

# ***Andrew P. Davis, Ed.D.***

◆ Cell: 856.905.2231 ◆ apdavis68@hotmail.com ◆

◆ Skype & Twitter: apDavis68 ◆

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## **EDUCATION**

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**Seton Hall University**, South Orange, New Jersey, 07079  
Ed.D. in Educational Leadership, Management & Policy, 2015

**Saint Joseph's University**, Philadelphia, Pennsylvania, 19131  
M.S. in Educational Leadership, 2004  
M.S. in Elementary Education, 1998

**Southern Connecticut State University**, New Haven, Connecticut, 06515  
M.S. in Human Performance/Exercise Physiology, 1994  
B.S. in Human Performance/Exercise Physiology, 1991  
Concentration: Business Management, Economics, and Psychology.

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## **CERTIFICATIONS**

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Chief School Administrator – Standard Certificate (DE & NJ) – PA in Process  
Principal/Supervisor (K-12) – Standard Certificate (DE & NJ) – PA in Process  
Teacher of Elementary Education (K-8) – Standard Certificate (NJ)

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## **EXPERIENCE**

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*Audubon Public School District, Audubon, NJ 08106*

*November 2018 – To Date*

### **Superintendent of Schools**

- **Mission, Vision, and Core Values** – advocates for, enacts, and communicates a shared mission, vision and core values of high-quality education that promotes each student's academic success and well-being,
- **Governance, Ethics, and Professional Norms** – exhibits an understanding of board and superintendent roles, manages the district consistent with board policies and demonstrates the skills to work effectively with the board that promotes each student's academic success and well-being,
- **Operations Management** – manages school operations and resources to promote each student's academic success and well-being,
- **Curriculum, Instruction, Assessment, and School Improvement** – develops and supports an intellectually rigorous and coherent system of curriculum, instruction, and assessment and acts as an agent of continuous improvement to promote each student's academic success and well-being,
- **Community of Care, Equity, and Family Engagement** – engages families and the community in meaningful, reciprocal, and mutually beneficial ways while cultivating an inclusive, caring, and supportive school community that promotes academic success and well-being of each student, and
- **Professional Capacity/Community of School District Personnel** – develops the professional capacity and practice of school district personnel, fostering an engaged community of teachers and professional staff to promote each student's academic success and well-being.

*Harrison Township School District, Mullica Hill, New Jersey, 08062*

*July 2016 – October 2018*

### **Chief Academic Officer**

- **Assume the position of Superintendent in the absence of the Superintendent.**
- Attends and participates in meetings of the Board and Board committee as directed by the Superintendent.
- Assists the superintendent in accurately completing state monitoring activities, e.g. mid-year budget review, Q.S.A.C., and various statements of assurance.
- Works in coordination with the administrative team to develop budgets while articulating these needs to the Board.
- Assists the building principals in developing state mandated, as well as localized, instructional planning objectives to advance and improve educational programs in the district.
- Directly supervises and supports the Academic Innovations & STEM and Language Arts Literacy coordinators.
- Support Gloucester County school districts through representation on the county-level Professional Development Plan and Technology Plan review committees 2009-through 2017.
- **See duties of the Director of Curriculum listed below.**

**Director of Curriculum and Instruction**

- **Assume the position of Superintendent in the absence of the Superintendent.**
- Facilitate and supervise the review, development, revision, and implementation of all curricula in accordance with state and federal standards and within the parameters of the Board of Education's curriculum review cycle.
- Supervise the implementation of educational programs and provide support for the research-based instructional strategies that are utilized in the district.
- Conduct curriculum development workshops and trainings throughout the school year and during the summer months.
- Proactively communicate curriculum content and changes with all stakeholders (e.g. parents, local businesses, police officials, staff, faculty, administration, board of education, and students) through a variety of media.
- Manage a comprehensive staff development program during the five (5) district in-service days, as identified by our needs assessment. This also includes assistance with the County-wide in-service days.
- Provide a clinical supervisory model for all faculty especially for those who have been identified as in need of assistance by members of the administrative team; this includes tenured as well as non-tenured staff.
- Oversee the end-of-year data analysis in order to maximize the available resources (faculty, staff, curriculum resources (texts and technology), and materials) as it pertains to the placement of our students in Harrison Township Elementary School (grades PreK to 3 ~900 students) and Pleasant Valley Elementary School (grades 4 to 6 ~675 students).
- Facilitate the renewal of discontinued curriculum resources and materials through the use of the State mandated on-line textbook share site.
- Oversee the application for grant funding under the Elementary and Secondary Education Act (e.g. Title IA, IIA, IID, III, and IV). This process includes but is not limited to creating the original report, communicating with and verifying non-public school's participation (Title IIA, IID, and IV), analyzing performance, making amendments, and all duties within the Entitlement Web Enabled Grant System (EWEG).
- Collaborate with the building principals, supervisor of student services, BA, and superintendent in order to maximize all state and federal funding especially in regards to NCLB, ARRA, and Race To the Top funds.
- Coordinator of the NCLB Title III Curriculum Consortium for Gloucester County; act as the LEAD for the 12 enrolled school districts. Services provided by these funds include after-school tutoring, summer school, translators, consultants for ELL teachers, curricular materials, educational software, and assessment materials.
- Supervise the programs that ensure differentiated instruction for all students (e.g. Basic Skills and Enrichment). This includes the direct supervision and training of 11 certificated faculty members and 12 instructional aides.
- Conduct orientation sessions for new staff to familiarize them with district philosophy, objectives, curriculum, etc.
- Lead the district's teacher mentoring support team.
- Oversee the placements of practicum and student teachers.
- Supervise the district's standardized (InView, N.W.E.A. MAP, DIBELS, Reading Street, Math Expressions, and kindergarten registration) and state testing (PARCC, NJSLA-Science, N.J. ASK, and ACCESS) programs.
- Serve as the curricular liaison with Mantua and Clearview Regional School Districts in an effort to maintain and improve curricular articulation for grades preK – 12.

**Principal**

- Assist in the hand-placement of over 680 students into heterogeneous classrooms in grades 4 through 6.
- Individually finalize building schedules that provided for built-in common planning time and professional development opportunities for 59+ staff members including specials, basic skills, enrichment, and special education.
- Maneuver building schedules to provide for additional educational opportunities, e.g. Second Step (4-5) and Stepping-up (6), Parent Math Coaches, Everyday Math parent training, D.A.R.E., 5<sup>th</sup> Grade Health Careers Day, Family Life Curriculum, MAP, NJASK assessments, assemblies, etc.
- Assist in the creation and delivery of staff development opportunities that included curriculum design, standards alignment, best and research-based practices, implementation, and refinement.
- Provide support for professional development through a clinical supervision model that includes the evaluation of and collaboration with the Pleasant Valley faculty and staff including basic skills-, special education-, and general education-teachers, secretaries, aides, general aides, nurse, and custodians.
- Facilitate individual student goals for data driven differentiated instruction via a Response to Intervention (RtI) model. Active data collection included the use of InView (CSI), NJ ASK 3-6, N.W.E.A. Measures of Academic Performance math and reading, DIBELS (ORF), Fountas & Pinnell benchmarks, Tyner Word Study, etc.
- Recognize and celebrate student and staff accomplishments through formal and informal community forums, e.g. The Valley View, Staff 'Muggings,' STARS students, Panther Awards, Student of the Month, and Honor Roll.
- Maintain the building's Code of Conduct that ensures that individuals are treated with fairness, dignity, and respect. Recently revised the code along with district representatives (students, parents, staff, faculty, and administration) to follow new state guidelines as well as a Positive Behavior Support paradigm.
- Implement procedures and protocols to promote a safe and supportive learning environment for students and staff by evaluating and updating the Teacher Handbook, General Aide Handbook, Substitute Handbook, and general building, protocols in a collaborative and inclusive model, e.g. Harrison Township Education Association, FAC, etc.
- Facilitate community involvement and collaboration in the district/building vision through community forums such as Principal Coffees, parent conferences, web page messages, and written communications.
- Support the district's Local Planning Objectives through communications, team/grade/subject area meetings, in-services, and faculty meetings. Administrative member of our successful Q.S.A.C. monitoring team.

- Administrative Member of the Professional Development Committee, Positive Behavioral Support Team, District Technology Committee, Affirmative Action Committee, Health and Wellness Committee, and Multi-Equity Committee.
- Attend community forums which included Harrison Township Board of Education, Superintendent Advisory Council, Parent Teacher Association, and P.A.N.T.H.E.R. meetings.
- Foster a technology rich curriculum through the allocation of additional classroom laptops within a wireless environment. Engage the students and staff in Web 2.0 technology opportunities including but not limited to SMART Technology © (SmartBoards and Senteo Student Response Systems), E-boards, blogs (EduBlog and Blogger), Wiki (Google), video streaming (EVAN, United Streaming, Teacher Tube, and U-Tube), video casting, video conferencing (SKYPE), Jing, RSS feeds, Twitters, social networking (FaceBook and MySpace), I-tunes, TED, etc.
- Sole administrative liaison for the selection of new student data base system - RealTime; currently utilizing SDS.
- Supervise the data collection prior to-, parent and staff meetings for-, writing of-, and implementation of supported accommodations for students with 'needs' based on IDEA (i.e. 504's); supervise and support the execution of building-wide Individual Education Plans. Provide additional support to students, staff, faculty, and parents as needed.
- Provide a safe and conducive learning environment via collaboration with the local police, State of NJ Department of Children and Families (DYFS and Institutional Abuse), participation on the District Crisis Committee and State & Gloucester County trainings (e.g. Juvenile Officer's Association, Violence & Vandalism Reporting, Gang Awareness, Integrated Pest Management, etc.), updating the School Crisis and Safety Manuals, and knowledge of New Jersey State Administrative Code and the Memorandum of Agreement. Updated school wide fire and lockdown drills to include efficient and effective communications via e-mail, walkie-talkies, and Global Connect.
- Oversee the P.A.N.T.H.E.R.s which financially supports our 6<sup>th</sup> grade student's overnight environmental educational experience, Celebration- and Recognition-Nights through fund raising efforts. Duties include providing staffing (teachers and medical), budgeting (transportation, teacher stipends, substitutes, aides, mileage, meals & lodging, educational programs, F.I.C.A., etc.), scheduling, etc. for Mount Misericordia. Average class size is 220+ students.
- Oversee and support the successful transitions from grade 3 (Harrison Township Elementary School) to 4 (Pleasant Valley School) as well as 6 (PVS) to 7 (Clearview Regional High School District – Middle School) via collaborative student visitations and parent presentations.
- Maintain and oversee all components of the Pleasant Valley building budget based on New Jersey State Administrative Code. Proficient in the Microsoft Suite including Excel, e.g. multiple and tiered spreadsheets, graphing functions, advanced functions including statistical software, etc.
- Maintain the school plant, equipment, and support systems through collaboration with the district/building maintenance personnel and the district Business Administrator.
- Past administrative representative overseeing and maintaining accurate Free & Reduced Lunch documents. Semi-annual duties include monitoring Nutri-Serve's point-of-sale full lunches and record keeping.
- Attended 2004 NCTM National conference and 2005 ASCD National conference.

*Henry C. Beck Middle School, Cherry Hill, New Jersey, 08003*

September 2001-July 2004

**7<sup>th</sup> and 8<sup>th</sup> Grade Mathematics Teacher**

- Middle School representative for the Teacher Evaluation Committee. In-serviced principals, teachers, and staff with the new format based on the works of Charlotte Danielson and Bena Kalleck. Wrote the State waiver application for the collaborative plan that was approved for the 2004-2005 school year and beyond.
- Assisted in the development of the Middle School Summer Math curriculum for grades 5 – 9.
- Participated in exploratory, hands-on, and inquiry-based mathematics curriculum development through a partnership with the University of Pennsylvania.
- Developed the 8<sup>th</sup> grade International Baccalaureate (I.B.) Mathematics curriculum. Attended additional I.B. training in Charlotte, North Carolina.
- Member of the I.B. committee. Investigated the need for a common vision at Beck Middle School.
- Contributed to the district's reassessment policy #6147 which emphasizes individual student achievement.
- Worked collaboratively as a Union Representative within the building and on a district level. Duties included administrative liaison, grievances, staff training, and contract negotiations (2001 & 2004).
- Trained in contract negotiations and grievance procedures by the N.J.E.A.
- District representative at the N.E.A. National Conference; Dallas, TX, 2002.
- Trained elementary teachers on the district data entry system. The system required analysis of individual student data and promoted teacher reflection and collaboration.
- Head Track & Field Coach – 150 athletes and 3 assistant coaches. Initiated the district-wide Middle School "Olympian Day." Olympians in attendance included Todd Williams, Mark Crogan, and Tim Broe.
- Assistant Cross-Country Coach; Intramural Volleyball Instructor; promoted the game of chess during AM Beck.
- Member of the building/district interview team. Interviewed prospective candidates for administrative and teaching positions at both the middle and elementary school levels.
- Trained by The Rutgers Center for Mathematics, Science, and Computer Education in order to promote student achievement on the Grade Eight Proficiency Assessment.
- Investigated "Standards Based Schools" by attending a Palisades School District *walk through*.

*Bret Harte Elementary School, Cherry Hill, New Jersey, 08003*

September 1998 – September 2001

**4<sup>th</sup> Grade Teacher**

- Teacher In-Charge for two years. Managed all building issues when the building principal was off-sight.
- Supervisor of the after-school Computer Laboratory.
- Member of the Character Education Committee and member of the NJ Character Education Network.
- Trained in the International Baccalaureate Primary Years Program.
- Member of the 4<sup>th</sup> Grade Science Curriculum Committee.
- Member of the 4<sup>th</sup> Grade Mathematics Curriculum Committee.
- Member of the 4<sup>th</sup> Grade Social Studies Curriculum Committee.

*AmeriCorps Tampa, Cleveland Elementary School, Tampa, Florida*

September 1996 – November 1996

**Tutor and Teacher's Assistant**

Positioned within a Title One Elementary School. Worked individually and in small groups with kindergarten students on math and reading skills.

*"Read & Stamp" Program, Graham Elementary School, Tampa, Florida*

September 1996 – November 1996

**Tutor**

Worked with a diverse population within a Title One school. Assisted below grade level students with reading and math skills. Implemented numerous teaching strategies to enhance learning, e.g. heterogeneous grouping, group size, and the utilization of manipulatives.

*Southern Connecticut State University*

September 1990 – June 1992

**Graduate Teaching Assistant, Human Performance Laboratory**

Responsibilities included graduate and undergraduate teaching, physiological testing (body composition via hydrostatic weighing and skinfold, RMR, maximal graded exercise test ( $VO_{2max}$  and ECG), and pulmonary evaluations), motion analysis (PEAK Motion Analysis System), and isokenetic testing and rehabilitation.

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## AFFILIATIONS

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Alpha Epsilon Lambda Honor Society (Saint Joseph's University)  
American Association of School Administrators  
Association for Supervision and Curriculum Development  
Golden Key International Honour Society (Seton Hall University)  
International Society for Technology Education  
Kappa Delta Pi – Lamda Tau Chapter (University of South Florida)  
National Council of Teachers of Mathematics  
National Council of Teacher of English  
National School Boards Association  
National Staff Development Council  
New Jersey Council for Inclusive Education

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## **SCHOOL & DISTRICT AWARDS & GRANTS**

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Audubon Public School District – 2021 Referendum (\$26,810,000)  
Audubon Public School District – Preschool Expansion Aid (\$652,704)  
Audubon Public School District – Emergency Aid (\$122,709)  
Audubon Public School District – New Jersey Trees Grant (\$106,000)  
Audubon Public School District – COPS Secure Our Schools Grant  
Audubon Public School District – Emergency Connectivity Fund  
Audubon Public School District – New Jersey Green Energy Grant  
Audubon Public School District – New Jersey Local Recreation Grant  
Mansion Avenue Elementary School – 2022 Promising Practice – Character.org  
Harrison Township School District – New Jersey Future Ready District 2017-2018  
Harrison Township School District – Google Reference District 2016 – To Date  
Harrison Township Elementary School – New Jersey Future Ready School 2017-2018  
Harrison Township Elementary School – Google Reference School 2016 – To Date  
Pleasant Valley Elementary School – New Jersey Future Ready School 2017-2018  
Pleasant Valley Elementary School – Google Reference School 2016 – To Date  
Pleasant Valley Elementary School – New Jersey Schools to Watch 2017-2020

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## **PUBLICATIONS**

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Achieve the Core: Aligned Instructional Materials Blog (2016). Part 9: Adapting Materials Project. Creating Conducive Environments for Teachers to Adapt Materials: An administrator's guide to promoting teacher innovation. <http://achievethecore.org/aligned/creating-a-conducive-environment-for-teachers-to-adapt-materials/>.

Doctoral Dissertation, "The Influence of Exposure to Inclusive School Environments on the Mathematical Achievement of General Education Elementary Students." Seton Hall University, South Orange, New Jersey, April 23, 2015.

Graduate Thesis, "Performance Outcomes in Collegiate Pole Vaulters: An Investigation of Psychological, Biomechanical, and Physiological Variables." Presented at the National American College of Sports Medicine Meeting; Denver, Colorado - May 30, 1997.

Utilizing Art to Explore Cultural Diversity & Prejudice, Trends & Issues, The Publication of the Florida Council for The Social Studies, Social Studies via Music, Art & Literature, Spring 1997.

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## **REFERENCES AVAILABLE UPON REQUEST**

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