

# KATHLEEN ALWARD SMITH

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**Educator, Administrator and Lawyer:** Recognized for proven leadership of a nationally renowned urban school district; leadership in the area of professional development and instructional improvement; regional and state advocacy; national presentations on social emotional learning, poverty, best practices in urban education; strategic partnerships with community and business organizations.

## ***PROFESSIONAL EXPERIENCE***

**Interim Superintendent of Schools, Dover-Sherborn Schools** 2021-2022

- Support Health & Safety protocols for in person learning throughout district
- Develop a Communication & Marketing Plan
- Conduct Audit of Central Administration personnel functions
- Develop School Committee professional development for creating a strong collaborative partnership

**Interim Superintendent of Schools** 2021

Weymouth Public Schools, Weymouth, MA

- Support a districtwide Return to School COVID-19 Plan
- Develop a Communication Strategic Plan
- Develop and Implement interventions for Unfinished Learning due to COVID-19
- Support MSBA Building Project Chapman Middle School

**Interim Superintendent of Schools** 2019-2020

Salem Public Schools, Salem, MA

- Support a school district in transition to prepare for new Superintendent July 2020
- Work with School Committee to put structures and protocols in place for strong collaboration with Superintendent
- Implement 3 year plan for SOA funding for school district
- Successfully implemented Remote Learning for district due to COVID-19

**Superintendent of Schools** 2013-2019

Brockton Public Schools, Brockton, MA

- Led a nationally recognized school district with a diverse student population of 17,000 in grades preK through 12
- Employed over 2,500 staff members which included seven collective bargaining units
- Managed a \$220 million budget and 25 school buildings

Successful Outcomes:

- Built district capacity for increased leadership and advocacy for district support among the Executive Team, Principal Academic Councils, district leaders, professional faculty, school committee members and city and state elected officials.
- Prepared every student to meet the rigorous standards of 21<sup>st</sup> century education.
- Enhanced the Brockton Educator Growth and Evaluation Network (BEGEN) through the use of consistent standards, expectations and implementation for teachers and administrators and ensured its use as a primary mechanism for continuous growth and improvement.

- Explored and implemented new ways to engage families effectively in order to support the diverse school community in navigating and understanding our school system.
- Developed intentional structures for vertical and horizontal articulation that led to alignment of teaching and learning among all schools, levels, and content areas, achieving the goal of becoming an effective districtwide professional learning community which fosters strong academic achievement for all students.

**Director of Community Schools**

2001-2013

Brockton Public Schools, Brockton, MA

- Managed districtwide before and after school academic and enrichment programs for preK through adult education.
- Built cohesive academic support for after school and summer program K-12, including curriculum development, staff development and program evaluation
- Restructured secondary 7-12 Summer School/Alternative Diploma Program to realign existing curriculum framework to comply with DESE MCAS requirements
- Developed district procedure for MCAS Portfolio Appeal Process for alternative programs
- Expanded Extended Day programming for K-5 by coordinating learning with regular school day and creative funding for sustaining programs and services overseen by EEC
- Reorganized Community School Advisory Board to increase membership, review by-laws and oversee member development
- Administered academic support program K-12 for at-risk students including special education and bilingual students
- Managed \$5 million entitlement grants from DESE including grant reporting, staffing, contracts, purchasing and providing transportation for all students
- Conducted research, collected and analyzed data and wrote final reports for DESE

**School Adjustment Counselor**

1989-1999

Brockton Public Schools, Brockton, MA

- Case managing/counseling for students K-8
- Organized and facilitated group and individual counseling
- Provided strategies for intervention for students, teachers and families
- Completed home assessments, student profiles for IEP process and court documents

**Elementary/Secondary Education Teacher**

1977-1989

Brockton Public Schools, Brockton, MA

- Implemented IDEA, Section 504 and other statutes that direct Special Education services for students
- Prepared and presented student profiles before the Bureau of Special Education Appeals
- Advocated on behalf of school districts to provide services for students
- Special Education teacher 7-8
- Classroom teacher 4-6
- Title 1 coach 4-6

**Visiting Professor**

2001-2013

Fitchburg State University, Fitchburg, MA

- Graduate and Continuing Education Visiting Lecturer for *Education & the Law*.

## **LEGAL EXPERIENCE**

- City of Brockton Personnel Department, Brockton, MA** 1997
- Developed policies for federal and state mandates including sexual harassment, ADA, EEOC and FML
- Angoff, Goldman, Manning, Pyle, Wanger & Hyatt PC, Boston, MA** 1995
- Drafted legal memoranda involving pension fund and disability retirement administration cases. Researched points of law in unfair labor representation, employment discrimination, whistle-blowing and sexual harassment cases.
- Kaplan & Lenow, Newton, MA** 1994
- Researched points of law involving the ADA, drafted legal memoranda including contract language for labor unions; attended collective bargaining negotiations with both union representatives and union membership

## **CERTIFICATIONS**

Department of Education, Certificate # 215925

- Superintendent/Assistant Superintendent (All Levels)
- School Guidance Counselor 5-12
- School Social Worker/School Adjustment Counselor (All Levels)
- Special Needs
- Elementary K-8

## **EDUCATION**

- New England School of Law, Juris Doctorate, Boston, MA 1996  
**JD, School Of Law, Labor Law**
- Bridgewater State College, Bridgewater, MA 1999  
**Certification, School Administration**
- Northeastern University, Boston, MA 1989  
**Certification, School Adjustment Counselor**
- Bridgewater State College, Graduate School of Education, Bridgewater, MA 1988  
**M. Ed., Guidance Counseling**
- Westfield State University, Westfield, MA 1977  
**B.S.E., Special Education and Elementary Education**

## **AWARDS**

- **RTM Higher Education Academic Congress** 2019  
All Star Superintendent Award
- **Massachusetts Association of School Superintendents** 2019  
Bobbie D'Alessandro Leadership Award
- **Massachusetts Parent Teacher Association** 2018  
Superintendent of the Year
- **Massachusetts Association of School Superintendents** 2018  
President's Award
- **Bridgewater State University** 2016

- Dr. Marilyn White Barry '58 Graduate Alumni Award
- **MetroSouth Chamber of Commerce** 2013
- ATHENA Award

**MEMBERSHIPS**

- Massachusetts Association of School Superintendents
- Past Co-Chair, State Urban Superintendent's Network
- National Superintendent's Roundtable
- District Administration Leadership Institute
- American Association of School Superintendents
- Education Research & Development Institute
- Massachusetts Bar Association
- Supreme Court of the United States Bar
- Cardinal Spellman High School Alumni Association
- TDA Scholarship Committee

**BOARDS OF DIRECTORS**

- MetroSouth Chamber of Commerce
- The Brockton Area Workforce Investment Board
- DJ Dream Fund
- Easton Children's Museum
- Renaissance Learning Advisory Board

**PROFESSIONAL PRESENTATIONS**

- MASS Project Equity Forums 2017-19
- Presenter, RTM Business Group 2015-19
- Conference on Poverty, Clark University 2017-18

**PUBLICATIONS**

- Policy Manual, Brockton Public Schools, Administrative Internship Project
- Sexual Harassment, ADA, EEOC and FMLA, City of Brockton Personnel Department
- Crisis Management Training Manual, Brockton Public Schools

**CULTURAL EXCHANGE**

- Superintendents Learning Exchange, Lisbon, Portugal, through Massachusetts Association of School Superintendents/Luso American Development Foundation, April, 2018

