

Dr. Robyne Thompson

- Letter of Interest
- Application
- Resume'
- Official Transcript of Terminal Degree

Robyne Thompson

To whom it may concern:

It is with great interest that I am applying for the Superintendent of Huntsville Public Schools. I feel that this position is an excellent fit with my professional goals, experience, skills and knowledge.

I have served for over two years as the Superintendent for East Lansing Public Schools. In addition, I previously served for two years as the Assistant Superintendent/Executive Director of Secondary Education in Ann Arbor, and for thirteen years as a building administrator in Utica Community Schools. I hold K-12 Administrative Certification and Central Office certifications, and have maintained an active Michigan teaching certificate. Moreover, I am currently enrolled in the Michigan Association of School Administrators Horizon Leadership Academy for the fall of 2017, which will lead to an endorsement from Michigan Association of School Administrators.

As an instructional and growth-oriented leader, I bring a unique set of skills and knowledge to this position, including:

- Seventeen years of administrative experience at both the building level and central office level;
- Knowledge of Multi-Tiered Systems of Support (MTSS);
- Strong professional relationships with many other administrators across the state and the nation;
- Substantive Positive Behavioral Interventions and Supports (PBIS) knowledge, experience and skills;
- Current knowledge and professional learning strategies to use with faculty to make decisions, examine programs and systems, and analyze data and for other purposes;
- The ability to facilitate group work, problem-solve, make informed decisions and follow through with commitments;
- The ability to develop partnerships with the community;
- I possess the skills to be a good listener, and be responsive to the needs of the educational community at large - be it teachers, administrators, parents, students as well as central office; and
- I possess the skills to motivate and empower others to perform at their very best.

In my present position as Superintendent in East Lansing Public Schools, I support and evaluate seven building principals and four cabinet members. I led the charge to switch to the SchoolAdvance model this year for both cabinet-level and building administrators for evaluation purposes. In selecting SchoolAdvance, I worked collaboratively with administration to select an evaluation tool that had been proven effective through research and evidence.

We are a very diverse school community, with an enrollment of a little over 3,600 students, with 68.9% of whom are from Economically Disadvantaged backgrounds. 60% of our student body is White, 17% is African American, 8.24% is Latino, and 8% is Asian. We boast a 92% graduation rate. East Lansing High

School continues to be ranked as a Silver Medal School by U.S. News and World Report. We are also a member of the Minority Student Achievement Network (MSAN).

In my role as Superintendent, I oversee operations of all seven schools in the district. Currently, we have four cabinet members in our cabinet, which requires a significant amount of job sharing and collaboration. This close collaboration has offered me the opportunity to coordinate professional development as well as the development of curriculum initiatives that are K-12. I oversee a \$35 million dollar budget, and am proud to say that we have a balanced budget as well as a 7% fund balance. In my role, I also serve at the District Director for A.V.I.D. (Advancement Via Individual Determination), which is a college readiness system that has been instituted in the District since I came here as a means to address the opportunity gap in our more rigorous course offerings. I have also worked closely with the implementation of the East Lansing Strategic Plan and the Achievement gap Elimination work.

I am also actively involved in community partnerships, which has led me to become a member of the East Lansing Rotary and The L.I.N.K.S., a board member of East Lansing Educational Foundation, and to forge a number of partnerships with Michigan State University.

Overall, I would describe my leadership style as transformational. I am able to adapt my leadership style to meet the needs of the situation and the particular group that I am working with at any given time. Courage, tenacity, patience, honesty and integrity are also but a few of the characteristics of a strong educational leader I possess, in addition to all of the characteristics previously stated in this letter.

At your convenience, I would like to discuss how I can contribute to the mission and vision of Huntsville Public Schools. I can be reached at 586-744-0920 or robynethompson@sbcglobal.net

Respectfully,

Robyne Thompson

Alabama Association of School Boards Online Application

Thompson, Robyne -

Date Submitted:

Personal Data

Name: Dr. Robyne Thompson
 (Title) (First) (Middle Initial) (Last)

Other name(s) under which transcripts, certificates, and former applications may be listed:

Other: (Title) (First) (Middle Initial) (Last)

Email Address:

Postal Address

Permanent Address

Number & Street:

Apt. Number:

City:

State/Province:

Zip/Postal Code:

Country:

Daytime Phone:

Home/Cell Phone:

Present Address (until 06/2017)

Number & Street:

Apt. Number:

City:

State/Province:

Zip/Postal Code:

Country:

Phone Number:

Employment Desired

Closed Vacancy Desired:

JobID: 207

Administration: Superintendent of Huntsville City (Alabama) at Huntsville City

Date Last Submitted

12/8/2016

Experience in Similar Positions

3 years

Experience

Please list ALL relevant work experience beginning with the most recent.

Current or Most Recent Position		Employer Contact Information			
East Lansing Public Schools Superintendent		509 Burcham East Lansing, MI 48823 517-333-7426		Nathaniel Lake, Jr. 517-862-6948 natelaker@gmail.com	
Date From - Date To:	07/2014 - 06/2017 (Total Yrs: 3)	Full or Part Time:		Last Annual Salary:	138,000.00
Reason for Leaving:	I would to build upon my talent and expertise on student achievement and equity.				
May we contact this employer?	No				
Responsibilities/Accomplishments at this Position	<p>Provide Executive leadership in an Award winning school district. Responsibilities include oversight of a \$3 2million budget</p> <p>Supervision of 12 administrators and 273 staff, seven schools (five elementary, one middle and one high school. During my tenure Reading proficiency has increased, I have instituted Pre-Ap programming at the high school. Implemented Advancement Via Individual Determination (A.V.I.D..) which is a college readiness system for children in the academic middle. Math proficiency has also improved K-12. Our average ACT composite score is 22</p> <p>Developing capacity for principals is a major focus.</p> <p>I have implemented Building wide Title I for the neediest elementary in the district.</p> <p>I have started a Teacher Advisory Group to ensure that teachers voice are being heard on key instructional decisions.</p> <p>I began a Superintendent Advisory group, so that student voices can be heard.</p> <p>87.2% of our high school students who took AP exams scored a three or higher.</p> <p>East Lansing High School continues to be recognized as a Silver Medal School by U.S. News and World Report.</p>				

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Date Submitted:

Experience Continued

Responsibilities/ Accomplishments at this Position continued... Negotiated a three year contract with the East Lansing Education Association Increased number of AP exams taken from 500-700 (high school enrollment of 1,100) High School has been removed from Focus School Status Oversight of the Strategic Plan Implemented Restorative Justice practice across the district to reduce the number of out of school suspensions and referrals for all students, but in particular for boys of color. MTSS and PBIS implemented district wide Successful partnerships with Michigan State University Implemented a District Equity Plan Developed a parent complaint/concern process Work collaboratively with Intergovernmental agencies. Developed a Board of Education/Superintendent Communication Plan
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Previous Position Held		Employer Contact Information			
Ann Arbor Public Schools Assistant Superintendent for Secondary Education		State Street Ann Arbor, MI 48104 734-545-4642		Dr. Patricia Green 1-201-325-6077	
Date From - Date To:	07/2012 - 06/2014 (Total Yrs: 2)	Full or Part Time:	Full	Last Annual Salary:	123,000.00
Reason for Leaving:	Pursue Superintendent position				
May we contact this employer?	Yes				
Responsibilities/ Accomplishments at this Position	Vertical alignment of curriculum Oversight of all secondary programs including Career and Technical Education Evaluated eleven administrators Co-location of alternative education programs Implementation of IB program at middle and high school Ongoing monitoring and updating of the strategic plan Ongoing monitoring of the achievement gap elimination plan Managed multi-million dollar budget Member of superintendent's cabinet Member of superintendent's Blue Ribbon Advisory Committee Served on the Assessment Advisory Committee Served on the contract negotiations team Member of the Minority Student Achievement Network (MSAN) Monitored compliance with the District Wide and Building level equity initiatives. Presented at publicly televised BOE meetings				

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Thompson, Robyne -

Date Submitted:

Experience Continued

Previous Position Held		Employer Contact Information			
Utica Community Schools Principal		11303 Greendale Sterling Heights, MI 48103 586-797-1000		Richard Machesky 1-248-823-4000 rich.machesky@gmail.com	
Date From - Date To:	08/2004 - 07/2012	Full or Part Time:	Full	Last Annual Salary:	123,000.00
Reason for Leaving:	Accept position in Ann Arbor				
May we contact this employer?	Yes				
Responsibilities/Accomplishments at this Position	<p>Increased MEAP scores Consistently made Adequate Yearly Progress (AYP) District Director of A.V.I.D. Advancement Via Individual Determination which is a research based program to reach the students in the academic middle and assist them in attainment of the skills necessary to be admitted to and be successful in college. Community outreach with the Chaldean American community. I worked closely with the civic and religious organizations to improve parental engagement with the Chaldean Community. My dissertation topic was "Chaldean Americans and Parental Involvement" which was done to increase my understanding of the cultural norms so that I could better serve the student in my building. I also held meetings at the local apartment complexes to reach out to the African American parents in my community. Served on the superintendent's cabinet Cluster Chair Co-Chaired the Diversity Committee Served on the Accountability Committee that authored the benchmarks for success in Utica</p>				

Previous Position Held		Employer Contact Information			
Utica Community Schools Assistant Principal		11303 Greendale Sterling Heights, MI 48103 586-797-1000		Sue Meyer 1-248-652-3752	
Date From - Date To:	08/2000 - 06/2004	Full or Part Time:	Full	Last Annual Salary:	87,000
Reason for Leaving:	Accepted position as Principal				
May we contact this employer?	Yes				
Responsibilities/Accomplishments at this Position	<p>Hiring and evaluating teachers Brought about a change in the culture of the building Responsible for discipline Supervised and evaluated custodial staff Oversaw IEP's</p>				

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Date Submitted:

Experience Continued

Previous Position Held		Employer Contact Information			
Mount Clemens Junior Academy Junior Academy Principal		Cass Avenue Mount Clemens, MI 586-469-6100		Dr. T.C. Wallace 1-248-688-6291	
Date From - Date To:	08/1997 - 06/2000	Full or Part Time:	Full	Last Annual Salary:	75,000
Reason for Leaving:	Accepted position in Utica Schools				
May we contact this employer?	Yes				
Responsibilities/Accomplishments at this Position	Supervised and evaluated all teaching staff Budget Oversaw all aspects of the Junior Academy Attended training with the Edison program Discipline				

Education History

* Degree Type	Ph.D.
* Name of Institution	Oakland University
* Field of Study	Educational Administration
* Year Conferred or Expected	2004

* Degree Type	Ed.S.
* Name of Institution	Eastern Michigan University
* Field of Study	Educational Administration
* Year Conferred or Expected	1999

Degree Type	Master's
Name of Institution	Northeastern State University
Field of Study	Higher Education/Business
Year Conferred	1981

Degree Type	
Name of Institution	
Field of Study	
Year Conferred	

Degree Type	
Name of Institution	
Field of Study	

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Education History continued

Year Conferred

Statement

Tip: Use your word processor to copy and paste in your answers. Copy your answers from the word processor and then hit CTRL+V for PC or OpenApple+V for Mac to paste.

1. What personal characteristics define an excellent administrator?

The characteristics that define an excellent leader include the ability be an instructional leader. In that role it is imperative that the leader have the expertise in using data to inform and drive instructional. It is also important that he/her be a good listener, empower others to reach their full potential and have a growth mindset. The leader must also understand and respect diversity within the staff and student body and embrace those differences. An excellent administrator must also understand finance, and keep abreast of the political landscape in education both locally and nationally and how it impacts education. Lastly, one of the key characteristics of an excellent administrator, is that he or she keep children at the forefront of everything they do.

2. From your point of view, how important is technology in education? What technology-related skills can you contribute to a school district?

It is important to leverage technology to meet the growing demands of students who are interested in advanced placement offerings. Technology opens many opportunities for student that may not be available otherwise, particularly as districts are facing tough budget decisions. It is imperative in today's global society that administrators have the ability to tailor student learning with different needs, interests and learning styles. Technology allows schools to offer flipped classrooms, blended learning and an array of online options for students. Technology also allows for credit recovery through the use of software such as E2020 or enrichment through software such as ALEKS (math) or Successmaker, READ 180 and System 44 to name a few. The use of technology allows the teachers to enhance and enrich their practice with additional support for students. Technology has changed the role of the teacher to being more of a facilitator of learning. It is important that as we move to the NGSS standards MStep and NWEA to name a few, that we embrace modern technology. Technology supports the learning process and allows for many forms of data retrieval , ongoing progress monitoring and disaggregation of student data. Technology allows for collaboration amongst staff and administration. Technology also allows for the reallocation of resources during these very difficult economic times.

Referrals

How did you hear about employment with us?

www.K12JobSpot.com

Disclosures

Contract Status

* Are you currently under contract?

Yes

If Yes, when does it expire?

06/2017

When may your present employer be contacted?

not until offer considered

Professional Status

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Disclosures continued

* Have you ever been dismissed, asked to resign a position or resigned to avoid termination? No

If Yes, explain:

* Have you ever had a teaching certificate or teaching license revoked or suspended? No

If Yes, explain:

* Do you have any relative(s) working in the school system? No

Name:

Position:

Relationship:

Legal Information

Please note: Applicants are not obligated to disclose sealed or expunged records.

* Are you eligible to work in the United States? Yes

* Have you ever pled guilty or nolo contendere to or been convicted of a felony or misdemeanor? No

If yes, explain, giving dates:

Please Note: A conviction will not necessarily bar you from employment. Facts, such as date of occurrence and rehabilitation will be considered. This information will be used only for job-related purposes and only to the extent permitted by applicable law.

* Have you ever had any indicated finding of child abuse filed in your name? No

If yes, explain, giving dates:

* Does your name appear on any Sex Offender Database in any state or country? No

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Applicant's Acknowledgment and Agreement

By checking the box below, candidate authorizes the school district to conduct an investigation of candidate pursuant to The School Code to determine whether candidate has been convicted of any criminal or drug offenses as set forth in such statute, and, upon request, agrees to execute an investigation authorization form as a condition for candidate's employment. The School Code also stipulates that the School District perform a check on the Statewide Sex Offender Database. Candidate may not be employed unless such investigations have been initiated.

I certify that the information given by me in this application is true in all respects, and I agree that if the information given is found to be false in any way, it shall be considered sufficient cause for denial of employment or discharge. I authorize the use of any information in the application to verify my statement, and I authorize past employers, all references and any other person to answer all questions asked concerning my ability, character, reputation, and previous employment record. I release all such persons from any liability or damages on account of having furnished such information.

I, Robyne Thompson, agree to all of the terms above.

☒ I agree

Career Achievements

Describe your educational philosophy.

My educational philosophy from the perspective of a superintendent contains five major tenets, those tenets are:

1. Community engagement
2. Accountability
3. Student voice
4. Communication
5. High expectations and academic rigor for all

Parent involvement and community engagement in the lives of children is paramount, whether it is engaging at the building level, supporting their children at home or just supporting the mission and vision of the school district. As the district leader however, we must be willing to meet parents where they are. That may mean holding meetings in non-traditional settings such as an apartment complex, community center or hosting a Popsicle playdate for example. We must also engage our community at large in the conversation about school. Engaging the business community for example can prove very beneficial in supporting the mission and vision of the school district.

Secondly, along with parent and community involvement, comes communication. As the world of communication changes so rapidly, it is imperative to keep up with the technological world when communicating with parents. That may mean using, Twitter, Facebook, Instagram as well as eblasts and email to name a few. It is important to communicate well and often. Transparency and accuracy are important to me as the superintendent. It is my belief that we have to tell our story as often as we can.

I believe strongly in student voice. Many times decisions are made that impact educational outcomes for young people, without consideration for their viewpoint. I feel it is important to bring students into the conversation when planning a bond, programming, day to day issues and other items. I have found student voice to be powerful in improving the climate and culture in a district.

As I reflect upon the tenets of my philosophy, I have to contemplate why, community engagement, accountability, student voice, communication and accountability are so vital. Parents entrust us with their children, and it is our moral imperative to ensure that we do our utmost to ensure that their children are having a high quality educational experience that prepares them to successful in a competitive way. "The children are our future."

What leadership skills and traits would you bring to this position?

The leadership skills and traits that I would bring to this position are:

1. Being a change agent
2. A transformational leadership style
3. The ability to be a good listener
4. A strong instructional background
5. The ability to bring people together for the common good
6. Student centered leadership

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What leadership skills and traits would you bring to this position?

7. An understanding of the culture of poverty and how it impacts educational outcomes
8. The ability to use data to inform and drive instruction
9. Visionary leadership
10. Expertise in equity work relative to student achievement

List your major career accomplishments.

Attainment of my Ph.D. in four years while working fulltime
Raising scores of all students on standardized tests through good core instruction.
Successful implementation of Advancement via Individual Achievement at East Lansing High.
I am the first women superintendent that has been appointed to lead the district.
Increased graduation rates from 90-92%
Cooperation with a National Equity Initiative with Lead Higher.

List honors and awards you have received during your career.

The Robert Ritau Award for GPA as a post bachelors degree
Macomb County Peacemaker Award
Nomination as Superintendent of the Year for 2016

List the professional organizations of which you are or have been a member.

American Association of School Administrators (AASA)

Minority Student Achievement Network (MSAN)
American Association of University Women (AAUW)
Michigan Association of School Administrators(MASA)
Horace Mann Honor Society
Urban League of Tulsa

List the community activities you are involved in.

East Lansing Rotary
East Lansing/Lansing L.I.N.K.S.
Young Women for Change

What is your current base salary?	138,000
How many employees report directly to you?	12
How many employees are you responsible for?	300

Superintendent Certificate

* Do you hold an Alabama superintendent certificate?	No
If yes, please provide your social security number for verification purposes.	
If you do not hold an Alabama superintendent certificate, are you eligible for one? (You may call the Alabama Department of Education at 334-242-9700 to verify)	Yes
* Do you hold a superintendent certificate in another state?	Yes

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Date Submitted

Superintendent Certificate continued

If yes please complete the following:

State:

Michigan

Certificate Number:

AD0002053

Expiration Date:

06/30/2018

ROBYNE M. THOMPSON, PhD

CURRICULUM VITA

PROFESSIONAL EXPERIENCE

2014-Present

Superintendent

East Lansing Public Schools, East Lansing, Michigan (3,600 students)

Executive Leadership in an Award Winning School District serving 3,700 students in seven schools, including five elementary, one middle and one high school. The student population is 58% White and 16.5% African American, with 7.8% Asian, 9.0% Latino and 7.3% Multi-racial. Over 31% of the students are eligible for free or reduced lunch and 272 students are English Language Learners speaking over 40 different languages.

East Lansing Public Schools is a high performing district located near Michigan State University. Responsibilities include a \$35 million budget, supervision of 12 administrators and 275 staff, seven schools (five elementary, one middle, and one high school)

- Raised expectations and increased academic rigor by establishing school accountability measures and data driven decision making to drive school improvement.
- District was selected to join National Equity Initiative known as Lead Higher. This initiative seeks to enable schools to be fully reflective of their racial and economic diversity at the highest levels.
- Continuous involvement with Minority Student Achievement Network (MSAN).
- Instituted Honors programming at the high school.
- Implemented Advancement Via Individual Determination (AVID) at the high school.
- Improved math proficiency in elementary and middle school from 2014-15 by implementing rigorous math program.
- Graduation rates increased from 90% to 92% with the use of a \$15,000.00 Early Warnings grant that was awarded to the district.
- Improved district ACT composite score from 21 to 22.4.
- Developed capacity for principals to use data and drive instruction for intervention for student achievement.
- Implemented Building-wide Title one program at one elementary building.
- Instituted Superintendent Advisory Board for Students to hear student voice.
- Instituted Teacher Advisory Board.
- Increased participation in Advanced Placement classes.
- 87.2% of Students who took AP exams scored 3 or higher.
- Increased number of AP exams given from 500-700 in one year.
- East Lansing High School is a Silver Medal School according to U.S. News and World Report.
- Increased School of choice enrollment resulting in 17 additional FTE.

- East Lansing High School removed from the Focus School list though targeted instruction.
- Aligned Elementary Math Curriculum.
- Numerous partnerships with Michigan State University.
- Developed and implemented a concern/complaint process for the district.
- Designed and implemented a communication process for members of the Board of Education and Superintendent.
- Negotiated 3 year contract with teachers union.
- Instituted Restorative Justice at secondary level, resulting in a significant reduction in out of school suspensions.
- Instituted Multi-Tiered Systems of Support (MTSS) practices district wide.
- Targeted use of PBIS district wide, resulting in a reduction of office referrals and suspensions at the elementary and secondary level.
- Worked collaboratively with the Leadership team to develop a District Equity Rubric.
- Instituted Data Team Process to drive and inform instruction.

2012 – 2014

Assistant Superintendent/Executive Director for Secondary Education

Ann Arbor Public Schools, Ann Arbor, Michigan (16,000 students)

- Supervised, monitored, and directed all aspects of the District's Secondary Education Program.
- Developed curriculum to improve student achievement at the secondary level.
- Directed, supervised, and evaluated secondary administrators.
- Communicated and supported the District's mission by participating in the Strategic Plan.
- Reviewed grant proposals supporting District initiatives and Strategic plan.
- Served as member of Superintendent's Cabinet and all other special committees as assigned.
- Presented at televised School Board and District meetings.
- Provided curriculum leadership for District Department Chairs.
- Annually reviewed and revised Code of Conduct to reflect policy changes.
- Worked to develop an effective and comprehensive District In-service and professional development plan.
- Worked with Legal Counsel to update current policies to ensure compliance with federal mandates and laws concerning secondary education.
- Supervised the Athletic Directors.
- Participated in Student Disciplinary/ Suspension Hearings.
- Managed the Secondary Education yearly budget.
- Administered the District testing program for Secondary Education.
- Acted as liaison to designated community agencies and groups having an interest in schools.
- Directed the development of the Student Services Guides.
- Supervised Rising Scholars Program.
- Developed template for implementation of personalized learning plans.

- Worked collaboratively with the Center for Educational Outreach at University of Michigan.
- Planned and developed the staffing configuration for secondary programs in conjunction with Human Resources.
- Coordinated the development of curriculum maps and common assessment for the middle and high schools.
- Served on district negotiation teams.
- Managed program review/planning and development of Career and Technical Education.

2004 – 2012

Utica Community Schools-Sterling Heights, Michigan

Principal Jeannette Junior High School, Sterling Heights, Michigan

Utica Community Schools

2000 – 2004

Assistant Principal

Mount Clemens Junior Academy, Mount Clemens, Michigan

1998 – 2000

Principal

EDUCATION

Doctor of Philosophy	Oakland University Major: Educational Administration	2004
Education Specialist	Eastern Michigan University	1999
Master of Arts	Northeastern State University Major: Higher Education/Business	1984
Bachelor of Science	Northeastern State University Major: Business Administration Minor: Finance	1981

CERTIFICATIONS

Michigan State Secondary Professional Certification: Business Education GX 7-12

Vocational Business (VB) 7-12

Elementary and Secondary Administration Certification K-12 (ES)

Central Office (AC) Certification

Teacher Certification	Eastern Michigan University Major: Business Education	1996
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Ruby Payne Trainer Certification 2006 "Understanding the Culture of Poverty"

HONORS

Peacemaker Award 2004 Macomb County, Michigan

Robert A. Ristau Post Baccalaureate Award-Eastern Michigan University

Delta Pi Epsilon-Honor Society for Business Educators

PROFESSIONAL MEMBERSHIPS

Minority Student Achievement Network (MSAN)

Horace Mann Honor Society

American Association of University Women

Association for Supervision and Curriculum Development

East Lansing Rotary Club

East Lansing/Lansing L.I.N.K.S.

Ann Arbor Homebuilders

Michigan Association of School Administrators (MASA) Region Six

American Association of School Administrators

American Association for Curriculum and Development

Board Member of the East Lansing Educational Foundation

PUBLICATION

Thompson, R. (2004). *An Examination of Chaldean American Parents' Involvement in their Children's Education*. Unpublished Doctoral Dissertation. Oakland University, Rochester, Michigan.