

## CURRICULUM VITAE

### OBJECTIVE

To change the world by building and linking learning organizations that envision breakthrough outcomes, embrace compelling missions, plan bold strategies, and take transformative action to perfect the quality of life for all people.

### QUALIFICATIONS

More than 30 years of leadership, organizational development, management, consulting, coaching, and teaching experience. Demonstrated strengths include:

- Providing technical assistance in visioning, strategic planning, action planning, and standards implementation
- Establishing, communicating, and implementing organizational change
- Leading and training management and instructional staff
- Building effective teams, problem solving, and conflict management
- Designing accountability, assessment, and appraisal systems

### PROFESSIONAL EXPERIENCE

- 2001—Present **Adjunct Professor** – Golden Gate University, San Francisco, CA  
Teach a course entitled *Emotional Intelligence: Implications for the Workplace*
- 2001—Present **Consultant** – Noli-Porter Associates, San Francisco, CA  
Provide consulting services to schools, school districts, businesses, and community groups in planning and implementing systems change, improving leadership skills, conflict management, resolving diversity issues, building collaborative teams, and generating effective, productive operations. Perform External Evaluator services for schools identified as ‘schools in need of immediate improvement’. Provide executive coaching to school leaders and district administrators.
- 1995–June, 2001 **Director, Whole School Reform** – Education Partners, San Francisco, California  
Perform External Evaluator services to over a dozen schools identified by the state as ‘schools in need of immediate improvement’. Partner with low performing, low resourced schools to raise student achievement. Assist in restructuring school climate, culture, organizational infrastructure, resource allocation, and decision making process. Provide on-site, in-classroom support to staff in effective instruction, classroom management, lesson planning, and curriculum development through mentoring, molding, coaching, co-teaching, and co-planning. Provide on-site leadership and management support to principals.
- 1993–Present **Organizational Transformation Consultant** – Porter Associates, San Francisco, California.  
Partner with public sector organizations to envision dramatic outcomes, build collaborative interagency teamwork, negotiate resource leveraging and develop new tools for measuring results. Develop models for transforming public education, public human services and not-for-profit organizations to realize a new vision of functional, productive children, families and citizens. Design and implement pupil assessment and staff performance appraisal systems. Train and coach staff in classroom management and student behavior techniques.

- 2000–Present     **Equity/Diversity Consultant** – Noli & Porter Associates, San Francisco, California  
Provide technical assistance, coaching, mentoring, and training to schools and districts to insure equity, eliminate the achievement gap for students of color, and improve the academic performance of all students.
- 1991–1993       **Director of Rochester Program** – National Center on Education and the Economy, Rochester, New York.  
Provided technical assistance, training and best practice research to states, urban school districts and communities on school restructuring. Developed and allocated fiscal and human resources to implement school reform. Coordinated strategic planning, coached leaders in designing and managing change, developed assessment and appraisal systems, and created processes for capacity building and generating learning organizations.
- 1989–1991       **Superintendent of Schools** – Central Islip School District, Central Islip, New York  
Managed a school system with an enrollment of over 5,000 students and a staff of 600 teachers, administrators and support staff. Built community support for school restructuring, negotiated employee contracts and secured voter approval for annual operating budget.
- 1978–1989       **Assistant Superintendent** – Longwood Central School District, Middle Island, New York  
Aligned budget with specific curriculum goals bringing instructional priorities and expenditures in line. Developed written essential skills curricula that identified prerequisite content for teachers and competency benchmarks for students. Compiled teaching functions and competencies and conducted related training.
- 1972–1978       **Director of Finance** – Suffolk BOCES II, Patchogue, New York  
Provided solutions to fiscal and state aid problems to over 30 school districts. Directed grant programs. Established public relations / public information division to promote new programs and sustain old programs.
- 1975-1977       **Principal** – Suffolk BOCES II Regional School for the Gifted, Shorham, NY  
Administered secondary program serving gifted and talented students from over 15 school districts. Recruited and hired staff, developed curriculum, and provided professional development.

**EDUCATION / CERTIFICATION**

- 1974             Master of Science, Hofstra University, New York  
1970             Education Certification, Queens College, New York  
1960             Bachelor of Arts, City College of New York

**PROFESSIONAL DEVELOPMENT COURSES / SEMINARS**

- Organizational Development
- School Restructuring
- Leadership Development
- Emotional Intelligence
- Interagency Collaboration
- Equity and Diversity
- Team Building
- Conflict Management
- Communication Technologies
- Intuition Sciences
- Managing Change

**LECTURES AND CONSULTATION**

- New York State Senate
- New York Corporate Partnership
- NYS United Teachers
- United Federation of Teachers
- California School Leadership Academy
- Governor's Education Initiative (Arkansas, New York)
- State University of NY at Stony Brook
- Golden Gate University
- San Francisco State University
- Education Research Association (ERA)
- Rockefeller Institute for Government
- University of San Francisco
- Edison Project
- Academy of Intuitive Studies and Intuition Medicine