

## CURRICULUM VITAE

**Beth P. Reynolds, Ph.D.**

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**EDUCATIONAL LEADER**

- Performance driven, experienced school, district, state, and national leader with proven ability to collaboratively coach and work with others to develop capacity needed to drive change for student achievement and organizational success
- Experienced, goals-oriented leader, manager, and supervisor at multiple levels and sizes of schools and districts in South Carolina and Georgia; managed all aspects of comprehensive organizations (leadership, budgeting, communications, management, etc.)
- Skilled designer and facilitator of professional learning for teacher, principal, and central office leadership teams at the local, state, national, and international levels; co-author of two books for leaders on use of research-based strategies to increase student learning and achievement
- Recognized educator with comprehensive and deep knowledge of curriculum, assessment, and instruction; data analysis and use; change leadership; performance leadership; organizational effectiveness
- Former statewide and national consultant and teaching leader, skilled in working collaboratively with school district superintendents, principals, and their teams as well as with diverse partners
- Former Assistant Superintendent for Leadership Development and School Administration in impoverished urban district who supervised and evaluated 43 school principals; served as member of Superintendent's Cabinet; developed and implemented strategic planning components; shared in leadership decisions for \$345,341.00 budget and for planning, building, and opening four new schools;

developed and led professional development series for principals, assistant principals, and teacher leaders

- Former District Level Director who led district's work in implementation of rigorous international standards and served as a member of team that led implementation and monitoring of Standard Bearer Initiative's student engagement strategies
- Former Comprehensive High School Principal and Middle School Assistant Principal who led each school to dramatic achievement gains (SAT, Advanced Placement, norm and criterion referenced state tests) impacting all populations and subgroups
- Systems thinker with innate ability to analyze and make connections for others
- Excellent communicator, orally and in writing
- A continuous learner and passionate teacher

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## EDUCATION

1990	Doctorate of Philosophy: Educational Administration, University of South Carolina
1986	Educational Specialist, Educational Administration, University of South Carolina
1983	Master of Education: Educational Administration, University of South Carolina
1974	Bachelor of Arts: English/Education, University of South Carolina

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## PROFESSIONAL EXPERIENCES

**Jan. 1, 2015 to present**

**Lecturer**, Department of Leadership, Counselor Education, and Human & Organizational Development, Eugene T Moore School of Education, Clemson University.

Higher Education Courses Taught at Clemson to Date:

EDL 7000 School Administration  
EDL 7300 Techniques of Supervision  
EDL 7150 School and Community Relations  
EDL 7400 Curriculum  
EDL 8500/8510 District Level Internship in Educational Leadership  
EDL 7500/7510 School Level Internship in Educational Leadership  
EDL 9250 District Level Instructional Leadership

**June 2012-**

**December 2015** **Executive Director, National Dropout Center and Network; Adjunct Professor for Clemson School of Education**

I served as Executive Director of the National Dropout Prevention Center and Network housed on the Clemson University Campus in South Carolina. My position involves leading all aspects of this national organization which is a public/private organization; the Network side of the organization is a 501-c-3 organization with a national Board of Directors.

**2009-2012**

**Performance Consultant for Pioneer RESA; part time Private Consultant, Leadership for Learning, Inc.**

I served as full time consultant with both Pioneer RESA (regional office of Georgia Department of Education) and for my own company, Leadership for Learning, Inc. At Pioneer RESA, I was contracted to provide 140 days of support to the agency's 14 school districts. I partnered with the area superintendents to provide services of their choosing, much of which is deep work in curriculum, assessment, and instruction; they often ask me to replicate work I have done in my private consultancy. Virtually every day, I was in one of these school districts, leading learning sessions or strategic work with their teachers or with their leaders (principals, assistant principal, central office leadership). Many asked me to help their district with implementation of common core standards simultaneously with student engagement research-based strategies linked to significant student achievement. I also assisted with other agency responsibilities when needed (liaison between districts and Department of Education; helped needs improvement schools develop, implement, and analyze data from student, teacher, and community perception surveys as well as other school improvement initiatives; leadership development; leading district strategic planning groups; lead school board training sessions; developed communication documents and brochures; etc.

My private consultancy was launched as a result of deep work I was doing by request with 16 school districts in Georgia during 2003-04 in helping them implement new performance standards that were being introduced in Georgia that year. At the time, I was working as a performance consultant for Georgia Leadership Institute for School Improvement; demands for my services exceeded the amount of my time that the Institute could dedicate to it, so I became a part time private consultant and continued to work for the Leadership Institute part time- a win-win. As a private consultant, I customize support upon request to superintendents, their districts, and individual schools, particularly in the areas of curriculum, assessment and instructional leadership, data analysis leadership, change leadership, and performance leadership. I have worked with 100+ school districts in Georgia as well as have worked in other states and internationally and have co-authored two books marketed currently through Solution Tree Publishing.

**2007-2009**

**Assistant Superintendent for Leadership Development and School Administration, Bibb County Schools, Macon, Georgia**

At the invitation of the Superintendent- after three years of working with the district part-time through the Georgia Leadership Institute of School Improvement (GLISI), I agreed to work full time for 2 years to continue the work of building principal and assistant principal leadership capacity in GLISI's Eight Roles of Leadership, with particular focus on the role of curriculum, assessment and instructional leader. I served as a member of the Superintendent's Executive Cabinet. I worked collaboratively with other executive level leadership in strategic planning and in managing district priorities and resources. My primary responsibilities included supervising 43 district principals and schools; supporting day to day operations of schools and the district; designing and leading a continuum of leadership development sessions for principals, assistant principals, and aspiring leaders focused on their roles as curriculum, assessment, and instructional leaders; leading the district's re-design and implementation of a leadership evaluation system and process; developing and implementing a comprehensive career cluster/guidance program for high schools; serving as a member of the district's Project Management Oversight Committee; the Budget Oversight Committee; and chairing a district SACS accreditation sub-committee. I also worked collaboratively with high school principals in implementation of credit recovery programs. I left the district after 2 years on the advice of the Superintendent who subsequently was

removed as Superintendent along with the 16 other members of her Cabinet by the newly elected Board members.

**2003- 2007      Consultant, Georgia's Leadership Institute for School Improvement, Atlanta, Georgia**

The Georgia Leadership Institute for School Improvement is a unique public-private partnership formed in 2002. Launched by funding from the Bill and Melinda Gates Foundation and the State of Georgia and designed by a cross-functional design team of experts in organizational and educational performance improvement from business, higher education, and educational support organizations, GLISI has served and continues to function as the "go to" organization in Georgia for school and district leadership development and capacity building.

I was invited to join the GLISI staff in 2003 and served as teaching leader, curriculum developer, and consultant to Superintendent-led change teams; I

assisted the Institute Program Executive Director in leading the development and implementation of the Institute's programs. I served as an internal consultant to Georgia Leadership Institute for School Improvement's (GLISI) school districts and superintendents in designing and providing customized support, follow-up training, and coaching for principal and teacher learning teams; I also provided performance standards and assessment consultation, training, and support to Board of Regents (BOR) designated programs for college and university faculty teams.

From July 1, 2005 to July 1, 2007, I worked 50% for GLISI and 50% as a private consultant with districts across Georgia in a similar capacity. I supported Georgia Superintendents and principals by request with strategic planning and leadership development in the area of curriculum, assessment and instruction. I continue to be contracted annually by the Institute as a keynote speaker and session leader for each of their cohorts of leadership teams from districts across Georgia.

Also served as Adjunct faculty for Mercer University during this time; assisted in redesign and launch of PHD educational leadership program.

**1997-2003**      **Director of Standards and Benchmarks Initiative; K-12 Teaching Learning Coordinator, Forsyth County Schools, Cumming, Georgia**

I worked collaboratively with other district leadership in meeting the academic, physical, and fiscal challenges of a rapidly growing school district (from 10,000 students to 23,000 students in six years). I led the district's efforts in standards-based curriculum and assessment design and implementation; designed and led system-wide cohort teacher leadership team professional learning for 23 schools. I led development and implementation of "Principles and Guidelines for Standards-based Assessment, Grading, and Reporting." I co-led the task force to develop promotion and retention policies and procedures and led the development and implementation of a K-12 foreign language acquisition model as well as coordinated the Next Generations Schools Grant. Additionally my responsibilities included serving as the district liaison to both ASCD's (Association for Supervision and Curriculum Development) National Assessment Consortium and to SERVE's (Southeastern Educational Regional Vision for Education) Standards and Assessment unit. I also worked with fellow Teaching and Learning Division members in the systemic implementation of the Phil Schlechty's Standard Bearer Initiative (student engagement) through the Center for Leadership and School Reform in Louisville, Kentucky.

**1994-1997**      **Principal, Batesburg-Leesville High School, Lexington School District Three, Batesburg, South Carolina**

Beginning in January of 2004, I served as leader and manager of all aspects of this comprehensive high school, managing budgets and programs and supervising a staff of 92 people; I worked directly with the Assistant Superintendent and Superintendent in several district initiatives.

As principal, I spearheaded collaborative school improvement efforts that resulted in dramatic increases in SAT, Advanced Placement, and ACT performance; worked with teams of regular education and career technology teachers in analyzing trend data, establishing benchmarks, and re-aligning curriculum to meet established goals including revamping of the Advanced Placement courses and accompanying feeder programs; led design and implementation of both an Academic Diploma recognition program and of student support models (Academic Support and Comprehensive Career Guidance); led

implementation of a Comprehensive Career Pathways Program; led adoption of accountability standards pertaining to graduation requirements, attendance, and minimum academic criteria; led team of teachers, students, and parents in the study of and subsequent adoption of alternative scheduling models based on data analysis; partnered with local businesses in providing opportunities for work-related experiences as part of Career Pathway Programs; worked on articulation agreements with local technical colleges; led a team to write and win a grant to participate in alternative teaching design work through Winthrop College; worked jointly with committees of teachers in development of school 5-Year Strategic Plan and of 2-Year Occupational Educational Plan as well as in preparation of reports for Ten Year Southern Association of Colleges and Schools Visit (1995) and state-level Occupational Evaluation (1996); and led implementation of School-to-Work Transition Act and the creation of an innovative Trades and Industry (T&I) program in Engineering Technologies. As an extra plus, I got to be principal when our football team won the State Championship! YEAH!

**1990-1993****Assistant Principal for Instruction, Sumter High School, Sumter School District Seventeen, Sumter, South Carolina**

I served as Assistant Principal for Instruction at this large (3000 student) high school in my hometown from 1990 until December of 1993. We supervised 167 teachers and 35 support staff. I led a team to write and win a state grant to participate in the Twelve Schools Project, a pilot assessment reform initiative for the South Carolina State Department of Education, working with teacher teams in developing alternative assessment tasks and an accompanying interdisciplinary analytic rubric that was piloted by approximately ninety teachers and impacted 1500+ students. I also was responsible for staff development; directly supervised and evaluated English and Special Education Departments, Media Services, and Food Services; coordinated strategic planning for technology; worked with a team of teachers, administrators, and IBM consultants in developing and implementing long range plans for interfaced automation of media and food services and of other technology expansion for district; administered \$200,000 + in grant funds toward this effort; assisted with scheduling and with student discipline; and mentored four administrative assistants.

**1989-1990 Full-time Graduate Student/Graduate Assistant, University of South Carolina, Columbia, South Carolina**

I took a year off to finish my Ph.D. and worked as the graduate assistant for the Chairman of Department of Educational Policies and Leadership in the College of Education- Dr. Kenneth Stevenson. In that capacity, I assisted in projects including manuscript editing and preparation of materials for upcoming university accreditation review and jointly researched and wrote articles for educational journals and other publications. I also completed my dissertation and Ph.D. that year. Additionally, I served as an adjunct professor for Coastal Carolina University (supervision of teachers in their student teaching program).

**1986-1989 Assistant Principal, Sumter School District Two, Sumter, South Carolina**

In addition to normal assistant principal duties, I led the development and implementation of quarterly benchmark assessments that resulted in significant achievement gains in both reading and mathematics for all students. I also led teams of teachers in curriculum realignment based on analysis of school-based and state criterion-referenced test results.

**1975-1986 English Teacher, Sumter School District Two, Sumter, South Carolina**

I taught English at the junior high and high school levels (remedial to Advanced Placement, Grade 8-12) and sponsored the high school newspaper and yearbook. Additionally, I worked with the Superintendent and Assistant Superintendent for Instruction/Personnel in revamping the district job description manual and organizational charts, in designing personnel recruitment materials, in creating and opening a district magnet school, and in designing and establishing an Academic Diploma Program.

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**PUBLICATIONS**

Invited Book Chapter: Lindle, J.C. & Reynolds, B.P. (in print). Overcoming Learning Barriers for All Students in *The Sage Guide to Educational Leadership and Management*. 71-87. Thousand Oaks: Sage Publications.

Co-author of 2 books for educational leaders: Davies, A.; Herbst, S., and Reynolds, B.P. Leading the Way to Classroom Assessment and Transforming



Barriers to Classroom Assessment (1<sup>st</sup> edition in January 2008; 2<sup>nd</sup> editions in 2012 available through Solution Tree)

Author of chapter for What Works in High Schools (December, 2007)-  
Connections Publishing, Inc.

Highlighted in SERVE's The Vision Magazine, Fall 2002 article, "Standards of Classroom Practice: Defining a Vision of Quality in the Classroom," pages 16-24.

Numerous articles in school district bulletins and newsletters

A Comparative Study of the Relationship of Teacher Aides' Qualifications, Performance Responsibilities, and Interactions with Teachers to the Effectiveness of Selected Remedial and Compensatory Programs in South Carolina (dissertation, 1990)

"The Use and Availability of Paraprofessionals," The International Encyclopedia of Education, 2nd Edition (1993)

"Nine Forces Reshaping America: The Implications for Restructuring Education," (co-authored with Dr. Kenneth R. Stevenson, University of South Carolina, 1990)

#### **NONREFEREED PRESENTATIONS AND CONSULTANCIES**

Solution Tree Conference Presenter: (3 presentations at AuthorSpeak national event in November, 2011 in Indianapolis, Indiana; repeat invited speaker in 2012 and at national assessment conference in 2013 and 2014; currently serve as consultant for organization upon request)

SCASA (South Carolina Association of School Administrators) presenter: Fall 2012 and Summer of 2014

On-going consulting work and presentations in school districts by invitation

On-going keynote and breakout speaker for Georgia's Leadership Institute for School Improvement, Atlanta GA since 2003

Pioneer RESA Leadership Conference Presenter, 2010, 2011, and 2012

Invited Resource Person, Facilitator, and Presenter at International Symposium for Assessment, Vancouver Island, British Columbia, July 2006, 2007, 2008, 2009, and 2010

South Carolina Assessment Conference Presenter, November 2009

Presenter at Clayton County's LEAP Class (Leadership Experience for Aspiring Principals) in January of 2009

Keynote speaker for Middle Georgia's Regional Educational Service Agency (RESA) leadership series-Spring of 2008.

Keynote Speaker, GADOE School Improvement Statewide Support Team Meeting, December, 2006

Presenter: ASCD Annual Conference (Chicago: April 2006) along with several other Georgia Superintendents on collaborative work in standards and assessment over last two years in Georgia.

Presenter: NSDC Annual Conference in Philadelphia in December 2005: Using Assessment For Learning as Velcro for Systemic Standards-based Capacity Building and Change.

Fall GACIS September 2005 Conference: Breakfast Keynote Speaker. "What It Means to Be Standards-based and Assessment For Learning Savvy."

Invited Guest and Presenter: Mercer University Educational Leadership Academy, March, 2005: "Using Standards and Assessment to Improve Student and Staff Learning"; Adjunct Professor for Mercer University: Summer of 2007; offered tenure track position, but declined

Co-Presenter, NSDC Annual Conference, December, 2004: "Rising Stars: A Performance-based Approach to Developing Emerging Leaders"

Presenter, Gwinnett Summer Leadership Conference, 2004: "The Leadership Imperative – Balancing Assessment FOR Learning with Assessment OF Learning for Enhanced Achievement AND Learning: What School Leaders Need to Know, Recognize, and Support."

Presenter, ASCD Annual Conference, March 2003: "Connecting the Data Dots"

SERVE Regional Conference Presenter (September, 2000- 2003)

Presented "Improvement through Standards: A Call to Action" to numerous external groups (Georgia Superintendents' Program, Georgia Association of Educational Leaders' summer leadership conference; Gwinnett County Chamber of Commerce) and to Forsyth County teachers, administrators, and the School Board curriculum trends, alignment, mapping, and standards-based reform strategies: Fall of 1998; numerous dates during 1999 and 2000).

Conducted workshops on implementation of semester-semester scheduling for several neighboring South Carolina school districts (1995-2000: Lexington School District One, Fairfield Central Schools; Hilton Head Schools; Laurens 56 School District)

South Carolina Administrators' Association Summer Leadership Institute presentation (1995): "Lessons Learned in the High School Principalship"

Presented numerous workshops on alternative assessment and use of interdisciplinary rubrics (1991-93 through South Carolina's Twelve Schools Project Initiative: Superintendents' Summer Conference, SCASA's Summer Leadership Institute, College of Charleston Fall Forum, South Carolina Department of Education)

Presented workshop for neighboring districts/superintendents on development of district organizational charts and job description manuals (Fall, 1984)

#### **SERVICE TO THE FIELD**

Served as invited member of ASCD Assessment Consortium, 2000-2003

Served as curriculum developer and teaching leader for inaugural Georgia Leadership Institute, a statewide initiative to provide intensive staff development for School Improvement for school district leadership teams

Served as evaluator on Center for Leadership and School Reform Standard Bearer External Review Team

Served for multiple years as an evaluator for South Carolina's Palmetto's Finest Program

Completed Phase I and Phase II of Phi Delta Kappa Curriculum Audit Training (Spring and Summer of 1998; January, 1999) to serve as auditor upon request

Served on several SCASA (South Carolina School Administrator Association) school evaluation and staff development planning committees and advisory boards (1990-1997)

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