Tarea Kennedy-Deloach

Educational Leader and Coach

Cover Letter and Resume

Education is the most powerful weapon which you can use to change the world."
– Nelson Mandela

7/15/2019

Mrs. Tarea Kennedy-Delaoch

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To Whom it May Concern:

It is with great interest that I apply for an instructional leadership position within the Beaufort County School District. With over twelve years of experience and five years of administrative/coaching experience I am enthusiastic and prepared to contribute my knowledge and skills to the ever-growing learning community. If offered the opportunity, I will provide both exceptional and professional leadership skills to build capacity amongst faculty and staff, within the district, leading to sustainable student growth and teacher retention.

As my resume will demonstrate, my career is devoted to the empowerment of teachers, the education of children, and closing the achievement gap. With experience in coaching, professional development, data driven decision-making, and leadership/supervision I have a proven record of exceeding goals/expectations and a commitment to sustainable student growth and achievement. During the 2014-2015 school year I provided instruction that allowed my fifth grade students to make the second to the highest growth, as measured by MAP, in Beaufort County School District. Under my guidance, as a State Literacy Coach, St Helena Elementary School's 5th graders had the greatest increase of students to be at or above the 50th percentile (district wide) between the Fall and the Winter MAP administration (2017-2018) .

The enclosed resume will cover in detail my skill set and past accomplishments. Listed below is a summary statement of what I have to offer the district, as an educational leader.

- ***Leadership/Coaching Competence:***
  I have the ability to make informed and data driven decisions supporting both the use of the curriculum and reflective teaching practices, resulting in student achievement for all children. A critical component of closing the achievement gap is the successful use of the RTI process. I am experienced and dedicated to strengthening Tier I instruction while teaching teachers/administrators how to use RTI research based interventions and small group instruction to help students reach their academic and behavior goals. I provide coaching and teacher feedback through regular classroom observations, video reflections, and PLC groups focusing on student data, best practices, student engagement, and closing the achievement gap. I develop systems and tools for adequate communication to improve and sustain positive performance while providing individualized and group feedback, professional development, and training. As a State Education Coordinator, for Telamon Head Start, I provided leadership and guidance to Center Directors to include creating a vision and long range plan for the improvement of

academics and child outcomes. As a professional development specialist I have developed presentations and presented to thousands of educators at the local, state, and national levels. In addition, I have the ability to work collaboratively with faculty/staff, district personnel, parents, community members, and various stakeholders to ensure that students receive the best educational experiences that will help to develop the whole child. It is my goal to adhere to and promote the district's mission and vision, through strategic planning, team building, service leadership, cultural competency and ongoing professional development.

What my resume cannot explain is my belief system and education philosophy that all children can learn and achieve if given the time, resources, differentiated instruction, and a positive learning environment. I look forward to discussing with you the many ways in which I can make a significant contribution to the Beaufort County School District using my repertoire of skills. Thank you in advance for your time and consideration.

In the Spirit of Excellence,

Tarea L. Kennedy

Tarea Kennedy-Deloach

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Career Objective

"To obtain a leadership position which will allow me to use my 12 years of leadership, coaching, and teaching experience to enhance teacher professional development, increase student achievement, and close the achievement gap"

Professional Profile

Dedicated, resourceful, and goal-driven leader with a solid commitment to providing research based leadership skills benefitting both the schools, district, and the community resulting in improved student achievement

Effective project coordinator and communicator with excellent listening, planning, organizational, and goal setting skills as well as the ability to be a service leader.

Superior interpersonal and communication skills to foster meaningful and professional relationships with all stakeholders, resulting in the creation of a collaborative learning environment

Extensive experience with the creation of innovative strategies and collaborative problem solving skills to increase schoolwide academic achievement and to develop the whole child

Experience with budget, funds allocation, data analysis/reporting, supervision, grant writing, and strategic planning

Education

M.S., Educational Administration, University of Scranton, Scranton, PA, Jan 2011 (Magna Cum Laude)

B.S., Elementary Education, North Carolina Agricultural and Technical State University, Greensboro, NC, May 2006 (Magna Cum Laude)

Academic and Leadership Experience

- Instructional Coach, West Ashley Advance Studies Magnet Middle School, Charleston County School District , August 2018-current
    - Supports teachers with providing authentic and differentiated academic and social experiences that will increase and enhance classroom instruction and improve student achievement. I provided individualized professional development, including but not limited to whisper coaching, side by side coaching, modeling, technical assistance, and training. As a member of the instructional administration team, I conducted regular instructional walk-throughs with both school based and district based staff, gave feedback to teachers based on the SC 4.0 Rubric, and assisted administration with teacher improvement . As the first point of contact for Instructional Learning Services (District Office Instructional Team) I served as a liaison for building administration and teachers in reference to district updates and feedback during IDL Content Area visits. I also assisted with student

discipline, communicating with parents about student behavior, standardized test coordination, and crisis intervention. Some of my responsibilities are listed below:

- -Design and facilitate professional development
- -Facilitate the establishment of WA-ASM Academic Non Negotiables
- -Train teachers in data analysis and the use of data to differentiate instruction.
- -Coach and mentor colleagues
- -Provide daily support to classroom teachers
- -Work with teachers to ensure that research-based reading strategies are implemented with fidelity
- -Served on the School Leadership Team
- -Assist with the development and implementation of a District School Improvement Action Plan for WA-ASM
- -Literacy Coach Endorsement
- -Provided supervision, modeling, and coaching for ART (Assistant Reading Teacher)
- -Served as a member of the MTSS Team, providing data analysis, recommendations, and follow-up for all reading intervention students

- State Reading Coach, St. Helena Elementary School, Beaufort County School District, August 2017 – July 2018
  - Supports teachers to be able to provide authentic and differentiated literacy experiences that will increase and enhance Tier I Literacy Instruction. Model effective instructional strategies for teachers by working weekly with students in whole/small groups or individually. Facilitate study groups, PLCs and develop and facilitate Read to Succeed Professional Development and Coursework. Train teachers in data analysis and the use

of data to differentiate instruction. Coach and mentor colleagues while providing daily support to classroom teachers. Work with teachers to ensure that research-based reading strategies and balanced literacy best practices are implemented with fidelity. Help lead and support reading leadership teams at the school, district, and state level. Assist with the development of the school's Reading Plan and collaborate, offer guidance, and offer support to literacy interventionist. Coordinate United Way Volunteer and the Dataw Volunteer schedules and systems that are used to serve the students in various capacities, promoting increased student achievement.

- RTI Coordinator, Whale Branch Middle School, Beaufort County School District, August 2015 – June 2017
    - Collaborates with classroom teachers regarding students who need intervention. Schedule and coordinate RTI meetings with parents, classroom teachers, school psychologist, district personnel, and administrators. Observe and assess student performance and keep thorough records of progress using Enrich. Collaborate with staff members to plan and schedule lessons promoting learning and student engagement, in alignment with developed RTI goals and monitored Enrich to ensure the fidelity of progress monitoring and plan implementation. Provided regular feedback as it relates to the improvement of Tier 1 instruction. Planned and coordinated all PSP (Elementary Alternative Program) meetings.

- Reading Interventionist, Whale Branch Middle School, Beaufort County School District, August 2015 – June 2017
    - Developed and implemented individualized reading programs for students in grades 5th-8th Improved students' reading levels through guided reading groups and small group instruction. Created lesson plans in accordance with state curriculum and school-wide curriculum standards. Differentiated instruction according to student ability and skill level. Used leveled readers to teach and reinforce reading, writing, grammar and phonics. Established positive relationships with students, parents, fellow teachers and school administrators. Collaborated with other staff members to plan and schedule lessons promoting learning and student engagement.

- 5th grade/Reading Interventionist, Whale Branch Elementary School, Beaufort County School District, August 2014- May 2015
    - Provided targeted instruction, using assessment data, intervention strategies, and backwards planning to successfully improve/increase 5th grade reading scores, allowing seventy percent of students to meet their MAP Goals (over fifty percent of students were below grade level at the beginning of the year). Used Teir two and Teir three RTI interventions to provide additional support for students. Facilitated and planned lessons both academic and social using differentiated methodologies to individualize for students according to learning styles. Used data to drive whole group, small group, and individualized instructions. Maintained accurate record keeping and consistent communication with parents, paraprofessionals, colleagues and administration to ensure that the needs of all students were met.

- 3rd grade Nonfiction Reading Specialist, Charlotte Mecklenburg School System, Feb 2014-June2014
    - Provided targeted instruction, using assessment data, intervention strategies, and backwards planning to successfully improve/increase 3rd grade reading scores by 18 points. Facilitated and planned lessons both academic and social using differentiated methodologies to individualize for student according to learning styles. Used data to drive whole group, small group, and individualized instructions. Maintained accurate record keeping and consistent communication with parents, paraprofessionals,

colleagues and administration to ensure that the needs of all students were met.

- State Education and Disabilities Coordinator/Administrator, Telamon Corporation, March 2013-January 2014
    - Assures that the Education component adheres to Head Start Performance Standards and state child care regulations. Develops manuals, component plans, forms and other materials as needed. Provides on-site monitoring and technical assistance to staff, parents and volunteers to ensure compliance. Assures that the Disabilities component adheres to Head Start Performance Standards and state disabilities regulations. Responsible for program oversight, training and supervision of assigned staff and volunteers. Responsible for implementing parent engagement activities. Coordinates the Early Literacy Mentor Coaches program.

- Early Childhood Mentor Coach Specialist/Administrator, Telamon Corporation, March 2011-March 2013
    - Designed, coordinated, and implemented a grant based Mentor Coaching Program which helped improve teaching practices leading to the increase of child outcomes, teacher job satisfaction, and CLASS scores. Provided individualized coaching, feedback, and professional development using reflective supervision. Developed manuals, component plans, forms and other materials as needed. Provided on-site technical assistance to staff. Ensured that all components of the project where implemented with fidelity in compliance with the proposal and the funders requirements.

- Intervention Specialist, Fox Road Elementary, January 2010-June 2010
    - Provided individualized instruction to children, based on classroom data helping to further the understanding of both conceptual and procedural knowledge resulting in improved student achievement.

- Consultant, Measurement Inc., December 2009-March 2010
    - As an Independent consultant I provided intense intervention and academic instruction to children to prepare them for NC EOG State Testing and academic enrichment resulting in improve student achievement.

- Principal Intern (K-5th) Fox Road Elementary and Heritage Middle School, June- January 2010
    - Assisted with the leading of approximately 100 staff and over 800 students ensuring a safe and conducive learning environment. Conducted classroom observations, modeling, and reflective supervision sessions to guide staff leading to overall teacher improvement. Led data analysis both school-wide and grade level/content area specific to help guide staff to make data driven decisions resulting in improved student achievement. Assisted with faculty meetings and provided professional leadership to organize, administer, supervise, and evaluate a creative school program. Assisted in establishing an optimal learning environment within the school ensuring that all school programs and activities conform to district guidelines. Communicated effectively with all members of the school district staff, student, parents and the community. Worked effectively with community organizations to collaborate and establish partnerships benefiting the school. Reacted to change and crisis productively and efficiently while handling other tasks as assigned.

- Grade Level Chair/Lead Teacher, Fox Road Elementary, May 2008-June 2009
    - Facilitated grade level meetings and Professional Learning Community meetings. Performed data analysis grade level wide and conducted classroom observations and offered feedback as needed. Assisted with grade level planning and team differentiation plans.

- Kindergarten, 1st, 2nd, 3rd, 5th grade and Intervention teacher, Fox Road Elementary, August 2006-March
    - Facilitated and planned lessons both academic and social using differentiated methodologies to individualize for student according to learning styles. Used data to drive whole group, small group, and individualized instructions. Maintained accurate record keeping and consistent communication with parents, paraprofessionals, colleagues and administration to ensure that the needs of all students were met.

Professional Presentations

"Oh Shift" Using High Engagement and Rapport to Gain Positive Results for Boys of Color, South Carolina Association of Educators, *Spring Educator's Institute*, April 2018
Building Relationships with Students of Poverty, Beaufort County School District, *Ladys Island Elementary School Professional Development,* February 2018
Juggling Elephants; How to Keep Students Engaged, Beaufort County School District, *Induction Teachers Monthly Seminar,* January 2018
Coaching for Change, Beaufort County School District, Math Coach Meeting, January 2018
Building Relationships with Students of Poverty, Beaufort County School District, *Robert Smalls International Academy Coaches' Cafe,* November 2017
"Oh Shift" Using High Engagement and Rapport to Gain Positive Results for Boys of Color, Beaufort County School District, *Summer Institute*, August 2017
Building Relationships with Students of Poverty, Beaufort County School District, *Summer Institute Special Session for Induction Teachers,* August 2017
"Oh Shift" Using High Engagement and Rapport to Gain Positive Results for Boys of Color, Beaufort County School District, *Best Practices Day*, February 2017
From Disoriented to Data Driven, Beaufort County School District, *Summer Institute,* August 2015
From Disoriented to Data Driven, National Head Start Association Annual Training Conference, *National Conference,* April 2013
Beyond the Professional Development Plan, NC Head Start Association Conference Annual Training Conference, *State Conference,* March 2013
Data Driven Decision Making for Administrators, NC Head Start Association Conference Annual Training Conference, *State Conference,* March 2013
Juggling Elephants, "Observations made easy" NC Head Start Association Conference Annual Training Conference, *State Conference,* March 2013
Reflective Teaching is a Piece of C.A.K.E, Cluster B Semi Annual Training Conference, *Regional Conference*, February 2013,
Caution; Parental Involvement in Full Effect, Gathering of the Leaders, Coalition of Schools Educating Boys of Color, *National Conference*, April 2012
Coaching for Change-Coaching in the Early Childhood Setting, NC Head Start Association Annual Training Conference, *State Conference,* March 2012
Sustainability of a Mentor Coach Program, Office of Head Start 1st National Birth-Five Leadership Institute, Office of Head Start, *National Conference,* October 2012
Telamon NC Head Start Mentor Coach Program 2011 Fiscal Management Institute, Region IV Head Start Institute, Poster Presentation, *Regional Conference*, June 2011
"Professional Learning Communities in Education", North Carolina Agricultural and Technical State University, North Carolina Teaching Fellows Seminar and American Education Week (October and November 2008), *University Presentation*
"Professionalism in the Workplace" North Carolina Agricultural and Technical State University, North Carolina Teaching Fellows Seminar, *University Presentation,* (October 2007)
"The African American Parent's Perception of the Effectiveness of Parental Involvement as it Relates to Academic Success", North Carolina Agricultural and Technical State University, Ronald McNair Research Symposium, *University Presentation* (August 2005) Ronald E. McNair Scholar/Researcher

Professional Development

Read to Succeed Literacy Coach Endorsement
Leader In Me Leadership Symposium, February 2018
Leader In Me Training Lighthouse Coordinator Training, January 2018, April 2018 Mentor Training October 2018
Mentor Training (Session I only) September 2016
LLI Training ,July 2014
High Performance Pattern Certified, July 2013
New Education Coordinators Orientation, July 2013
Region IV Head Start Association Inc. Annual Training Conference, Region IV Head Start, February 2013
Gathering of the Leaders, Coalition of Schools Educating Boys of Color, April 2012
CLASS Observation (Preschool) Train the Trainer, Teachstone, March 2012
Region IV Head Start Association Inc. Annual Training Conference, Region IV Head Start, February 2012
GOLD Introductory Session: Focus on Reporting (for Administrators), Teaching Strategies, January 2012
NAEYC Annual Conference, NAEYC, November 2011
NAEYC DAP Train the Trainer, NAEYC, November 2011
Office of Head Start 1st National Birth-Five Leadership Institute, Office of Head Start, October 2012
Conscious Discipline (Preschool), Dr. Beck Bailey, Loving Guidance, July 2011
Fiscal Management Institute, Region IV Head Start Institute, June 2011
The Coaches Guide, Teaching Strategies, April 2011 CLASS Observation Training, Teachstone, April 2011
Facilitative Leadership; Tapping into the Power of Participation, Wake County Public School System, August 2009
Time to Teach Train the Trainer, Center for Teacher Effectiveness, April 2009
"The Power of an Administrator", Larry Bell, Wake County Public School System, North Eastern Administrator's Conference, April 2008
**Additional Professional Development documented on LEA Transcripts*

Special Projects and Committees

St Helena Elementary Leader in Me Lighthouse Team Member and Coordinator St Helena Elementary Leadership Team
Whale Branch Middle School Leadership Team, August 2015-2017
Early Educator Certification Competency Development Project, *North Carolina Institute for Child Development Professionals*, April 2012-February 2013
Diversity Leadership Alliance Cultural Competency Project, *Diversity Leadership Alliance* April 2011-February 2012
Founder and Co-Counselor of Young Ladies of Excellence, October 2008-November 2010 Member of the Beginning Teacher Mentor, September 2007
Member of the Wake County Public School System Educator's DPI Audit Correspondent Team – December 2008