

Devon Q. Horton Ed.D

Profile

Eager to lead a community of educators and learners who have the desire and passion to make a difference in today's society. Dedicated to driving a culturally responsive learning community where the achievement gap is closed by providing equitable opportunities to all students regardless of zip code, gender or race. A Transformational Leader who operates with a sense of urgency to create dramatic, systemic and rapid change.

- ❖ Dissertation Topic: The Turnaround leader and how they use their training to turnaround the lowest performing schools.

Education

Chicago State University, Chicago, IL
Ed.D in Educational Leadership
Date conferred – December 2018

Chicago State University, Chicago, IL
Master of Arts in Educational Leadership
Date conferred – August 2005

Jackson State University, Jackson, MS
Bachelor of Science in Elementary Education
Date conferred – May 2000

Honors and Certifications

Kappa Delta Pi Honor Society Member
Growth and Learn Teacher Evaluation Illinois
Growth and Learn Admin Evaluation Illinois
Recipient of Racial Harmony ELITE Leaders Award Fall 2016
Certified Curriculum Management Solutions Auditor 2017
Recipient of Illinois State Board of Education "Those Who Excel Award" Fall 2017

Professional Experience

Jefferson County Public Schools, Kentucky

Student Population: 101,000

Budget: \$1.6 Billion

Demographics: White 48%- Black 38%- Hispanic 12%

Chief of Schools

June 2018 - Current

- December 2018, Led the successful instructional planning and implementation for district wide growth on winter MAP assessment with NWEA. Leading Jefferson county Public Schools to have the highest student growth results in the nation in its second year of implementation.
- December 2018, Supported district wide initiative to build and enhance our CTE offerings. Through our Academy of Louisville we now have 15 of our 14 comprehensive non magnet High schools enrolled in our career pathways. In school year 2017-2018 there were 35 community business

partners, in one year we have increased our partnerships to 100. Currently we now offer over 30 career pathways.

- July 2018, led my team of Assistant Superintendents to create the 6 systems of instruction in which every school had to build a system in each of the instructional areas: Standards alignment-Data usage-Instructional framework-Progress monitoring and review of student work- Academic & Behavior support and Walkthrough tool for teacher and Administrator feedback.
- July 2018, Developed the Collaborative Calibration visit process and protocol for weekly MIRACLES team building walkthroughs. Zone Assistant Superintendents and School support Assistant Superintendents will visit four schools every Wednesday to assess the districts Big Three Pillars: BackPack of Success, Racial Equity and Culture and Climate. Systems will also be reviewed to check for alignment with success indicators.
- September 2018, Developed monthly Reality Checks Data Deep dives to gather, analyze and action plan for all schools.
- Co-Leading the implementation of the district wide racial equity policy. Organizing leadership book study on Black MALE(D) for all Principal, Assistant Principals and counselors. Providing guidance for each and every school to construct an Equity Plan and post on their school websites.

East St. Louis School District 189, Illinois

Student Population: 6,000

Budget: \$100 Million

Demographics: White 1%- Black 98%- Hispanic 1%

Deputy Superintendent

July 2014 – June 2018

- January 2018, I was invited and currently serve as a member on the State of Illinois Council of Chief State School officers Diverse and Learner-Ready Teachers Initiative team. The goals of this initiative are to:
Achieve greater diversity in the teacher pipeline in states, working towards demographic parity between teachers and K12 students in each state
Ensure all teachers in the pipeline demonstrate culturally responsive practice

Illinois was invited to participate in this initiative based on priorities highlighted in our state's ESSA plan and previous work our state has done in this area. A team of seven individuals, made up of representatives from the following groups:

- Illinois State Board of Education
- Educator Preparation Providers
- Local Education Agency Leaders
- School-Based Representatives
- Key Stakeholder Representatives

As a team, we will lead, execute work and advance goals around diversifying the teacher pipeline for the next 12 months.

- Launched the Running Start program in district 189. Students who qualified to enroll into SouthWestern Illinois College after their sophomore year of high school. Students attended SWIC for their last two years of high school. After the completion of the two years students received their high school diplomas as well as an Associates degree. To date 12 students have graduated with their associates degree and another 30 students are enrolled into the program for school year 2018-2019.
- Increased percentage of students enrolling into college within 12 months of graduation from 47% in 2014 to 59% in 2017. In addition increased college persistence rate from 49% in 2016 to 61% in 2017.
- Reached out and connected with Sports Illustrated to come out to East Saint Louis so that they could follow and film the High School Football team. The production went well and 89 Blocks the sports documentary was born. Fox Sports Films documentary executive produced by Sports Illustrated with LeBron James and Maverick Carter's Uninterrupted chronicling the Flyers' 2016 season. The documentary has been nominated for a Sports Emmy.
- Served on a team of three to write and present 4 proposals in four consecutive years to the state of Illinois appropriation committee. Over the four years we were granted our \$20 million. Out of 800 school districts, we were only one of two school districts to be awarded funding.
- Designed and led the writing and buildout for the Teacher School Leader Incentive grant in Spring 2017. US Department of Education awarded district 189 a \$6 million dollar grant to build out teacher Residency in Partnership with Academy for Urban School Leadership as well as a leadership development program for current and aspiring leaders in partnership with New Leaders for New schools. In addition the grant also has teacher and leader incentives written into it for student achievement.
- Created and designed district wide Program evaluation system. Used to evaluate curriculum, consultants and programs.
- Served on the negotiation team during a 21 day teacher's strike that led to teacher's steps being increased from 11 steps to 19 steps, saving the school district \$40 million dollars a year for the next 20 years.
- Key stakeholders throughout the district were selected to be trained in Restorative Practices. Twelve members from the training were selected to be trained trainers. Restorative Practices will be implemented throughout the district. In addition, the student code of conduct was rewritten by the Alternative Placement committee.
- Led in the development of the District Wide Parent University (Implementation school year 2015-2016)
- Established a district wide dashboard in order to make student and staff data readily available to all district level and building level administration (Spring 2015).
- Implemented cohort structures for seniors where they were placed according to ACT and GPA match. Students were supported by cohort managers and each student had to complete 5 college match applications, two scholarships and two community service projects. This resulted in 97% of the class of 2015-2016 & 2017 being accepted into a two or four year college, military or trade school and 25 million dollars in scholarship money. Compared to 5 million dollars in scholarship money from the 10

- previous graduating classes.
- Led the district to successfully phase out of the Illinois State Board of Education Focus Monitoring in one year. The district had been under the Focused Monitoring since 2009. The State of Illinois has expectations that by 2016 at least 52% of all special education students will be serviced in the least restrictive environment 80% of their time. 2015
- Implemented the Teacher Development Dialogue (TDD) which is to help administrators support their teachers by providing them with constructive feedback essential to their growth and development as a teacher (not an evaluation). As a result, Administrators are responsible for completing 5 critical tasks throughout the school year.
- Managed four School Improvement Grants (SIG) for the district, leading rapid and sustainable change in all four schools.(\$23 million)
- Led the One to One initiative to have Chromebooks in the hands of all students (K-12th) in the district. Created the budget to finance half of the initiative.
- Created Administrators Development System using the Interstate school leader's framework. Three times a year building level Administrators will participate in an ADS cycle where they will be shadowed and provided feedback on their strengths and areas of focus. Every ten weeks district administrators from curriculum, operations and pupil services will come together to discuss each campus administrator and create a plan of support that will include individualized professional development.
- Recipient of ISAC "College Changes Everything" Award one of three recipients in the state of Illinois.
- Chair District wide curriculum committee and Curriculum Board.
- Created and designed district wide Performance Management system for all schools as well as a Performance Policy for each campus: Academic Excellence Indicator (AEI)

Chicago Public Schools, Illinois

Student Population: 400,000

Budget: \$5.2 Billion

Demographics: White 10%- Black 38%- Hispanic 46%

Principal of Wendell Phillips Academy High School

September 2011 to June 2014

- Successfully led Phillips Academy from a Level III the worst Performing High School in Illinois to a Level I in three years.
- Chicago Public Schools: "Social Media Trailblazer", 2013
- Operation Push: "School That's beating the Odds award", 2014
- AT&T: Attendance Grant, 14,000.00 Feb. 2014
- AT&T Aspire Grant, 300,000.00 over three years. Fall 2014
- Developed High functioning Near Peer AFFINITY program that received the Aspire grant.
- Successfully designed and implemented a Leadership curriculum and course for all student grades 9th -12th.
- Reduce suspension rates by 17% in one year. 2014

- First year after finishing SIG grant, redesigned Phillips Academy into three components: Academy for Young Men, Academy for Young Women and Honors Academy.
- Increased College persistence rate by 10% three classes in a row
- 95% of the class of 2014 were accepted into a two or four year college/university
- Balanced school budget after cuts of \$3.6 million (2013)
- Successfully partnered with two organizations T.A.G and Working Bikes to provide the children of Bronzeville community and feeder elementary schools with 500 free bikes. May 2014 (Phillips Academy)
- Phillips served as a Training Academy for a yearlong teacher residency program for AUSL. 2013
- One of the Primary writers of the SIG grant for Phillips Academy 2010 (5 million) and 2014(5 million)
- Led Phillips Academy to successfully phase out of the Illinois State Board of Education Focus Monitoring. Phillips was put under Focus Monitoring for one year. The state of Illinois has expectations that by 2016 at least 52% of all special education students will be serviced in the least restrictive environment 80% of their time. 2013

Assistant Principal of Wendell Phillips Academy High School
June 2010 to September 2011

- Illinois Education department: “ Academic Improvement Award” 2011
- Supervised Robotics team that qualified for state finals
- Led Junior class to achieve the highest growth from year to year in CPS.

Assistant Principal & Teacher of Benjamin E. Mays Elementary
July 2005 to June 2010

- Co-led in the developing and implementing of Chicago Public Schools first Single Gender Middle school concept
- Co-led in the departmental structure for grades 6th through 8th.

Teacher of Bouchet Academy Elementary
July 2000 to June 2005

Additional Skills

- Proficient with Microsoft and Google Applications
- Proficient with DOMO Dashboard and able to build out real time dashboards for district and building use.
- Student information systems

Presentations and Panels

Horton, D. (October 2018) Served as team member for the city of Louisville By any Means conference. Harvard University.

Horton, D. (August 2018) Presenter for Transforming Data with Intelligence conference 2018 Anaheim, California. Former deputy superintendent for the East St. Louis School District 189 shared how he created a data culture. I presented how our Office of School Turnaround team used data and user-friendly

representations to dramatically improve academic performance in one of the nation's most challenging school systems. East St. Louis District 189 was recently honored with a top-level award by the Illinois State Board of Education for their implementation of this revolutionary, data-driven academic improvement program.

Horton, D. (March 2018) Guest speaker for DOMOPALOOZA 2018 in Salt Lake City Utah. Carolynn Daskalakis, Global Director Customer Advocacy for DOMO interviewed me to discuss how our district was using data and DOMO to Turnaround 189.

Horton, D. (Feb. 15, 2017) Presenter for Every Student Succeeds Act Conference. Topic Cycles of Iteration- Inspect what you expect. Chicago Illinois

Horton, D. (November 2016 to November 2018) Selected to represent the State of Illinois in the National Turnaround Academy. Washington D.C and Phoenix Arizona

Horton, D. (June to December 2016) Served as member of P20 Statewide team to evaluate higher education teacher preparation programs.

Horton, D. (September 2016) Served as co presenter for Advance Illinois "Performance Management, Champaign, IL.

Horton, D. (August 30, 2016) Served as panelist on National Webinar for the development of district's "Future Leaders" program. Sponsored by Wallace Foundation.