

~CHRISTINA A. FAVREAU~

NOTABLE ACHIEVEMENTS

- Significantly improved and maintained a high level Accountability Status by leading a variety of collaborative initiatives including the continued development of curriculum, instruction and assessments.
- Worked with the Administrative Team to develop district-wide safety protocols for covid19, created a hybrid master schedule to ensure 50% in-person learning, and coordinated the instructional & technology support team for remote learning.
- Essential leader in the development and implementation of district-wide expansion of instructional technology including a 1-1 Chromebook Initiative that incorporated substantial network improvements, reorganizing budgetary priorities, staffing restructuring, educator surveys, and meaningful district-wide PD.
- Spearheaded efforts to expand partnerships with local colleges/universities to establish programs that provide students with early college credit including AP, dual enrollment, PLTW, and Math Modeling.
- Managed the construction process for several renovations including the school library and 6 science lab classrooms. Team member in the design & renovation of the gymnasium and weight room as well as the new Veterinary Science building.
- Negotiating team member for DESE's Educator Evaluation System and a member of the Joint Labor Committee with teachers to evaluate the ongoing effectiveness of the evaluation system. Continues to serve on the Administrative planning team for contract negotiations.

EDUCATIONAL SUMMARY & PROFESSIONAL TRAINING

Seminar for Aspiring Superintendents	2019
Massachusetts Association of School Superintendents & MASC	
Superintendent's Leadership Academy Program	2015
Department of Elementary & Secondary Education & MAVA	
Special Education Leadership Institute	2012
Department of Elementary & Secondary Education & Framingham State University	
Master's Degree in Teaching, MAT	2009
Fitchburg State University, Fitchburg, MA	
Bachelor's Degree in English, BA	2000
Fitchburg State University, Fitchburg, MA	

STATEWIDE LEADERSHIP EXPERIENCES

Statewide Academic Curriculum Coordinators' Committee	2016-2023
Chair of MAVA's ACCC	
<ul style="list-style-type: none">● Led monthly statewide meetings with school administrators to troubleshoot issues and to share solutions with respect to school/district challenges	

Department of Elementary & Secondary Education

2013-2014

Director of Operations for Statewide Framework Initiative - Temporary Position

- Managed operations for 7 training sessions for the DESE's "Train the Trainer" initiative for educators across the state. This was an initiative that took place in addition to my role as Academic Director at Monty Tech.

PROFESSIONAL EXPERIENCE

Montachusett Regional Vocational Technical School District, Fitchburg, MA

2011-Present

Director of Academic Programs

Management/Instructional Leadership

- Coordinates and supervises a staff consisting of approximately 50 teachers, 1 librarian/1 aide, 1 Data Analysis & Assessment Coordinator, and 1 secretary within a regional school district representing 18 cities and towns and 50+ middle schools.
- Supports the needs of a diverse student body (1,409 students) including low-income (39%), students with disabilities (16%), first language not English (5%), and high needs (49%).
- Member of a combined district and school-based administrative team meeting weekly to review, assess and address the needs of students, faculty, and staff throughout the school year.
- Collaborates with the administrative team, teachers, and data teams to design and evaluate the effectiveness of the District Improvement Plan.
- Communicates and supports teachers by leading monthly coordinator meetings to ensure the effectiveness of school & district initiatives.

Curriculum, Instruction, and Assessments

- Initiated the expansions of partnerships with local colleges and universities to establish new programs that provide students with early college credit including AP courses, dual enrollment, PLTW, and a Math Modeling program.
- Works collaboratively with teachers to lead the ongoing curriculum review process where teachers are provided time to review curriculum materials for effectiveness, potential bias, and skill alignment with the use of the Atlas Curriculum program.
- Leads the administrative analysis and school committee review of MCAS and the District Accountability System. Significantly improved and maintained a high-level Accountability Status by leading a variety of collaborative initiatives.
- Created, designed and continues to oversee the Title I Data Teams in an effort to analyze common assessments, identify gap deficiencies and guide the process of sharing best practices with the departments to better align curriculum, instruction and assessments.
- Oversees the collaborative process of statewide testing, semester exams, and the development of common assessments. In addition, presides over the placement testing process that assesses the performance of students coming from 18 districts and more than 50 middle schools.
- Works with the Development Coordinator to select PD options for teachers and staff making recommendations based on a needs-assessment, student performance, district improvement plan, and the social emotional needs of teachers and students.

Evaluation and Mentoring Process

- Supervises and evaluates academic staff within the DESE approved Educator Evaluation model.

- Works with the Assistant Principal to pair teachers with strong mentoring partners.
- Promotes instructional growth by working with teachers to develop professional practice and student-driven goals that are evidence-based and meaningful & appropriate to their practice.
- Negotiating team member for DESE's Educator Evaluation System and a member of the Joint Labor Committee with teachers to evaluate the ongoing effectiveness of the evaluation system. Continues to serve on the Administrative planning team for contract negotiations.

Management & Operations

- Leads the recruitment, hiring, and retention of academic teachers, school librarian, summer program staff, and select academic support staff.
- Worked with the Administrative Team to develop district-wide safety protocols for covid19, created a hybrid master schedule to ensure 50% in-person learning, and assisted in coordinating the instructional & technology support team for remote learning.
- As director of Title I and English Language Education, manages staff and programming, and leads the state review process (Tiered Focused Monitoring).
- Serves as licensure mentor in the district to support teachers.
- Works with the Policy Subcommittee to review and recommend policy language changes including English Language Education, Summer School, Physical Education and Health, curriculum review, and more.

Finance, Technology & Facilities

- Oversees the budget process for all academic programming and develops various grants that support educational programs including Title I grants and the Student Opportunity Act.
- Essential leader in the development and implementation of school and district-wide instructional technology including a 1-1 Chromebook Initiative that incorporated substantial network improvements, reorganizing budgetary priorities, staffing restructuring, educator surveys, district-wide PD and the establishment of the Edtech Department.
- Worked with the Technology Committee to evaluate and select a new student information system (PowerSchool). Currently working with the Technology Director to implement the new system and to provide sufficient and appropriate training and support for staff and students.
- Works with the Principal to create a master schedule (e.g. Aspen and PowerSchool).
- Managed the construction process of several renovations including the school library and 5 science lab classrooms. Contributing member in the renovation of the gymnasium and weight rooms as well as the design and implementation of a new Veterinary Science building.

School Culture & Community Engagement

- Works with the Safe and Supportive Schools (SASS) Committee to implement changes that improve the learning environment and culture of the school district.
- Participates in planning community outreach and informational meetings including Honor Roll Dinner, Open House, Back to School Night, Career Awareness Night, Parent/Teacher Conferences, Senior Awards Night, Title I Informational Meetings, and Teacher Appreciation lunches.
- In an effort to provide clear and consistent communication, assists in providing information to the Principal and Superintendent to share with the entire school community.
- In collaboration with the Administrative Team, participates in the selection of the annual motivational speaker including Liz Murray's *Homeless to Harvard*, Christopher Gardner's *The Pursuit of Happyness*, and Wes Moore's *The Other Wes Moore*.

Special Education, Title I, English Language Education and Support Programs

- Hires, coordinates, and monitors the effectiveness of various academic support programs including after school tutoring, MCAS Review Camps, Summer Programs, Data Teams, Title I and English Language Education programs.
- Works with SpEd Director & 504 Coordinator to ensure that students receiving services have an equal opportunity to meet state standards in classrooms with social/emotional support.
- Works with the SpEd Director to select educators for co-teacher assignment and training.

Narragansett Regional School District

2003-2011

English Department Chair

District Responsibilities

- Prepared budgets and determined allocation of funds for staff, supplies, equipment, and facilities
- Oversaw the data driven analysis of state-wide assessments and various common assessments
- Participated in the implementation and establishment of an expanded AP program (e.g. MMSI grant)
- Monitored school progress for AYP and shared student progress with the School Committee
- Supervised the department's programming & curriculum review process
- Facilitated the development of power standards and curriculum alignment
- Presided over the recruitment, hiring, evaluation & retention of all English teachers
- Led monthly department meetings to ensure the effectiveness of curriculum and goals
- Mentor of teachers and student teachers
- Served on the ELA Literacy Committee: K-12
- NEASC Curriculum Committee Chair

Narragansett Regional School District

2001-2011

English Teacher

- Courses Taught: English (grades 9-12; all levels including AP)
- NEASC Committee: Member of Curriculum Committee
- Served on the ELA Literacy Committee: K-12
- Served on the Union Grievance Committee
- Served as Class Advisor: Class of 2006
- Served on Hiring Committees: Administrators & English Teachers

SELECT PROFESSIONAL LEARNING

PowerSchool University: Nashville, TN & Amelia Island, FL	2022-2023
PowerSchool Student Information Systems	2022-2023
Administrative Evaluation Calibration	2021-2022
PowerSchool University SIS Training, Principal Certification	2021-2022
4 Key Levers for an Antiracist Classroom	2021-2022
Seminar for Prospective Superintendent Candidates	2019-2020
SPED Foundations for Inclusive Practices	2018-2019
Technology in the Classroom	2017-2019
CACE Title I Conference: Successful Leaders, Successful Students	2011-Annually

PROFESSIONAL ASSOCIATIONS & SUBSCRIPTIONS

Emerson Pond Improvement Association - President (EPIA)
Massachusetts Secondary School Administrators' Association (MSAA)
Association for Supervision and Curriculum Development (ASCD)
Massachusetts Association of Vocational Administrators (MAVA)
MAVA's Academic Curriculum Coordinators Committee (ACCC)
Council of Administrators of Compensatory Education / Title I Administrators (CACE)
College Board

REFERENCES - Letters included in Application

Dr. Sheila Harrity	Superintendent (<i>retired</i>)	Monty Tech	774-696-1369
Tammy Crockett	Business Manager / HR	Monty Tech	978-345-9200
Victoria Zarozinski	SpEd / Guidance Director	Monty Tech	978-345-9200
Elizabeth Flanagan	Science Teacher / Liaison	Monty Tech	978-345-9200
Melissa Beckmann	MAVA ACCC	Tri-County	508-528-5400

REFERENCES - Additional

Thomas Browne	Superintendent (<i>current</i>)	Monty Tech	978-345-9200
Rob McCann	Statewide ACCC	Assabet Valley	508-485-9430
Dayana Carlson	Principal	Monty Tech	978-345-9200
Donald Kitzmiller	Director of Technology	Monty Tech	978-345-9200
Travis Babb	MRTA Union President	Monty Tech	978-345-9200
Ellen Gammel	Instructional Technologist	Monty Tech	978-345-9200
Kris Ann Stancombe	Adjustment Counselor	Narragansett	978-758-7815

AWARDS

National Youth Leadership Forum on Medicine's Educational Leader & Mentor, "Honorary Member," 2008, 2009, 2010 - *in grateful appreciation for mentoring efforts to assist outstanding students by advancing educational opportunities that will help them realize their lifelong dreams*

Manchester's Who's Who? "Honored Member" of the Honors Edition, 2006-2007 - *in recognition of Manchester's Who's Who of Executives and Professionals*

National Honor Roll's "Outstanding American Teachers," 2005-2006 - *for Exceptional Performance in the Motivation & Empowerment of Today's Youth*