IDEA Florida Board
Action Item
July 30, 2021

Subject: Employment Agreement for Florida Professionals for the 2021-22 School Year

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Proposed Board Action: For Approval

Executive Summary:

Julene Robinson, Executive Director of IDEA Tampa Bay, proposes Professional employment Agreements for the four individual named below to serve as Principals.

Jamaul Thomas- IDEA Hope Academy

Mr. Thomas is an exceptional leader who has extensive experience in K-12 education and has a proven track record in raising student achievement. Mr. Thomas has participated in IDEA's Principal-in-Residence Program, receiving intensive and targeted training, coaching and guidance.

Supporting Documentation: Resume for Jamaul Thomas

Presenter: Julene Robinson, Executive Director, IDEA Tampa Bay

Jamaul D. Thomas

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Innovative Educator, Instructional Leader, & Education Manager serving students and families in elementary, middle, and high school schools within, public, independent, and supplemental education service settings for nearly 10 years. Extensive knowledge in effective pedagogy for diverse learners, instructional best practices, improving educational equity, and adult learning theory.

MISSON

To provide exemplary leadership that promotes exemplary learning offering excellence always.

MOTTO

Every Child
Every Chance
Every Day

"Teacher First, Student Always!"

VISION

As a direct result of strategic and competent instructional leadership, **all students**, regardless of background, will perform at high levels, achieve educational excellence, and will be fully prepared for college, career, and citizenship.

VALUES

Integrity
Excellence
Equity
Passion
Growth Mindset

IMPACT

- As an Leadership Team Member at the elementary and secondary level, I have had the opportunity to **coach and develop** teaching **professionals** in both public and public charter school districts that is recognized throughout the nation for educational innovations and excellence
- Successfully **developed relationships** with families and children of diverse backgrounds and intentionally creates the **culture of achievement** and high expectations so that all students are able to achieve at high levels
- A proven collaborative leader who focuses on **instructional and organizational leadership** and **bringing together school stakeholders** to enhance student services
- Consistently demonstrates ongoing **advanced ratings for leader development** exemplified through the School Leadership Levers
- Built relationships with **community partners in education** to provide resources for curriculum development and deep dive learning enrich the culture of achievement for underrepresented populations.
- Created and developed **instructional programming** for Kindergarten to maintain above metrics for quarterly progress towards goals.
- **Facilitate bi-weekly strategy** data meetings to analyze Kindergarten data to produce actionable ongoing strategies that ensure teachers have a clear understanding of student learning successes, gaps, causes that produce robust re-assessment plans.
- Conceptualized and **implemented intervention** programs for kindergarten to assist in the distance learning gaps for students
- Developed and managed the "From Boyz II Men: , a highly successful social-emotional initiative which resulted in **100% reduction** in discretionary suspensions, more than **72% reduction** in disciplinary referrals,
- Achieved highest percentage of survey data for campus leadership staff on the GPTW with **93% overall satisfaction.**
- Designed and facilitated an instructional **New Teacher Institute for Kindergarten and First Grade teachers** which resulted in all teachers receiving teacher-leader promotion into lead teacher, coach, and PLC leader roles for the 2021-2022 school year.
- Developed MAXimizers, a **strategic professional development** initiative which resulted in campus-wide increase in utilization of instructional best practices from 2017-2019 and distinguished ratings among 98% of participants in 2018-2019.
- Conceptualized and developed MAXimizing Minutes, a successful **campus-wide collaboration** initiative and **PLC protocol** resulting in increased professional collaboration with focus on student learning from 2018-2019.
- Implemented **strategic instructional management** protocols in ELA leading to **13%** increase in proficiency in grades 3-5 on 2018-2019.
- Implemented **equity initiative** to expand advanced academic opportunity to underrepresented student groups resulting in **50%** increase in advanced academic participation from 2018-2019
- Facilitate grade-level **Progress Towards Goals** meetings each nine weeks desegregating quarter data to shift and drive instructional focuses for the upcoming quarter.

EDUCATIONAL LEADERSHIP EXPERIENCE

Principal in Residence, IDEA Tampa Bay, IDEA Public Schools ~ 2021 - Present

- Lead, coach and develop K -2 staff for holistic onboarding for strong launch by FDOS grade.
- Created, developed, and facilitated ongoing Beginning of the Year practices for launching campus needs.
- Create and develop instructional master schedules for grades K-2 consisting of core content and electives.
- Lead strategic thinking and training development for Principal In Residency (PIR) campus leaders, including facilitating coaching for onboarding for Assistant Principals of Instruction.
- Lead weekly tactical to identify high leverage needs, aligned action steps that lead to a high culture of achievement.
- Synthesize, analyze, and prioritize launch data forK - 2 grade and develop backwards plans that will achieve quantifiable goals to maintain strong launch numbers
- Facilitate Reading Mastery Transformation testing cycle to ensure students are properly placed in the correct program for FDOS success.

Assistant Principal of Instruction in Residency, IDEA Pharr Academy, IDEA Public Schools ~ 2020- 2021

- Led Kindergarten instructional staff in data-driven shifts that work to meet the projected ambiguous goals set for the school term. This was done through coaching to their teaching quickly and measurably through daily observations, on-the-spot coaching, data conversations, and effective evaluations.
- Facilitated the Instructional Coaching Cycle for Continuous Improvement for leaders that focuses on the deficits of teacher capacity building their trajectory to get better faster and firm in setting a classroom culture of achievement. .
- Coached and developed the ELA teachers to synthesize, analyze, and prioritize data opportunities to develop strategies that achieve quantifiable goals that allow for proactive identification of opportunities to improve and consistently reflect on past practices that guide future actions.
- Led Professional Developments surrounding lesson planning, unit unpacking, and technology integrations.
- Facilitated weekly manager check-ins, grade-level meetings, professional learning communities, lead team tacticals, and daily grade-level and leader huddles.
- Created, developed, and facilitated a schoolwide Maverick Professional Learning Community (PLC) that engages 120 teachers monthly developing inhouse skills on a plethora of topics that resulted in an increase in teacher cross content collaboration, building teacher leadership capacities through facilitation, and promoted leadership opportunities.
- Developed teacher action bank of resources for classroom teachers to use as a platform to spar with one another in various modalities of delivering quality instruction. Models included: vertical alignment, peer observations, Grade Team Leader Rounds, and 2-way ratings.

Instructional Lead for Grade 3-5 , Melrose Park Elementary, Columbia County School District ~ 2018-2020

- Initiated discussion for and implementation of best practices for lesson development
- Coached and mentored teachers on the Marzano Instructional Playbook to increase student achievement.
- Facilitated meeting with leadership monthly to discuss needs of grade-level for data driven instruction
- Established and communicated procedural guidelines to delineate responsibilities for goal attainment.
- Developed intervention lessons planning for students who are designated as lowest quartile and bubble status.
- Encouraged flexibility for differentiated grouping of students and standards based instruction
- Evaluated growth in achievement of the Florida Standards Assessment, Performance Matters, and iReady platforms
- Prepared individualized learning plans for students in need of these accommodations for scholastic achievement

Summer School Administrator, Melrose Park Elementary, Columbia County School District ~ 2019

- Developing a Summer Slide curriculum for grades Pre-Kindergarten - Fifth Grade based on the academic needs of the school.
- Facilitating the logistics and operations for summer programming relative to the School Improvement Grant
- Creating academic schedules which allowed for maximum instructional time for all grade levels
- Incorporating S.T.E.M. enrichment activities which are inclusive of students from every grade level with a goal of expanding the education of the whole child.
- Developed an learning teams made up of highly qualified teachers and support personnel from all school departments with a goal of applying the philosophies of a Professional Learning Community

Columbia Leadership Participant, Educational Leadership, Columbia County School District ~ 2018-2019

- Created schedules for individual teachers based on School Improvement Planning and data for instructional usage.
- Developed instructional support schedules to ensure maximum instructional time
- Developed teacher-specific Excel/Word test data spreadsheets utilized in student remediation and enrichment planning
- Participated in monthly seminars relative to the Florida Educator Accomplished Practices and lead professional dialogue to ensure incorporation of best practices and development for Aspiring Leaders.
- Developed administrative observation schedule and maintained accurate documentation system
- Completed weekly three minute classroom walk throughs and evaluated data to chart a course for academic change

- Shadowed (3) principals serving at various demographic schools to strengthen the ability to manage the school-based setting.

Minority Achievement Coordinator, Columbia County Schools, Florida Education Fund ~2014-2019

- Initiated discussion for and implementation of best practices for lesson development
- Facilitated weekly meetings with third grade team members to discuss students' academic and behavioral concerns and develop support plans to increase student achievement.
- Assisted in the development of academic support plans for students failing a core class
- Supervised the grade level MTSS/RTI process for students needing support in core instruction.
- Analyzed need for streamlined support system for new teacher programming and mentorships
- Facilitated meeting with leadership monthly to discuss needs of grade-level for data driven instruction
- Established and communicated procedural guidelines to delineate responsibilities with a goal of improving efficiency and effectiveness of responsiveness to student learning outcomes

School Compliance Administrator, PC Primary School, Precious Creations Inc. ~ 2012-2014

- Conducted formal observations and held pre-conference and post-conference meetings to provide feedback
- Conducted mid-year and summative reviews with teachers and instructional assistants
- Developed and offered specific instructional strategies to enhance lessons
- Created schedules for individual teachers based on the Office of Independent Schools requirements for seat time
- Developed instructional assistant schedules to ensure maximum instructional time for private school students
- Prepared encore rotation schedules for outside vendors to provide instructional services to students as "special area" change
- Observed lesson presentations and provided constructive feedback through pre and post conferences
- Maintained master schedule notebook, making weekly updates and ensuring that pertinent staff members received updates
- Conduct charter school processes relative for school emergence from private sector to public charter with Orange County Public Schools

Enrichment and Retention Specialist, Memorial Middle School- OCPS, AmeriCorps VISTA ~ 2012-2013

- Collaborated with the school program coordinators for CORE team instructional resources for teachers
- Managed and administered testing for the Student Enrichment and Education Planning Module.
- Conduct fidelity practices for the University of Central Florida Community School Model Implementation
- Created curriculum for instruction in Intensive Reading and Math courses for BUBBLE students achievement and retention
- Supervised ADDitions tutors, volunteers, partners in education for enrichment services for low-socioeconomic settings.
- Served as the administrator on the Academic CORE team and Student Support Services Team for Middle Years Programming.

OTHER RELEVANT LEADERSHIP & EDUCATIONAL EXPERIENCE

Florida Education Fund | Program Manager | North Florida Center of Excellence, 2014-2019

Provide educator professional development, parent training, curriculum development and consulting for youth-serving organizations and schools; high-quality professional learning provided to Florida Education Fund educators registered in the National Achievers Society.

Seeds for Success Education Group, Winfield, Florida| Education Manager, 2014-2019

Established regional literacy initiative; nurtured and managed community partnerships; led research, synthesis, adoption, and implementation of early and adult literacy best practices, fostered tutoring sessions for academic enrichment centers.

Supporting Teacher Education Pre-Professionals, Orlando | Alumni Coordinator, University of Central Florida 2015-2017

Provided operational and educational oversight and direction for STEP alumni who seek advancement in the field of education and teacher leadership.

Alachua-Central District Education Initiative, Jacksonville, Florida| Curriculum Writer & Trainer | 11TH Episcopal District of the AME Church, 2019

Provided educational curriculum development and training and professional development for district educators in early literacy, early math, and social/emotional learning

EDUCATION

Saint Leo University
St. Leo, Florida,
Doctor of Education,
School Leadership
(2022)

University of Phoenix
Tempe, Arizona
Master of Arts in Education,
Administration and Supervision

University of Central Florida
Orlando, Florida
Bachelor of Science,
Technical Education &
Industry

ORGANIZATIONS

- National Alliance of Black School Educators (NABSE)
- Columbia Teachers Association
- Black Educators Rock (BER)
- National Education Association
- Association for Supervision and Curriculum Development

CERTIFICATIONS

- Florida Professional
- Florida Birth-Grade 3
- Educational Leadership
- NEFEC Teacher Mentoring
- FEF Teacher Leadership
- NEFEC Coach to Lead