



Lillian M. Lowery, Ed.D.
State Superintendent of Schools

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TO: Members of the State Board of Education

FROM: Lillian M. Lowery, Ed.D. *mlowery*

DATE: September 24, 2013

SUBJECT: MAESP National Distinguished Principal

PURPOSE:

To provide State Board recognition of the individual selected by the Maryland Association of Elementary School Principals to represent them as the National Distinguished Principal.

EXECUTIVE SUMMARY:

Each year the Maryland Association of Elementary School Principals (MAESP) in collaboration with the National Association of Elementary School Principals (NAESP) selects a National Distinguished Principal (NDP) who represents Maryland in Washington, D.C. at the national NDP awards ceremony. MAESP's 2013 National Distinguished Principal is Ms. Karen Barnes, Principal of Southwest Academy in Baltimore County.

Recipient profile attached.

ACTION:

Public recognition. No other action required.

Attachments

KAREN BARNES
8504 Mountain Holly Drive
Pikesville, Maryland 21208
410-415-5635 (Home)
443-841-2011 (Cell)

EMPLOYMENT HISTORY

**Baltimore County Public Schools, Principal, Southwest Academy Magnet School for Science and Engineering, a UMBC Professional Development School, April 2008-
Enrollment: 801 Students**

- SWA "Sharing the Dream" National Grant Recipient, 2012-2013
- National Fellow, America Achieves, 2012-2014
- NAESP National Distinguished Principal of the Year, 2013-2014
- NAESP Certified Principal Mentor, 2013
- Supervised ninety-two faculty and staff
- Created PTSA School Vision Parent Workshops
- Created Student Principal Cabinet to problem-solve/decrease non-compliant student behaviors
- Created a school-wide leadership team (LLT) to facilitate book studies, and facilitate the development of SWA PLC.
- Trained all teaching staff on the data dialogue protocol and scheduled quarterly individual sessions for individual support and feedback sessions
- Facilitated faculty professional development for the school's Implementation of the Gradual Release of Responsibility of Learning (GRRL) model to increase school-wide student engagement.
- Trained leadership team instructional rounds protocol
- Collaborated with school leadership team to create and monitor SWA's Common Core Action Plan
- Increased student technology offerings from 0 to 15 classes daily
- Increased foreign language offerings from 0 to 15 classes daily
- Secured grant funding for additional math support, technology for STEM programs, and multicultural learning opportunities for all students
- Secured funding for job-embedded professional development via book studies (MINDSET, Instructional Coaching)
- Secured a professional development school partnership with UMBC with seven interns assigned in STEM classes

New Leaders for New Schools, National Director of Leadership Coaches, August 2007-April, 2008

- Supervised forty-two leadership coaches in nine cities (NYC, Baltimore, New Orleans, Washington DC, Memphis, Milwaukee, Chicago, Oakland, Prince George County, MD)
- Planned and provided differentiated training and support for the leadership coaches
- Planned summer and quarterly training for leadership coaches to support future resident principals
- Personally visited and assessed each NLNS city monthly to observe resident training sessions and on-site professional development offerings for resident principals
- Visited the resident principals' schools with their leadership coaches to identify outstanding challenges and accomplishments
- Met with NLNS local city teams to assess leadership coaches' programs and support plans
- Reviewed individual city and school data in order to identify possible gaps in support based on the demographics and district leadership expectations
- Met monthly with all NLNS national directors for planning and program monitoring purposes

New leaders for New Schools, June 2006 – July 2007

Leadership Coach

- Recruited, selected, and trained resident principals
- Recruited, selected, and trained mentor principals
- Provided summer training for mentor principals
- Developed and facilitated weekly and summer training sessions for resident principals
- Provided ongoing support for resident principals on a weekly basis
- Coordinated on-the-job training and work-related experiences with the mentor principals
- Met bi-weekly with resident principals for feedback, support, and project monitoring
- Assessed professional growth of each resident principal to determine interventions and individualized support
- Created opportunities for cohort interaction and sharing at bi-weekly training sessions
- Communicated regularly with district personnel to track resident progress and identify potential placements for principal assignments
- Provided residents and mentor principals with resources and collective feedback regarding school status, student achievement, and district initiatives
- Attended a six week summer training program with resident principals in order to train, develop, and prepare for upcoming school site assignments

Fund for Excellence, April 2005-June 2006

Principal Mentor for Baltimore City Public Schools

- Mentored 3 Walbrook High School principals:
 - Team Building
 - Instructional Supervision and Leadership
 - Leadership Development
 - Faculty Professional Development: Professional Learning Communities
 - School Implementation Planning
 - Small Learning Communities/MOU/Case Studies

Coppin State University, Fall 2005

- Adjunct graduate and Undergraduate Faculty:
 - School Law (Graduate)
 - Introduction to Secondary Education (Under-graduate)
 - Introduction to Curriculum Planning & Design (Under-graduate)

Baltimore County Public Schools, 1992 to 2005

Principal, Deer Park Middle Magnet School, a Johns Hopkins University Professional Development School, September 1999 to January 2005

- Designed and implemented a job-embedded differentiated professional development and school improvement plan that resulted in the following 03-04 school data:
- Supervised 126 faculty and staff members.
- Designated as Johns Hopkins University Principal Mentor to assist principal interns
- Designated as one of five Baltimore County Public School's Principals' Mentors
- Developed and maintained a professional development school partnership with Johns Hopkins University.
- Served on the Superintendent's Cabinet representing the county's middle school principals.
- Designed the professional development agenda for the Annual Principal's Retreat, summer 2004
- Served on the district's negotiations team to renegotiate the 04-05 teachers' union contract.
- Served on: The BCPS Middle School Task Force, the Student Handbook Committee, Middle School Curriculum Task Force
- Managed an annual \$357,000.00 budget.

- Designed and implemented a school improvement plan designed to address goals based on student data reports.
- Monitored and assessed student achievement and participation outcomes using appropriate data collection and analysis and the school improvement process.
- Provided Instructional leadership for the implementation of BCPS curriculum.
- Assumed the responsibility for the fiscal and business functions of the school.
- Communicated effectively with staff, students, parents, administrative and supervisory personnel, and community and business partners.
- Coordinated and taught new teacher classes for non-tenured teachers at the Principal's Academy

Assistant Principal, Randallstown Senior High School, July 1998 to September 1999

- Enrollment 1300

Assistant Principal, Woodlawn Senior High School, July 1996 to July 1998

- Enrollment: 1500

Specialist, Office of Staff Development, Baltimore County Public Schools, July 1995 to August 1996

- Served on Curriculum Writing Task Force.
- Taught model lessons for demonstration and instructional support.
- Coordinated Conflict Resolution In-service Courses, FY 95-96
- Developed "The Institute for Quality Education", a MSDE Course for Non-Tenured Teachers
- Developed and presented a variety of workshops/courses:
 - *Education that's Multicultural*
 - *The Peaceable Classroom*
 - *Time Management for the Classroom Teacher*
 - *Dimensions of Learning*
 - TESA Instructor

Social Studies Teacher and Chairperson, Woodlawn High School, 1992-1995

- Taught the following courses: GT9 (Contemporary America), GT10 (World History),
- African-American Perspectives, AP US Government and Politics
- Legacy Project Partner, Combining Lawyers and Teachers for Students' Success
- Teacher-to-Teacher Live, MSPAP Presenter
- International Business Curriculum Development Team
- Wrote World History Curriculum, Summer 1994 and 1995
- Developed /coordinated The Woodlawn Bridge Academy, a Transitional Program for Middle Students
- Supervised a staff of twelve teachers

Morgan State University, 1984 to 1992

Associate Director of Admissions and Recruitment

- Prepared public service announcements and presented them via television and radio for the purpose of promoting college recruitment activities.
- Served as the keynote speaker at various state, local, and community events.
- Trained and supervised fifteen professional admissions staff on group and individual presentation techniques.
- Developed and completed quarterly and annual college admission reports on enrollment Statistics, staffing needs, and accomplishments.
- Organized and planned annual recruitment campaigns for this state university.
- Designed various newsletters and instructional manuals for college alumni.
- Developed, *Operation Jump Start*, an early intervention plan for inner city middle school students.
- Trained college alumni for college fair presentations

- Coordinated recruitment calendar for on and off campus activities
- Selected the design of all recruitment brochures
- Coordinated recruitment planning with the university's deans and personnel to insure all programs were equally represented and enrollment goals were met and maintained.

Community College of Baltimore, 1980 to 1984
Coordinator of Student Affairs < Office of Student Affairs

Baltimore City Public Schools, 1973 to 1980
Special Education Teacher, Hampstead Hill Junior High School

EDUCATION

Columbia University Tier II Principal Mentor Scholarship and Training, 2012
 NAESP Principal Mentor Certification, 2012
 AMLE Summer Leadership Training, 2010, 2011, 2012
 Harvard University, School Turnaround Leadership Summer Institute, 2011
 NASSP Breaking Ranks II Training, 2011
 Phillip Schlechty's School Leadership and Reform, June 2002, 2004, 2011
 Harvard University, Principal Center, the Art and Craft of the Principalship, Summer 2000
 Harvard University, Project Zero Workshop Presented by David Perkins and Howard Gardner, July 2001
 Harvard University Principal Center, Focus on Accountability, Summer 2003
 Towson State University, Certificate of Educational Administration and Supervision, 1999
 M.S. Social Science, May 1977, Morgan State University, Baltimore, Maryland
 B.A. History/Education May 1973, Morgan State University, Baltimore, Maryland

PROFESSIONAL ORGANIZATIONS AND MEMBERSHIPS

BCPS Executive Leadership Committee, 2012-2014
 MASCD Executive Board, 2013-
 ASCD, MASCD
 Phi Delta Kappa
 AMLE (Association for Middle Level education)
 NAESP, MAESP
 NASSP, MASSP
 Learning Forward (Formerly NSDC)
 National Staff Development Council, National Conference Planning Committee, 2009
 Maryland Middle School Association, Executive Board
 Chairperson, Spring 2002 MMSA Conference
 President, Baltimore County Alliance of Black School Educators, 2003-2004
 BCPS Safe School Conference, 2004
 BCPS Safe School Committee, 2003 - Present
 BCPS Student Handbook Committee, 2002, 2003, 2004
 BCPS Middle School Task Force, 2003, 2004
 Council of Administrative and Supervisory Employees (CASE), President-Elect, 2001-2002
 Harvard University's Principal Regional Study Group: Managing School Technology
 BCPS Superintendent's Cabinet, 2003-2004

CERTIFICATIONS

Social Studies Teacher, MSDE Advanced Professional Certification
 MSDE Administrator I and II
 School Turnaround Leadership, Harvard University, Summer 2011
 NAESP Principal Mentor Certification, 2012
 NAESP/Columbia University Principal Mentor II Certification, 2013