

## Kathleen (Eun Kyoung) A. Dawson, Ed. D.

### PROFESSIONAL EXPERIENCE

#### **Orange County Schools—Hillsborough, NC**

##### ***Deputy Superintendent***

2020-present

Provide organizational leadership to ensure the implementation of the district's strategic plan and strategic priorities for a district of 13 schools with 7,500 students—54% White, 25% Hispanic, 14% Black, 1% Asian and 6% Other, over 45% student poverty rate and 800 employees.

- Collaborate as an inaugural member of the ABC Science Collaborative, a program that pairs scientists and physicians with school and community leaders to help understand the most current and relevant information about COVID-19
- Oversee implementation of school improvement plans, curriculum and instruction, and all associated resources, services, operations, and programs provided to students, school-based staff, and families
- Lead the preparation and transitions between 100% remote, hybrid, and in-person instruction
- Design and implement the virtual academy models for the district under hybrid instruction
- Keep families and the community informed on the status of COVID safety measures
- Secure online curriculum and professional development for all staff
- Manage the responsible expenditure of local, state, and federal budgets
- Support and supervise all principals
- Communicate with the Board of Education, local and state education and government agencies, higher education partners, and other constituencies
- Provide direct supervision of executive staff identified by the superintendent
- Direct cross-office collaboration and coordination of the data-driven supports to schools
- Conduct observations and evaluations of chiefs and executive staff
- Collaborate with leadership, school and community and business partners to analyze system data and create an annual budget to effectively and efficiently utilize resources to improve teaching and learning
- Identify and implement solutions to organizational challenges including the creation of the strategic plan
- Support the acquisition of grants and the implementation of structures, protocols, and processes to ensure the efficient operations of the district

##### ***Acting Chief Technology Officer 2020-21***

- Secure devices for all K-3 grade students and lead the refresh of all staff (1,000) and student (8,000) laptops to ensure optimized remote teaching & learning
- Secure funding and grants to purchase over 2,000 hotspots to provide families access to the internet to support remote learning
- Create free WIFI access locations at all school parking lots
- Assess the capacity of the internet infrastructure to provide adequate bandwidth for increased use due to online teaching and learning
- Integrate the IT and instructional technology departments to create a comprehensive instructional technology department to improve overall digital competence, support, and infrastructure

##### ***Acting Chief Operations Officer 2020-21***

- Ensure all facilities are properly prepared for the safety and well-being of students and staff especially in response to COVID-19
- Secure PPE for all schools and departments to support social distancing and proper safety measures required in response to COVID-19
- Prepare and provide training for all staff on COVID-19 precautions
- Present to the Board statistics on air quality, HVAC, water fountain filtration and alternative outdoor seating
- Oversee all capital and bond investment projects
- Oversee the maintenance, facilities, safety, child nutrition, and student assignment departments

**Guilford County Schools—Greensboro, NC****Chief Innovation Officer**

2018-2020

Responsible for the direct creation and redesign of instructional school models for a large urban district with 72,000 students, 126 schools, Pre-K-12 student demographics 40.9% African American, 31.2% White, 16.4% Hispanic, 6.7% Asian, 65 percent student poverty rate and 10,000 employees. More than doubled the number of students earning associate degrees. Launched five new career academies in less than a year. Assisted in the development of a 2.2-billion-dollar facilities master plan to renovate, repurpose and build new schools for a bond referendum recommendation.

Collaborated with governmental agencies to develop an emergency contingency plan. Coauthored a legislative bill for increased funding and tax breaks for industry partners.

- Assessed & identified strategies for improving district's 48 magnet/66 option programs/schools
- Coordinated efforts of the board of education, principals, parents, and families to determine under-performing school restructuring, revitalization and/or school closing
- Redesigned the district's career & technical education program to create a pre-K-12 model, improving the quality of career pathways and college and career advisement
- Managed a multimillion-dollar budget to align with programmatic needs
- Designed a comprehensive pre-K-12 computer science blueprint for the district
- Created new high school choice options across the district including choice signature academies, CTE schools, & hybrid P-TECH schools
- Oversaw the design and construction of five new signature academies
- Created new curricula for artificial intelligence, social media productions, and cybersecurity
- Coordinated with post-secondary institutions and industry partners to create new programs/schools
- Collaborated with the Chambers of Commerce of Greensboro and High Point to create a system for partnership development
- Negotiated terms to develop memorandum of understandings between the district and colleges for the nine middle & early college high schools
- Assessed and strategized alternative student assignment methods to improve equitable access for students and working toward eliminating racial isolation
- Supported the implementation of an online school application process
- Applied to and was awarded state and national grants

**Metro Nashville Public Schools—Nashville, TN****Executive Director of School Support & Improvement**

2016-2018

Provided executive leadership for high schools in a large urban district with 88,000 students, 169 schools with 41.5% Black/African American, 25.9% Hispanic, 28.1% White, 4.2% Asian, and 0.3% Other student demographics. Increased graduation rates and improved student literacy proficiency.

- Served on level-alike teams and collaborated with members of other offices, using the School Support and Improvement Framework to build common understanding of school strengths and needs and to ensure resources and supports met school needs
- Modeled effective leadership practices, including articulating a vision for effective instruction, utilizing time management strategies, prioritizing work, attending to one's own professional growth through reflection and critical analysis of practice
- Monitored school performance and analyzed student performance; worked with cross-functional teams to assure effective and efficient operation of schools and addressed specific program needs and built and strengthened relationships with directors in other offices to coordinate support for schools
- Conducted planning events with principals and teachers to assist them in establishing and meeting local school improvement objectives and provided coaching and support to principals
- Helped to design and lead professional learning opportunities for principals and school leadership teams to foster change in adult practice to accelerate student learning and performance
- Conducted observations of principals as part of the team evaluation system
- Supported the district-wide implementation of the MTSS and SEL/Restorative Frameworks
- Addressed parent concerns that came to the Office of School Support and Improvement

- Prepared a variety of reports and correspondences; disseminated best practices to schools and communities, and proposed ways to address performance challenges
- Oversaw the management of over 70 million dollars in school budgets
- Oversaw the renovation projects of two large comprehensive high schools
- Created two early college high school models
- Closed the suspension gap by decreasing suspensions of African American & Hispanic students by implementing social-emotional support programs
- Provided strategic coaching to improve principals' instructional leadership resulting in increased student achievement
- Coordinated the oversight of multiple capital renovation projects

**Back Bay Group—Boston, MA**

**Managing Director**

02/15 – 02/19

Served as a partner in the development of a “C” corporation with headquarters in Boston, MA and Dubai, UAE focused on K-12 Education, Higher Education, Vocational Training, Certification Programs and EdTech worldwide. Provided advice on all matters related to education programming, products & services. Provided research & innovative ideas for potential investments in the education tech sector, assisting in the development of appropriate products such as business plans, executive summaries & teasers as well as research, design & development for young companies.

**New Bedford Public Schools—New Bedford, MA**

**Headmaster/Principal, New Bedford HS**

2014-2015

Responsible for leading the turnaround of the largest underperforming Title I high school in Massachusetts with a student population of over 2,200, staff over 300, an operating budget over \$20 million & a School Redesign grant of \$2.4 million.

- Increased the graduation rate by 4%
- Decreased the dropout rate by almost 1%
- Reallocated grant funds to create free after school & summer credit recovery programs
- Created an August graduation program
- Increased the number of Advanced Placement offerings
- Increased the number of underrepresented & lower socio-economic status students taking Advanced Placement courses
- Designed a new master schedule, creating a new program of studies & 5 new career pathways
- Collaborated with the Education-Industry Collaborative Committee & the Chamber of Commerce to design a new paid student internship program
- Expanded partnerships with local colleges & universities to improve dual enrollment programs & to increase early college opportunities for all students
- Created a new school-wide professional learning community protocol for common planning time & after school professional development
- Coordinated & oversaw the community volunteer program to paint the school & to redo the landscaping
- Assisted in overseeing a multimillion-dollar grant project focused on improving the building infrastructure, safety system & technology upgrade

**Wentworth Institute of Technology--Boston, MA**

**Adjunct Professor**

2012-2014

- Developer & Instructor of the Hybrid Course—Organizational Behavior
- Developer & Instructor of the Online Course—Introduction to Project Management
- Developer & Instructor of the Hybrid Course—Business Research Methods

**ADDITIONAL EXPERIENCES**

<b>Boston Public Schools—Boston, MA</b>	1998-2014
<i>Assistant Headmaster</i>	2012-2014
<i>Headmaster/Principal</i>	2009-2012
<i>Senior Director of Curriculum, Instruction &amp; Assessment</i>	2005-2009
<i>Assistant Headmaster</i>	2003-2005
<i>Math &amp; Literacy Specialist</i>	2002-2003
<i>Headmaster Intern</i>	2000-2001
<i>High school math &amp; science teacher/Unit Leader</i>	1998-2000
<b>Wellesley Public Schools—Wellesley, MA</b>	1997-1998
<i>First grade teacher</i>	
<b>Duluth Public Schools—Duluth, MN</b>	1996-1997
<i>First grade teacher</i>	

**EDUCATION**

• <b>University of Pennsylvania, Graduate School of Education, Philadelphia, PA</b>	2015
• <b>Doctorate in Educational &amp; Organizational Leadership</b>	
• <b>Harvard University, Graduate School of Education, Cambridge, MA</b>	2001
• <b>Master of Education in School Leadership</b>	
• <b>University of Wisconsin, Superior, WI</b>	1996
• <b>Bachelor of Science in Elementary Education with Honors (minors: math &amp; science)</b>	
• <b>Certificate in Entrepreneurship Essentials, Harvard Business School Online</b>	2021
• <b>NC Aspiring Superintendent Certification</b>	2021
• <b>AASA and Howard University Urban Superintendent Certification</b>	2021
• <b>Flamboyant Family Engagement Fellow</b>	2021
• <b>Certified Gallup StrengthsFinder Coach</b>	2021
• <b>Fellow, National Superintendents Academy, Chicago, IL</b>	2016
• <b>Independent Education Research: Havana, Cuba</b>	2012
• <b>Fellow, Emerging Leaders Program, University of Massachusetts, Boston, MA</b>	2005
• <b>Fellow, Boston Principalship Program, Boston Public Schools, Boston, MA</b>	2001
• <b>Beginning School Leader Administrator PreK-12 Certification #000700831, Tennessee</b>	
• <b>K-12 Superintendent &amp; Assistant Superintendent Professional Certification #340591, Massachusetts</b>	

**PRESENTATIONS & AWARDS**

<b>Governor's NCWorks Award of Distinction</b>	2020
<i>Outstanding Innovative Partnership</i>	
<b>North Carolina Association for Research in Education</b>	2020
<i>Career Academies: Connecting Practice to Research</i>	
<b>Fannie Mae Sustainable Communities Innovation Challenge</b>	2020
<i>One of five contract awardees for The Challenge: Affordable Housing, Education and Economic Mobility</i>	
<b>National SEL Conference, Nashville, TN</b>	2017
<i>A Systemic Approach To Establishing A Socially &amp; Emotionally Healthy Organization</i>	

**PROFESSIONAL ACTIVITIES**

<b>OC Broadband Taskforce</b> Hillsborough, NC	2021
<b>Member of NC State Computer Science Steering Committee</b> North Carolina	2019-2020
<b>Advisory Committee Member</b> , Greensboro, NC Windsor Community Recreation Center & Vance H. Chavis Lifelong Learning Branch Library Initial Planning Project	2018-2020
<b>Advisory Committee Member</b> , Greensboro, NC Ready for School Ready for Life Public Policy Subcommittee	2018-2020
<b>Advisor, Rola Corporation</b> Cambridge, MA	2015-2018
<b>Member of the Multi-Tiered Student Support Leadership Committee</b> Metro Nashville Public Schools, Nashville, TN	2016-2018
<b>Member of the Alignment Nashville A-Team</b> Metro Nashville Public Schools, Nashville, TN	2016-2018
<b>Member/Assistant Chair of Visiting Committee</b> New England Association of Schools & Colleges Monson High School, Monson, MA Cambridge Rindge & Latin School, Cambridge, MA	2007/2013
<b>Boston Public Schools Representative</b> , MA Massachusetts Interscholastic Athletics Association Sportsmanship Committee Member	2008-2012
<b>Design Team Facilitator</b> Hyde Park High School, Boston, MA Author of Small School Proposal	2004
<b>Harvard Graduate School of Education</b> , Cambridge, MA	2000-2001
<ul style="list-style-type: none"> <li>• President of Student Government Association</li> <li>• Representative on the Harvard Graduate Council</li> <li>• Member of Academic Affairs Committee &amp; Search Committee for the Director of Student Affairs</li> <li>• Appointed Director of the HGSE to the Harvard Alumni Association '01-'02</li> </ul>	
<b>Independent Public Schools #709</b> , Duluth Public Schools, Duluth, MN	1994-1997
<ul style="list-style-type: none"> <li>• Vice-Chair of the Asian Pacific Advisory Board</li> <li>• Representative on the Desegregation/Integration Advisory Council</li> </ul>	