

August 3, 2018

Dear Board Member,

Please accept this correspondence as my letter of application for the role of Chief Executive Officer with Einstein Charter Schools. The mission of Einstein Charter Schools is to promote academic excellence in teaching and learning through the integration of mathematics and science in interdisciplinary curricula and to promote the ideals and habits of lifelong learning among all stakeholders; is directly aligned with my philosophy of education. I truly believe that my experiences align to this mission undeniably.

As you will note by my enclosed resumé, I have eighteen years of service in urban education. My career in urban education began as a special education teacher. Later, I was encouraged to explore school leadership. In doing so, my personal mission has been to close the opportunity-gaps that exist for youth in underserved communities. Whether launching new schools, lifting schools out of failing status, improving results for special education learners or English Language Learners - my personal mission has been my driving force and motivation.

My leadership centers on trust. Moreover, promoting a culture of listening, teamwork, compassion, and ethics are at the core of my belief system. In order for Einstein Charter School's stated mission to continue to impact academic and social-emotional achievement - Einstein's programs, structures, norms, and values must be operationalized in a way that is ethical yet transformative. To that end, I have the experiences as well as the social-entrepreneurial mindset necessary to support Einstein Charter School's goals. With a social-entrepreneurial mindset, I have successfully engaged in the development of external funding by launching profitable new schools, organizing fundraising efforts, securing grants, and maximizing student recruitment growth and attendance.

I am currently a doctoral candidate at Columbia University, Teachers College in New York City. My mix-method research interest will examine the school-to-prison pipeline for African American males. Additionally, the district level focus of this doctoral program emphasizes leadership for development of policies, systems, structures, human capacity, labor relations, conflict resolution, cultural competence, fiscal prudence, equity, adult growth, and youth achievement. My graduate studies in urban education leadership as well as my undergraduate studies in sociology with an urban studies concentration also informs my leadership.

Your review of my letter of interest, resumé, and supporting documents will be most appreciated. I look forward to discussing the role of Chief Executive Officer with you further. Please contact me if there is any additionally information you require.

Humbly,



Michael McKenzie

MICHAEL A. MCKENZIE, Sr., M.Ed.

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TALENT SUMMARY

Team-centered and agile educational leader who is student-centered, strategic, transformative, and values relationships. Specializes in K-12 pedagogy, human resource management systems, special education, educational law, educational policy, andragogy, academic achievement in underserved communities, student culture, adult culture, community relations, educational technology, and educational finance.

COMPETENCIES & SKILLS

Adult Development

- Develop and implement professional development to educational stakeholders
- Develop and maintain accountability tools for Professional Learning Communities
- Develop and maintain Distributive Leadership Model
- Align curricula to best practices in turnaround management, literacy-based instruction, and school improvement strategy
- Navigate conflict using systemic and collaborative frameworks
- Lead professional development and track accountability, action-items, and goals

Community and Family Engagement

- Coordinate Family Curriculum Nights
- Host and plan community events to engage community stakeholders
- Communicate shared goals to government and city officials to create awareness and advocate for organization's mission

Culture

- Promote a culture of trust, listening, and shared norms
- Celebrate growth through intentional practices and rituals
- Prioritize talent retention through best practices in adult labor relations

Development & Fiscal Management

- Identify low cost initiatives to strengthen student outcomes
- Grow fund balance through launch of profitable new school ventures
- Author grants for substantial external funding
- Grow fund balance through strategic, aggressive external fundraising

Facility Management and Operations

- Maintain clean, orderly facilities
- Maintain city fire codes and compliance
- Maintain litter free and manicured grounds
- Maintain impeccable inventory and supply accountability

Instructional Leadership & Student Learning

- Conduct instructional observations and provide targeted, aligned feedback to educators at all levels and content areas
- Create instructional visions to support a range of educational settings including managed instruction and autonomous decision-making models
- Implement school and district evaluation standards, protocols, and progress monitoring strategies

Organizational Management/ Human Resources

- Manage facility for safety, code compliance, resource inventory, and management
- Align and operationalize policies to day-to-day practices

- Strengthen staff morale, attendance and retention of adult talent
- Monitor and maintain, district, state, and federal employee policies
- Implement sustainable coaching and professional growth opportunities

Policy & Governance

- Monitor policy alignment and advocate for policy changes to impact adult growth or achievement
- Provide start-up leadership and project management to new schools in the areas of program design, evaluation, leadership development, and governance and accountability
- Maintain federal and state compliance in special education, English Language Learner programming, and 504,

Research

- Evaluate programs for evidence of effectiveness
- Conduct qualitative research using focus groups and case study models
- Conduct quantitative research to identify correlations and relationships
- Review trends and best-practices through peer-reviewed research and literature

Technology & Blended Learning

- Develop vision and implementation strategies for blended learning and technology at new school sites
- Use blended learning tools and programming to drive double-digit performance gains among learners in under-served communities
- Track IT construction for new school sites and serve as a liaison between facility CEO's, service providers and The University of Texas IT department
- Analyze student learning performance results and usage in order to effectively leverage fund usage

Youth Social & Emotional Development

- Design and implement youth mentorship programming
- Design and implement Trust Based Relational Intervention and Positive Behavior Intervention Support programming and standards
- Reduce suspensions and increase time on task for learners
- Facilitate and fund community-based learning and exposure opportunities for underserved learners
- Monitor and maintain special education compliance
- Increase participation in athletics, arts, and humanities

EMPLOYMENT EXPERIENCES & HIGHLIGHTS

UNIVERSITY OF TEXAS - UNIVERSITY CHARTER SCHOOLS | Austin, Texas
Executive Principal for Houston-region, 2014-Present

- Founded and launched four charter schools

COLUMBIA UNIVERSITY, TEACHERS COLLEGE | New Orleans, Louisiana
School Leadership Coach, Summer Principals Academy, 2013-2018

- Developed and coached 20 current sitting principals and/or assistant principals

SOUTHERN METHODIST UNIVERSITY | TEACHING TRUST | Dallas, Texas
School Leadership Development Director, 2013-2014

- Developed and coached 9 principals in the Dallas Independent Schools District

LA RECOVERY SCHOOL DISTRICT | New Orleans, Louisiana
Transformation Principal | Sarah T. Reed High School 2012-2013

- Lifted Sarah T. Reed out of failing academic status

LA RECOVERY SCHOOL DISTRICT | New Orleans, Louisiana

Founding Leader | NET NOLA High School 2011-2012

- Founding member of an alternative school; established special education guidelines

HOUSTON INDEPENDENT SCHOOL DISTRICT, Houston, Texas

Principal | James D. Ryan Junior High School 2009-2011

- Lifted James D Ryan out of failing academic status

ALIEF INDEPENDENT SCHOOL DISTRICT, Houston, Texas

Teacher-leader/ Principal Intern | Alief Middle School, 2006-2009

- Led special education behavioral program; principal internship at large middle school

KNOWLEDGE IS POWER PROGRAM, Houston, Texas

Founding Teacher | KIPP: Liberation College Preparatory 2004 – 2006

- Founding member of KIPP's first predominately Black school in Houston; led recruitment

HOUSTON INDEPENDENT SCHOOL DISTRICT, Houston, Texas

Special Education Teacher | Sanderson Elementary, 2000-2004

- 100% passing rate in English-Language Arts for all special education learners on roster

EDUCATION

COLUMBIA UNIVERSITY, TEACHERS COLLEGE | New York, New York

Education Doctorate Degree

Anticipated Graduation 2020 | Organizational Management, Concentration: Urban Education Leadership

TEXAS SOUTHERN UNIVERSITY | Houston, Texas

Master of Education: Education Leadership and Management

Graduate 2005 | Concentration: Urban Education and Curriculum & Instruction

MILLSAPS COLLEGE | Jackson, Mississippi

Bachelor of Arts: Sociology-Anthropology

Graduate 1999 | Urban Studies Concentration

CREDENTIALS & LICENSURE

- Principal/ Administration
- Special Education Early Childhood – Grade 12, All Core Content Subjects
- Texas Professional Development Appraisal System
- Texas Teacher Evaluation and Support System
- Professional Human Capital Leader in Education

NOTEWORTHY PROFESSIONAL DEVELOPMENT & FELLOWSHIPS

COLUMBIA UNIVERSITY, TEACHERS COLLEGE
Arthur Zankel Urban School Fellowship, 2018

HARVARD GRADUATE SCHOOL OF EDUCATION
Fellow, Raise Your Hands Texas Leadership Program
Leadership: An Evolving Vision Institute, 2016

UNIVERSITY OF TEXAS, HUMAN RESOURCES
Managerial Best Practices, 2016

LOYOLA UNIVERSITY, NEW ORLEANS
Fellow, Institute of Politics, 2014

AFFILIATIONS

- American Educational Research Association
- Phi Delta Kappa (University of Houston Chapter)