Dr. Patricia Haynes

[redacted]

Education Leader

Performance-driven leader who is innovative, a capable problem-solver, strategic thinker, and committed to continuous improvement and advancement of the organization to perform at its highest levels for the best interests of all students. Astute in leading and supporting K-12 instructional efforts with superb communication, analytical management, and decision-making skills. My ultimate objective is student success and achievement through focused collaboration with parents, students, and community stakeholders with a focus on continued professional learning. I am committed to making learning inclusive and transformative for everyone. I believe in engaging diverse voices in a positive dialogue for a commitment to equitable excellence.

Education

Ph.D. in Education • Capella University, Minneapolis, MN
Specialization in Curriculum and Instruction (4.0 GPA)
Dissertation: "ICT Literacies: An investigation of the digital divide in middle and high school classrooms"

Superintendent Certification • Northwest Nazarene University, Nampa, ID (4.0 GPA)
Administrative Certification • Sacred Heart University, Fairfield, CT (3.9 GPA)
MS in Elementary Education • Central Connecticut State University, New Britain, CT (3.8 GPA)
BS in Education, Major in Biology • Central Connecticut State University, New Britain, CT (3.2 GPA)

Administrative Leadership Experience

PORTSMOUTH SCHOOL DISTRICT – Portsmouth, NH • 2022 to present

Assistant Superintendent

Serve as district's instructional leader for 5 schools from PreK through high school, communicating the district's curriculum expectations, safety procedures, and continued student growth plan. Model instructional best practices to school leaders, English Language Learner teachers, and instructional specialists; organize and oversee technology department and ELL program; co-chair Policy Board Committee, chair Teaching and Learning Board Subcommittee.

- Collaboratively with the Superintendent and Business Administrator, craft a budget within the guidelines of the City Council that reflect the needs of the district.
- Present achievement results, instructional information, and districtwide updates to the Teaching and Learning Subcommittee of the School Board regularly; present to the 9-member School Board on topics falling under my office including student achievement, safety, curriculum, ELL, and certification. Act as district lead for the School Board Policy Committee and Teaching and Learning Committee. Negotiate union contracts as administrative representative on behalf of district.
- Manage specific State and Title grants; collaborate with teachers and administrators on use of funds to promote the instructional program throughout the district.
- Lead the recruiting, interviewing, and onboarding process for all positions. Coordinate orientation and induction program for new staff members. Supervise evaluation process for all staff.
- Coordinate districtwide assessments including local and statewide assessments and student SEL/climate experience. Analyze data in collaboration with district leadership and implement systemic improvements based on findings. Collaborate with Director of Pupil Services to bolster multi-tiered system of support to meet student needs.
- Promote and foster a positive, inclusive culture of success through continuous staff development as chair of district Professional Development Committee and through cohort model of new teacher induction. Collaborate with district leadership team to plan professional development activities for all staff on professional development days.
- In concert with Portsmouth Police and Fire as leader of Portsmouth School Safety Team, review training practices and ensure procedures are updated and implemented districtwide.
- Reduced the number of failures of students taking high school Algebra I for the first time from 51% in 2023 to 2% in 2024 through instructional alignment, targeted intervention, and strong teamwork among teachers and administrators.

SANBORN REGIONAL SCHOOL DISTRICT – Kingston, NH • 2017 -2022

Director of Teaching and Learning

Monitored and evaluated progress toward district vision, mission, and goals based on systematic evidence to foster continuous improvement. Worked collaboratively with Superintendent and administrators across the district to develop a shared understanding of rigorous curriculum, with UDL guidelines at the core of competency-based instructional programs. Assumed role of Acting Superintendent when Superintendent is away or on leaves of absence.

- District Lead for the NH Universal Design for Learning (NH UDL) Innovation Network. Partnered with CAST to provide training and credentialling to teachers, K-12, in UDL to optimize teaching and learning districtwide for all.
- Working with parents, teachers, students and community members to gather input and feedback, led the creation of the Sanborn Portrait of Student Success and Strategic Plan.
- Collaboratively with teachers and leaders, developed and maintained curricular documents including scope and sequences, lesson/unit plans, and assessments. Evaluated and selected instructional programs and software for use in Tier I, II and III instruction.
- Used diagnostic tools to collect and analyze qualitative data on the student belonging experience at all schools.
- Promoted external professional development opportunities and provided multiple training activities to teachers, staff and administrators.
- Steered District Reading Committee, Professional Development Committee, Curriculum Committee and Data Team to collaboratively analyze student work, monitor student progress, and redesign curricular and instructional programs to meet diverse needs. Coordinated all assessment programs throughout the district.
- Developed and managed the District Curriculum and Instruction budget; consulted with the Superintendent to develop the comprehensive District budget. Managed and sought out Federal, State and Local grants to support student learning and staff development.

Principal – Memorial School -2017-2018

Instructional leader of nationally recognized Model Professional Learning Community School, worked collaboratively with teachers and staff to create educational experiences that are suited to students' educational needs resulting in successful learning at all levels.

- Established the school as a UDL Innovation Network School with CAST. Collaborated with teachers to transform lessons for greater access and to support student agency by leveraging a UDL approach to supporting learning.
- Initiated the creation of the "Foundation of Memorial School", an outline of shared commitments for all members of the staff that inclusively supports creating and sustaining the vision, mission, and goals, and builds common understandings and genuine commitment among all school community members to implement vision and goals.

NASHUA SCHOOL DISTRICT – Nashua, NH • 2015 - 2017

Principal – Dr. N. W. Crisp Elementary School

- Served as instructional leader for highest poverty Title I PK-5 elementary school in city of Nashua with approximately 450 students.
- Achieved a 20% overall improvement of student test scores on district tests by working closely with teachers to develop and implement better learning strategies.
- Increased the number of faculty members of color in the building from 0% to 18% through focused recruiting and hiring.
- Restored relationships with community organizations, including 68 Hours of Hunger, Mental Health in the Schools, and Salvation Army, to provide wrap-around services for families and students.

MILFORD SCHOOL DISTRICT – Milford, NH • 2014 - 2015

Director of Curriculum & Instruction

- Working collaboratively with administrators across the district, monitored and evaluated progress toward district vision, mission, and goals based on systematic evidence to foster continuous improvement.
- Designed and implemented professional development opportunities for teachers to foster research-based instructional methods in all content areas.
- Managed grants for the district and ensure alignment of requirements with district practices.

TORRINGTON PUBLIC SCHOOLS, Torrington, CT • 2011 - 2014

Director: Curriculum, Instruction, Assessment & Technology—6-12 Math & Science

- Developed a timeline to complete a system overhaul of math, science, language arts, and social studies in order to have a

viable, working curriculum in preparation for SBAC assessments for grades 6-8.

- Collaborated with district leadership team to design and implement professional development sessions on new CT Teacher Evaluation model.
- Assisted in writing grants for the district netting millions of dollars

Assistant Principal- Torrington Middle School

Served as member of administrative team overseeing nearly 1100 students. Member of numerous school and district committees including Teacher Instructional Practices, Administrator Evaluation, Handbook Policy, Technology and various ad hoc committees. Created school schedule and developed the corresponding building schedule using PowerSchool. Responsible for disciplining students as necessary. Chaired school RTI team, organized meetings, designed Tiered instruction delivery schedule, developed tracking system to maintain records.

Teaching Experience

TORRINGTON PUBLIC SCHOOLS, Torrington, CT • 2006-2011
Science Teacher/Team Leader – Torrington Middle School

HILLSBOROUGH COUNTY SCHOOLS, Tampa, FL • 2004 - 2006
Elementary Classroom Teacher

FARMINGTON PUBLIC SCHOOLS, Farmington, CT • 2000 - 2004
Science Resource Teacher (2002 – 2004) Science/Math Teacher (2000-2002)

WEST HARTFORD PUBLIC SCHOOLS, West Hartford, CT• 1999
Science Teacher—7th grade (Long-term substitute)

SACRED HEART SCHOOL, New Britain, CT• 1996-1999
Kindergarten Teacher

MARY IMMACULATE ACADEMY, New Britain, CT• 1995-1996
Biology Teacher

Certifications

Connecticut – Elementary Education (005), Biology (030), Intermediate Administration & Supervision (092)
New Hampshire – Superintendent (001), Principal (0003), Curriculum Administrator (0008), Life Science Education 7-12 (1302), Elementary Education K-6 (1810)
Massachusetts – Superintendent/Assistant Superintendent

Professional Activities and Memberships

NEASC Commission Member – 2025 – present
NEASC Visiting Team Chair – 2024 – present
AASA Aspiring Female Superintendent Program Graduate – 2024
Stanford University Mathematics Leadership Academy Graduate – 2022
UDL Credentials: CAST – 2018, 2020
Stanford University School ReTool Fellow – 2018

American Association of School Administrators (AASA)
Learning Forward
ASCD/ISTE