

# BRAD M. MORGAN

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## Professional Goal

To serve as a superintendent where I can leverage my experiences and training to promote a culture where the expectation is that all students will succeed.

## Licensure

Licensure Number: 329586

Areas: Superintendent/Assistant Superintendent

## Education

Certificate of Advanced Graduate Studies - Candidate  
Educational Leadership Northeastern University  
Boston, Massachusetts 02120

Master of Education - 1995  
Curriculum & Instruction University of Massachusetts  
Lowell, Massachusetts 01854

Bachelor of Arts - 1994  
History University of Massachusetts  
Lowell, Massachusetts 01854

## Employment History

**Principal (Merged District)**  
July 2010-Present

**Essex Technical High School**  
Hathorne, Massachusetts 01937  
**North Shore Technical High School**  
Middleton, Massachusetts 01949

## Professional Responsibilities

- Carried out the duties and responsibilities of the Superintendent from July 2015 – October 2015
- Served on the building committee and played an active role in the design of Essex Technical High School
- Opened a new \$135 million building and new regional/state agricultural school district through the merging of three high schools, which now offers both a rigorous college-preparatory academic program and 24 technical programs
- Instituted a comprehensive student orientation program for freshman and transfer students from our 17 member districts and students from an additional 30-40 Massachusetts communities
- Crafted professional development opportunities to merge the staff and students from three high schools
- Assisted in the merging of three different teacher contracts (2 AFT/1 MTA) and the negotiation process of a unified contract
- Assisted in the development of our FY 15, 16, 17, 18, and 19 budgets that ranged between \$25-\$28 million
- Supervise a staff of over 300 professionals and 1,460 students
- Assisted in formulating relationships with both North Shore Community College and UMass Amherst - Stockbridge School of Agriculture to provide our students with early-college opportunities
- Assisted in the development of a 5-year strategic plan in collaboration with the Massachusetts Department of Elementary & Secondary Education using their Planning for Success model
- Worked with central office administration and district counsel to update the school committee policy manual and aligned the high school handbook to the policy manual
- Worked with CTE Directors, Facilities Manager, Farm & Grounds Manager, and the Technology Director to create a 5-year capital improvement plan for instructional equipment, plant operating systems, and space needs

- Formed district emergency procedures in collaboration with local police and fire departments as well as with NEMLEC/STARS
- Served as a trainer for A.L.I.C.E./Active Shooter Response
- Instituted the first project-based learning experience for students that will combine 5 of our career and technical areas and 1 academic elective in the rejuvenation of our campus pond and nature trail
- Instituted a 1:1 iPad initiative for students and staff
- Successfully implemented the New Educator Evaluation process with union leadership and provided extensive training for all educators and evaluators in the new program
- Work closely with CTE Directors, Co-op Coordinator, Advisory, and Workforce Investment Board to ensure that our CTE programs and both current and relevant to the needs of the North Shore labor market
- Assisted in the development of an in-house CTE Program Evaluation process that is done in collaboration with instructors in each CTE program
- Directly supervise the Special Education Director, Technology Director, Academic Director, Facilities Manager, Farm & Grounds Manager, and all building-based administrators
- Directly consult with both labor and special education counsel when the need arises
- Instituted an Instructional Rounds Pilot group in cooperation with Dr. James McDermott and Dr. Thomas DelPrete from Clark University
- Implemented the Writing with Colors Program in 2010 which increased our ELA MCAS Advanced + Proficiency rating by 28 percentage points
- Implemented departmental chapter/unit/trimester common assessments to increase student and teacher data points and departmental consistency
- Implemented initial assessments in English and Mathematics at the beginning of the year to obtain real-time data and a baseline for all students upon entry
- Annually recognized as an MCAS Commendation School and have maintained Level 1 Status in a district with a "high needs" population more than double the state average

***Principal***

July 2005-June 2010

***John W. McDevitt Middle School***

Waltham, Massachusetts 02452

**Professional Responsibilities**

- Implemented a new 35-period middle school schedule after three years of extensive planning
- Implemented the Collective Responsibility Initiative at the middle school level
- Changed the format for the learning center delivery to a focus of reinforcement and re-teaching
- Assisted with the 2006 Educational Quality Assurance Audit of the Waltham Public Schools
- Chaired monthly Leadership Team meetings
- Chaired all Special Education and Section 504 meetings as well as Manifestation Determination meetings
- Handled the recruitment, hiring, and dismissal process of faculty and staff
- Met regularly with the WEA President to maintain open lines of communication and a healthy, collaborative relationship
- Served as a Middlesex County NEMLEC STARS Team Member (2006-2008)
- Designed and administered grade-level formative assessments in ELA and Math with my school-based MCAS Analysis Teams

***Assistant Principal***

July 2003-June 2005

***West Middle School***

Andover, Massachusetts 01810

***Assistant Principal***

July 2001-June 2003

***Marblehead Middle School***

Marblehead, Massachusetts 01945

***Social Studies Teacher***

September 1994-June 2001

***Parker Middle/Chelmsford High School***

Chelmsford, Massachusetts 01824

## **Additional Leadership Experience**

### ***Consultant/Trainer***

July 2014-Present

### ***Teachers 21***

Newton, Massachusetts 02459

- Develop and deliver single day workshops and multi-day institutes to school districts in the areas of educator evaluation, strategic planning, student transitions, student engagement, the growth mindset, and teacher rounds

### ***Independent Consultant***

July 2011-Present

### ***Massachusetts Association of Vocational Administrators & Association of Career and Technical Education***

- Conducted professional development workshops regionally for the Massachusetts Association of Vocational Administrators and nationally for the Association for Career & Technical Education in the areas of professional expectations, teacher rounds, educator evaluation, and literacy integration

### ***Consultant***

July 2010-June 2016

### ***Department of Elementary & Secondary Education***

Malden, Massachusetts 02148

- Served as a PARCC Educator Leader Cadre Member
- Served as an English/Language Arts Curriculum Advisor

### ***Adjunct Professor***

September 2016-Present

### ***Endicott College***

### ***Van Loan Graduate School of Education***

Beverly, Massachusetts 01915

- Teach Instructional Strategies, Curriculum & Assessment, and Supervision & Evaluation in the graduate program at the Van Loan School

## **Professional Memberships**

- Massachusetts Association of School Superintendents (MASS)
- Massachusetts Secondary School Administrators' Association (MSSAA)
- Association for Supervision & Curriculum Development (ASCD)
- Harvard University Graduate School of Education Principals' Center

## **Activities**

- Chelmsford Swim & Tennis Club - Board of Governors