

## C. Michael Robinson, Jr., Ed.D.



### Curriculum Vitae

#### Objective

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I am an innovative, progressive, transformational, visionary, results-oriented, and data-driven leader. My experiences encompass the work of urban-suburban, rural, urban, and suburban school districts of varying sizes, cultural diversity, and socio-economic statuses around transformation and reform. My knowledge and skills as a current Chief Academic Officer, a former superintendent, and having served in other executive roles, will help to support the board's vision to move Akron Public Schools, Ohio forward in the capacity of Superintendent of Schools.

#### Education

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**Educational Leadership (Ed.D.)** Argosy University - Sarasota, Florida - June 2004

**Educational Leadership (Ed.S.)** Argosy University - Sarasota, Florida - September 2003

**Educational Leadership (M.S.)** Troy State University - Atlanta, Georgia - July 2002

**Elementary Education (B.A.)** Southern University - New Orleans, Louisiana - December 1996

#### Credentials and Certifications

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2023	Business Report and Baton Rouge Leadership Academy
2020	Coach Training EDU – Life Coach
2016	Arbinger Institute <i>Leadership and Self-Deception</i> – Trainer
2016	University of Texas of the Permian Basin - Superintendent Certification – Texas
2013	AASA Principal Mentor

#### Professional Experience

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**Chief Academic Officer** February 1, 2021 – Current  
East Baton Rouge (EBR) Parish School System, Baton Rouge, Louisiana

- Implement Instructional Rounds and Data Reviews through the Division of Academics to assess where schools are relative to achievement resulting in an overall 3.5% gain in mathematics, overall 2% gain in ELA, and an overall 3% gain in science in 2022;
- Create weekly video updates for teachers and school leaders and oversee the creation and implementation of instructional resources for school leaders and teachers;
- Oversee the work done to revise and create scope and sequence and curriculum for academics;
- Collaborate with the Chief of School's office around professional development for school leaders and teachers and continuous school improvement;
- Collaborate with the Chief of Staff's office to create a district-wide Course Sequencing Manual and Master Scheduling Guide;
- Collaborate with the Chief of Staff's office to implement the curriculum for Pathways to Bright Futures (PBF) and the creation of Focus Schools, work around dual-enrollment and school choice, which will afford students the opportunity to graduate with a high school diploma and Associate Degree;
- Oversee systemic professional development for teachers and collaborate with the Chief of Schools around leadership professional development and Workforce Development and Career and Technical Education (CTE);

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- Oversee Exceptional Education (ESS), Office of Teacher Effectiveness, ESL, Teaching and Learning, Fine Arts, Curriculum Development and Textbook Resources, and Technology Training for Division of Academics;
- Oversaw federal programs (budgets: operating budget is \$693.5 million of which I managed approximately \$20 million, including special education, and federal: Title (\$21 million) and ESSER II (\$64 million) and ESSER III (\$115 million);
- Oversaw Gifted and Talented, and Magnet and Innovation;
- Oversaw the implementation for the JASON Learning conference in collaboration with LSU;
- Led the work to open EBR's first two Focus Choice Schools around coastal restoration and medical;
- Oversaw the EBR Program Evaluation in collaboration with Louisiana State University (LSU)

### ***Accomplishments:***

- Created and produced the EBR Coherence Framework and accompanying video;
- Oversaw the development of the Teacher Effectiveness and district-wide Professional Development Frameworks to impact employee development and student achievement;
- Collaborated with Fine Arts to establish the first Winter Wonderland to engage the community and stakeholders;
- Oversaw the development of the first EBR Numeracy and STEM/Science plans in collaboration with outside stakeholders and partners; and
- Championed the first EBR Course Sequencing Document, Master Scheduling Guidance Document, Grading Guidance Document to impact student achievement

### **Senior Executive**

November 2018 – January 2021

Burns – Van Fleet – Houston, Texas

- Assist with leadership coaching, training, and support;
- Assist with performance audit preparation; and
- Assist with transition reports

### **Superintendent of Schools**

June 2016 – June 2018

Pine Bluff School District (PBSD), Pine Bluff, Arkansas

- Supervised system budget of \$44,930,065.33, inclusive of Title I, Title II, Special Education;
- Led a district of 9 schools and centers consisting of approximately 3,800 diverse students and approximately 700 employees;
- Engaged with the Chamber of Commerce and business community to establish a Workforce Development Task Force;
- Participated on the Forward Pine Bluff, which was a committee comprised of business leaders and school districts in Jefferson County, Arkansas; and
- Conducted program evaluations for all schools.

### ***Accomplishments:***

- 92% of the 2018 senior class graduated from high school;
- Established community, student, parent, and teacher advisory groups to build consensus, re-establish the district's culture and climate, and to complete the *Blue Print for Excellence – the Strategic Plan*;

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- Maintained a consistent budget of \$5.8 million for two budget cycles (years) without declining to avoid fiscal distress and the possibility of state take over;
- Created a STEAM and Entrepreneur elementary school to provide students and parents with choice to avoid further loss of students in an already declining enrollment district;
- Created an Early Learning Center for K – 1 to address early literacy where only 13% of the 3<sup>rd</sup> graders were reading on grade level;
- Developed a district literacy plan to improve reading scores that also included the successful implementation of Freedom Schools, Project Lead the Way (PLTW), and A.V.I.D, which resulted in a 5% increase in reading scores across the system and 1-4 grade level increases for 120 students in the Freedom Schools Program;
- Implemented Data Wise School Improvement Process, Instructional Rounds, and Collaborative Planning that helped to build school and district leader capacity in order to impact achievement and teacher performance, resulting in an overall 3% increase in reading on the state's assessment after my first year as superintendent;
- Working with the board, the district was removed from the State of Arkansas's academic distress list of failing schools in my first year as superintendent;
- Implemented Student Intervention Team (S.I.T.)/Response to Intervention (R.T.I.) process, including Classroom Dojo, Restorative Practices, and Positive Behavior Intervention Strategies (P.B.I.S.), in order to address suspensions and decrease discipline across the district; and
- Hired a Technology and Innovation Teacher to provide technology support to teachers around the 5E Lesson Plan and Google Classroom resulting in an increase of 30% of our teachers actively using technology within lesson integration during my first year as superintendent.

**Instructional Director**  
**(position equivalent to an assistant superintendent)**

October 2013 – May 2016

Prince George's County Public Schools (PGCPS), Upper Marlboro, Maryland

### **Original position was Director of Priority and Turnaround Schools**

- Supervised and approved school budgets (Student-based Budget Process – SBB) collectively in the amount of \$41 million dollars and \$2 million dollars in Title I funds (annual systemic budget is \$1.79 billion) for 13 schools; Two of my schools were charter schools in my first year; Two of my schools had a Judy Hoyer Early Childhood Program;
- Supervised 13 of 208 schools and centers, K – 8 and high school, consisting of 10,000 + diverse students, 390 classroom teachers, 19 assistant principals, 16 counselors, 11 Instructional Lead Teachers, 8 reading specialists, and 275 other staff members;
- Oversaw the implementation of Science, Technology, Engineering, and Mathematics (STEM) and Advancement Via Individual Determination (AVID) to increase academic rigor and to increase student achievement in 2 Turnaround Middle Schools;
- Collaborated with unions to ensure successful implementation of negotiated agreements
- Mentored and coached principals using Strength Finders (Gallup) and the work of Bruce Wellman and Laura Lipton and Paul Bambrick-Santoyo in order to increase principal leadership capacity that ultimately impacts student achievement; and
- Supervised the National School Administration Management System (SAMS) innovation project pilot initiative to increase student achievement for a principal.

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### ***Accomplishments:***

- 13 schools improved its data on Scholastic Reading Inventory (SRI) by minimum of 7 %;
- Implemented Data Reviews, Data Wise School Improvement Process, and Instructional Rounds in order to improve overall school performance and the instructional culture;
- Supervised the completion of a \$6.1 Billion S.I.G. II; and
- Led the writing of and received a S.I.G. III grant awarded in the amount of \$3.1 million dollars.

### **Turnaround Middle School Principal**

July 2008 – October 2013

Prince George's County Public Schools (PGCPS), Upper Marlboro, Maryland

- Focused on curriculum writing that was facilitated by Grant Wiggins to improve student achievement;
- Supervised, observed, and evaluated teachers using Charlotte Danielson's Framework for Teaching (FFT) and administrators using the county's evaluation instrument;
- Managed the school's operating budget to ensure that specific allocations were aligned with the goals and objectives of the strategic plan and 1003g Grant; and
- Managed a school with over 13 languages spoken in our building.

### ***Accomplishments:***

- Increased student achievement through the implementation of through school-wide incentives through Positive Behavior Intervention Strategies (PBIS);
- Improved data on Scholastic Reading Inventory (SRI) by minimum of 7% each year;
- The first middle school in the Prince George's County to offer biology to 8<sup>th</sup> grade scholars and had 100% passing rate on the Maryland High School Assessment (HSA);
- Achieved an overall 4% increase on Maryland State Assessment (MSA) in math, reading, and science by implementing Data Wise School Improvement Process and Instructional Rounds (initiatives of Harvard University);
- Received state recognition for our Science, Technology, Engineering, and Mathematics (STEM) program and systemic recognition for our Advancement Via Individual Determination (AVID) program;
- Received S.I.G. II in the amount of \$3.1 million dollars under my leadership; and
- Created, Designed, and Implemented authentic professional development that improved classroom discipline and management and teachers' instructional capacity to impact student achievement.

### **Elementary School Principal**

July 2005 – June 2008

Meriwether County Schools, Greenville, Georgia

- Managed the school's operating budget;
- Supervised, observed, and conducted teacher observations, and evaluations; and
- Supervised the existing implementation of the America's Choice (AC) initiative.

### ***Accomplishments:***

- Improved overall school performance resulting in Annual Yearly Progress (AYP) for 2 consecutive years successfully implementing Charlotte Danielson's Framework for Teaching (FFT), Institute for Learning (IFL), and Max Thompson's Learning Focused Strategies (LFS);

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- Implemented same-gender classes in grades 3-5 to increase overall student achievement;
- Reduced the number of students entering special education and those placed on 504 Plans by creating and implementing Alternative Scholar Intervention Process (ASIP);
- Partnered with the Parent Teacher Student Organization (PTSO), community, and other stakeholders to seek funding for the first playground equipment for the school; and
- Based on the work that we had done during my tenure, the school was awarded in 2008 – 2009 the award of Distinguished Title I School.

### High School Assistant Principal

July 2004 – June 2005

Henry County Public Schools, McDonough, Georgia

#### *Accomplishments:*

- Implemented a mentoring program for 9<sup>th</sup> grade boys;
- Created an accountability system for Student Support Team (SST); and
- Implemented Data Reviews for ninth grade teachers to increase scholar achievement.

### High School Assistant Principal

July 2002 – June 2004

Butts County Public Schools, Jackson, Georgia

#### *Accomplishments:*

- Created and implemented the first Freshman Academy to focus on reducing discipline, improving attendance, and to increase graduation rates.
- Supervised and led the writing of the Pay-for-Performance Plan (financial incentive pay for teachers based on scholar performance) to increase scholar achievement;
- Created an accountability system for school-wide attendance and discipline
- Transformed the Career, Technical, and Agricultural Education (CTAE) and Special Education Departments for efficiency and productivity; and,
- Initiated and implemented Parent University and organized a Parent-Teacher-Student Organization (PTSO) to increase parent participation and engagement.

### Middle School English Teacher

August 2001 – May 2002

Fulton County Public Schools, Atlanta, Georgia

### Intermediate/Middle School Teacher

August 1999 – May 2001

Alief Independent School District, Houston, Texas

### Elementary/Jr. High School Teacher

November 1996 – May 1999

Lafourche Parish School Board, Thibodaux, Louisiana

### Professional Certificates

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- **Ohio Superintendent License (ID#OH3338479 7/1/2019 – 6/30/2024; Issued 7/19/2019 Certificate #:21747887) – Valid;**
- Alabama Class AA Superintendent (095) and Principal (091) License [12/10/2018 – 06/30/2024] – Valid;
- Louisiana (Superintendent Eligible 2018) (Teaching - Elementary Grades 1 – 8) (#C159514 – 5/9/2018 - 5/9/2021) – Valid;

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- Georgia Leadership Certificate {#436618 L7} (P – 12; Superintendent) (Grades P – 5; Middle Grades 4 – 8 Science, Social Studies, and Language Arts) 7/1/2020 - 6/30/2025 – Valid;
- Missouri Educator’s Certificate (Superintendent K-12 [12/06/2018 – 12/06/2022]; Principal K-8 [12/06/2018 – 12/06/2117]; Elementary Education 1 – 6 [12/06/2018 – 12/06/2117]) – Valid;
- New Jersey Department of Education – School Administrator (0101); Code: CE; Certificate #: 1115926 [Issued 12/2018 – Valid];
- Virginia Division of Superintendent License 7/1/18 – 6/30/2028 #DS-0601364; Virginia Postgraduate Professional License (Teaching and Administration Pre-k-12) 7/1/2019 – 6/30/2029 #PGP-0688555;
- Texas Superintendent (EC – 12; 7/1/21 – 6/30/2027) and Principal Certification (EC – 12; 7/1/21 – 6/30/27) – Valid;
- Arkansas Educator Certificate (Superintendent) 5/11/2016 - 2/31/2020;
- Michigan School Administrator and CO License (Elementary and Secondary Administrator and CO) (#SA0000000981079 - 11/13/2018 – 06/30/2023) – Valid;
- Illinois Educator License: (#2432407 PEL 1/2/2019 – 6/30/2024) K-12 Superintendent,
- Principal, Teacher Leader; 5 – 8 General Science, Language Arts, and Social Science; K – 9 Self-contained General Education;
- Maryland Educator Certificate (Administrator I/II; Elementary Education 1-6; Middle School) {APC – Admin. I/II; Superintendent – 16-4822} 7/1/2018 - 6/30/2023 – Valid;
- Mississippi Administrative (Superintendent) License (El Ed K-6; Md Sch 7 – 8 Math, Science, Social Studies, and Language Arts) (#316604 Class A - 10/25/2018 – 06/30/2020) – Valid;
- Commonwealth of Pennsylvania Department of Education – Letter of Eligibility to serve as Superintendent or Assistant Superintendent PK-12 (1150); PPID #7395032; Code 90 [Issued: 11/01/2018 – Valid].

### Related Experiences

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- *The Noose – Educating, Nurturing, and Mentoring the Endangered Species the Black Male* (January 2023);
- *Educating the Endangered Species – the Black Male* (May 2007) by Dr. Michael Robinson;
- Instructor: Grand Canyon University 2004 – 2005;
- Instructor: University of Arkansas at Pine Bluff (UAPB) 2017; and
- Workshop Presenter: AASA (Nashville 2022); Central Office Training (Colorado 2017), NASBE (2016), AASA (Co-presenter 2016), Connecticut Department of Education (Spring 2008), Nuts and Bolts Middle School Conference (Summer 2007), NCEBC (Spring 2007).

### Committees

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- Teacher Leader Group – Louisiana State University – Baton Rouge, Louisiana
- Strategic Operations Committee – Baton Rouge Area Chamber – Baton Rouge, Louisiana

### Civic and Professional Affiliations

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- Moses Baptist Church – Thibodaux, Louisiana;
- NAACP – Thibodaux, Louisiana
- St. Joseph Lodge #15 Free & Accepted Mason (F & AM) (recording secretary);
- Kappa Alpha Psi Fraternity – Houma-Thibodaux Alumni Chapter;



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- American Association of School Administrators (AASA);
- National Association of Black School Educators (NABSE);
- Council of Great City Schools;
- Rotary Club – Pine Bluff, Arkansas (former member);
- Go Forward Pine Bluff Education Committee, Pine Bluff, Arkansas (former member);
- Kiwanis Club – Pine Bluff, Arkansas (former member); and
- Chamber of Commerce (Pine Bluff, Arkansas – former member)

### Professional Activities and Recognitions

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- 2019 John C. Maxwell Leadership Training (ongoing)
- 2018 DALI (District Administration Leadership Institute);
- 2017 University of Southern California Rossier School of Education Urban Superintendent Academy;
- 2016 New Superintendent's Academy, State of Arkansas;
- 2015 Strength Finders Training;
- 2015 NABSE Aspiring Superintendent's Institute – Chicago, Illinois;
- 2015 NAESP Principal Mentor Training – Virginia;
- 2015 Leadership Coaching Training by Bruce Wells and Laura Lipton;
- 2014 Arbinger Training *Leadership and Self-Deception*;
- 2014, 2017 Data Wise - Harvard University;
- 2013 NSIP (School Admin. Management System - SAMS) Training
- 2012 Instructional Rounds - Harvard University;
- 2012 National Superintendent's Academy – Philadelphia Cohort;
- 2012 Leadership Academy for Turnaround School Leaders, Harvard University;
- 2010 Maryland Principal Academy;
- 2008 Charlotte Danielson Framework for Teacher Evaluation Training
- 2008 PGCPs New Principal's Academy;
- 2007 Georgia Leadership Institute for School Leaders (GLISI); and
- 2007 West Georgia RESA Principal/Leadership Academy.

### Professional, Civic, and Academic Awards and Recognition

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- 2017 Outstanding Educator Award – Community Empowerment Council Emergency Shelter, Pine Bluff, Arkansas;
- 2006 Leadership Meriwether Award; and
- 1994 – 1999 President's List for 4.0 GPA – Southern University at New Orleans