2010 A Balanced and Coherent System of Assessment. TEPSA News, Vol. 67(2) March/April 2010
- 2010 It's Not Pixie Dust, It's Protocols. TEPSA News, Vol. 67(1) January/February 2010
- 2009 What's On Your Refrigerator Door? TEPSA News, Vol. 66(6) November/December 2009
- 2009 Get Off Your 'But' – Responding to Resisters. TEPSA News, Vol. 66(5) September/October 2009
- 2009 Making Diamonds: Top Down Pressure and Bottom-up Support. TEPSA News, Vol. 66(4) August 2009
- 2009 Make Time For Collaboration. TEPSA News, Vol. 66(3) May/June 2009
- 2009 Three Rules Help Manage Assessment Data. TEPSA News, Vol. 66(2) March/April 2009
- 2009 A Rose by Any Other Name. TEPSA News, Vol. 66(1) January/February 2009: p. 7.
- 2008 Districts Speak With One Voice: Clarity and Coherence Come From Professional Learning Communities. The Journal of The National Staff Development Council, Volume 20(3), p. 28 – 32, Summer, 2008

- 2007 Reality Check: Clarify Your Current Reality with an Audit of PLC Practices. National Forum of Educational Administration and Supervision Journal, Volume 24(1), p. 21 – 28, 2006-07
- 2006 Matching Classroom Instruction with Common Assessments. TEPSA Journal, 6 – 8, Summer, 2006
- 2006 A Steadily Flowing Stream of Information Gives Teachers Much-Needed Data. Journal of The National Staff Development Council, Volume 27 (1) 46 - 51, Winter, 2006
- 2006 The Top 10 List of Frequently Asked Questions About Common Assessments. TEPSA Journal, 32 – 33, Winter, 2006
- 2004 Flying Kites – The Principal’s Leadership Role in a Professional Learning Community. Instructional Leader, Volume 17 (5) 6 – 10, 2004
- 2004 The Myth of the Hundredth Monkey. Instructional Leader, Volume 17 (4) 1 - 11, 2004
- 2003 The Parable of the Blind Squirrel. The School Administrator, Volume 60 (5) 10, May, 2003
- 1991 Collective Bargaining in Illinois Public Schools: The Inflated Mythology of Adversarial Bargaining. Journal of School Business Management, Volume 2 (4) 35 – 48, 1991
- 1990 Management and Labor Perceptions of School Collective Bargaining. Journal of Collective Negotiations, Volume 19 (4) 283 – 296, 1990

CONSULTING AND PRESENTATIONS

- 2004 - Present Author and Consultant. Author of more than 50 articles and books. Presenter at over 800 local, state, national, and international workshops, conferences and institutes. Primary focus of work: Leadership, Organizational Improvement, and all aspects of implementing Professional Learning Communities.
- 1990 Presenter, Illinois School Board Association and NICE Conferences. Topic: “Debunking the Mythology of Adversarial Bargaining.”
- 1988 Presenter, North Cook Educational Service Center. Topic: “The development of dual district assessment systems in reading, math, and science.”
- 1988 Presenter, Illinois IERA Conference, Peoria, Illinois. Topic: “A grassroots response to the reform mandates in assessment and school improvement.”
- Pre-1988 Presenter at various workshops including Triple I Conference, Itasca, Illinois, Early Prevention of School Failure Conference, Peotone Illinois; Indiana State Reading Conference, Indianapolis, Indiana; Clinton Public Schools, Clinton, Iowa.

COMPETITIVE GRANT APPLICATIONS

- 1987 Illinois State Board of Education Innovative Programs Grant Entitled, "Developing Dual District Assessment Systems, A Model Program." Total award \$21,500 dollars.
- 1986 Illinois State Board of Education Fine Arts Grant entitled, "Developing an Integrated Fine Arts Curriculum. A Staff Development Model." Total award \$6,500 dollars.
- 1985 Chapter II mini-grant entitled, "Word Processing Instruction at the K-5 Level." Total award \$2,000 dollars.

PROFESSIONAL RECOGNITION

- 2008 Recipient: Those Who Excel Award. Illinois State Board of Education
- 1991 Recipient: Outstanding Young Alumni Award. College of Education, Department of Leadership and Educational Policy Studies, Northern Illinois University

CERTIFICATES

Standard Elementary Teaching Certificate (K-8)
General Administrative Endorsement (K-12)
Superintendents Endorsement (K-12)

REFERENCES

Available upon request.