

SITO NARCISSE, Ed.D

QUALIFICATIONS PROFILE

Accomplished, methodical, and success-driven professional with career-long history in education, teaching, and school management. Equipped with outstanding background in educational leadership, change management, faculty training, and program development; as well as business and guest lecturing. Expert at formulating and executing strategic plans and solutions toward quality education delivery. Effective at implementing systematized strategies to issue resolution and prioritization, as well as leading multidisciplinary teams toward common vision and mission success.

EDUCATION

2007	Doctor of Education in Educational Leadership UNIVERSITY OF PITTSBURGH – PITTSBURGH, PA
2002	Master of Education VANDERBILT UNIVERSITY, PEABODY COLLEGE – NASHVILLE, TN
2001	Bachelor of Arts in French KENNESAW STATE UNIVERSITY – KENNESAW, GA
2000	Study Abroad Program (French Culture, European Economics, and French Civilization) PARIS, FRANCE

CERTIFICATIONS

Current	K-12 Superintendent and Principal Certification, <i>Leadership License</i> (State of Tennessee)
Current	K-12 Superintendent and Assistant Superintendent Certification (State of Maryland)
Current	K-12 Superintendent, Assistant Superintendent, and Principal Certification (State of Massachusetts)
Current	K-12 Superintendent and Principal Certification (State of Pennsylvania)

PROFESSIONAL DEVELOPMENT

2011	Executive Education in Public Leadership Project Certification HARVARD UNIVERSITY BUSINESS SCHOOL – CAMBRIDGE, MA
2008	Master of Business Administration, Essentials Executive Education Certification University of Pittsburgh – Pittsburgh, PA

LEADERSHIP EXPERIENCE

METRO NASHVILLE PUBLIC SCHOOLS – NASHVILLE, TN

2016–Present	Chief of Schools <ul style="list-style-type: none">Establish strong reputation in coordinating with various professionals and teams, including:<ul style="list-style-type: none">Several departments in addressing challenges and developing school choice in the district;Superintendent’s cabinet in making various system decisions and handling budget of over \$800M;School board in formulating strategic plan and key performance indicators for the school system;Tennessee State Department of Education on various initiatives to represent the school district;Several foundations in supporting systems development, including Wallace Foundation, CASEL Foundation, Panasonic Foundation, and SCORE for the school design and resource improvement;State and federal agencies in aiding student of the city.Act as the school district representative in charge of participating on several boards within the state.Directed daily operations of 169 schools in the system with a population size of 88,000 students; and several departments in the school system, comprised of student services and principal supervisors.Drove key efforts in increasing the following, resulting to outstanding accomplishments:<ul style="list-style-type: none">Growth scores for all students in the Metro Nashville Public Schools grade 2-8 in reading. This was assessed by the Measured Academic Progress (MAP) Assessment by NWEA.Priority schools valued added growth scores in two years from level 2 schools to level 4 & 5 (highest). This resulted in 6 of 9 schools being removed from the state of Tennessee’s bottom 5% priority list.Increased ACT composite score every year as well as providing access and removing barriers for all students to take the exam.Increased the number of students taking industry certifications every year in our career academies to 1,000 students.Increased number of students taking advance academic exams to 13,000. Highest ever in the district.
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PRINCE GEORGE'S COUNTY PUBLIC SCHOOLS – UPPER MARLBORO, MD

2013–2016 **Associate Superintendent**

- Efficiently handled district professional and leadership development for all levels.
- Contributed to the improvement of school design and resources in collaboration with the organizations, including Panasonic Foundation.
- Conducted interview to principals for leadership positions for schools and district-level positions.
- Served as part of the Executive Cabinet, in charge of 78 schools out of 211.
- Managed a portfolio of high school, middle school, elementary school, and alternative schools as well as schools with special needs with population of 129,000 students across 208 schools.
- Worked closely with important figures and organizations to drive quality education, which included the following:
 - Instructional directors to support and allocate resources to schools;
 - Executive-levels staff members to manage district initiatives;
 - Foundations including Bill and Melinda Gates Foundation and Carnegie Foundations to promote school improvement;
 - Politicians such as, county council, delegates, and state senators
 - Secretary of Education of the State of Maryland
- **Played an integral role in developing several school networks and accountability systems, as well as establishing new high schools that focused on specific areas such as English language learner (ELL) and newcomers design.**
- **Increased graduation rates by 2% every year in collaboration with the Maryland department of education.**

MONTGOMERY COUNTY PUBLIC SCHOOLS – ROCKVILLE, MD

2013 **Acting Chief School Improvement Officer**

- Took charge of developing connection and enhancing best practices by creating multiple principal networks including elementary, middle, and high school.
- Assessed schools' strengths and needs by collecting and analyzing pertinent data.
- Coordinated with the following groups and individuals in fulfilling key initiatives for innovation and intervention schools:
 - School district in identifying areas of improvement of school along with the best practices and support;
 - Deputy superintendents in redeveloping the central office to enhance the service delivery as well as in maintaining horizontal and vertical communications throughout the organization;
 - District Team in providing hands-on and continuous support to schools;
 - Multiple departments in offering school assistance involving curriculum, accountability, community, and professional development and technology
 - Associate superintendents from various departments in creating implementing strategies new district work strategies;
 - District Intervention Work Group in addressing the gap among innovation and intervention; and
 - Cross-functional district office teams such as High School Intervention Team, District Intervention Team, and Professional Learning Community (PLC) Team.

2012–2013

Director of School Performance

Director of School Support and Improvement (*Downcounty Consortium*)

- Actively participated in various groups including the following:
 - Professional Learning Community Team supervised by the associate superintendent of professional development;
 - District Intervention work group overseen by the Office of the Deputy Superintendent of Teaching and Learning; and
 - High School Graduation Intervention Group led by the Office of the Chief Operating Officer.
- Expertly led all performance evaluations of 35 school principals from all levels in collaboration with the Community Superintendent of Blair, Einstein, Northwood, and Kennedy Clusters.
- Worked collaboratively with the community superintendent and deputy superintendent of the Office of School Support and Improvement in managing various areas of operational, human capital, and community engagement for the Downcounty Consortium.
- Initiated horizontal middle school network for the Blair, Einstein, Northwood, and Kennedy Clusters.

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BOSTON PUBLIC SCHOOLS – BOSTON, MA

2009–2012 **Principal**, English High Schools (Grades 9 to 12)

- Developed and implemented three-year strategic plan, which was accepted by the State of Massachusetts.
- Partnered with Nike and Suffolk Construction to raise funds for student athletics; and with Boston University, Suffolk University, University of Massachusetts Boston, and Harvard University to provide resources, such as location utilization, academic professional development, and human capital increase.
- Strategized children’s attendance and student information system execution, while directing the Administrative Team with 145 faculty and staff.
- Proficiently drafted grants for the State Department of Massachusetts.
- Efficiently handled English high school budget, including site-based budget administration, Title 1, and \$2.8M of three-year turnaround grant from the Department of Education.
- Streamlined process within the English High School into grade-level academies for performance enhancement.
- **Played an instrumental role in increasing graduation rate by 6% and decreasing dropout rate by 3.5%.**
- **Led and worked with faculty and community partners to support at-risk students coming from diverse communities with 90% free and reduced lunch from 40 countries speaking 20 different languages.**
- **Worked in 1 of 12 turnaround schools in the Boston Public School system designated by the Massachusetts Department of Education in improving school performance as well as provide access and equity to all families.**

PITTSBURGH PUBLIC SCHOOLS – PITTSBURGH, PA

2008–2009 **Founding Principal** (Pittsburgh University Preparatory, @Milliones Grade 6 to 12)

- Provided guidance with faculty growth and development, and functioned as part of various district committees
- Spearheaded the following projects that focused on school expansion and improvement:
 - University’s building, which involved managing site-based budget and title I budget;
 - University’s small learning community grant worth \$1.2M from the US Department of Education
 - Remodeling of the school to foster a high performance-learning environment
- Established numerous programs and partnership which helped improve student engagement and aspirations for post-secondary education.
- **Partnered with the University of Pittsburgh’s Center for Urban Education to develop evidenced-based programs, which increased achievement on reading and mathematics as well as helped at risk students population by 90% free at lunch.**

WOODLAND HILLS SCHOOL DISTRICT – PITTSBURGH, PA

2007–2008 **Assistant High School Principal**

- Managed departmental, custodian, and food service budgets, along with school-wide discipline policies implementation and faculty performance evaluation.
- Created master schedule of course offerings, curriculum, and class schedules for a total of 200 faculty members and 2200 students in grades 9 to 12.
- Spearheaded transition programs for 9th and 12th graders by interfacing with the group teams and supervising guidance counselors on preparing 12th graders for college admissions.

TEACHING EXPERIENCE

RAVENWOOD HIGH SCHOOL – WILLIAMSON COUNTY, TN

2002–2005 **French Teacher | Teacher Leader**

UNIVERSITY OF PITTSBURGH – PITTSBURGH, PA

2005–2007 **Graduate Assistant**

VANDERBILT UNIVERSITY – NASHVILLE, TN

2001–2002 **Graduate Assistant**

KENNESAW STATE UNIVERSITY – KENNESAW, GA

1999–2001 **Student Assistant**, Foreign Languages Resource Center

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BOARDS AND COMMITTEES

2017–Present	Tennessee Department of Education State Equity Committee
2016–Present	Alignment Nashville Operating Board (Co-Chair)
2009–2012	English High School Alumni Board

ACADEMIC ENGAGEMENTS

GUEST LECTURER

2012	Social Context of Education , Boston College A310E Leadership for Instructional Improvement , Harvard University
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PROFESSIONAL AFFILIATIONS

American Educational Research Association (AERA) ▪ American Association of School Administrators (AASA)
Association of Supervision and Curriculum Development (ASCD)
National Association of Secondary Principals (NASP) ▪ University Council of Educational Administration (UCEA)

AWARDS AND HONORS

University of Pittsburgh Legacy Laurent ▪ University Scholar Kennesaw State University
Golden Key National Honor Society ▪ International Student Association Honor
Recipient of Georgia Regents Study Abroad Scholarship-France ▪ Pi Delta Phi French National Honor Society
David L. Clark Fellow-University Council of Educational Administration (UCEA)
Richard Wallace Fellow-South Western Pennsylvania Superintendent's Forum
William Yeager Fellow University of Pittsburgh ▪ International Honor Society in Education, Pi Lambda Theta
Honored by the City of Boston for Outstanding Minority Leadership
Received Citation from the State Senate of Massachusetts

DISSERTATION

Narcisse, S. (2007). *Local and global capacity building for a sustainable school community partnership: Implications for policy and practice*. [Doctoral Dissertation]. University of Pittsburgh, Pittsburgh, PA.

PRESENTATIONS

- Narcisse, S.** (2018a). *Beyond principal supervision*. AASA: The School Superintendent Association Conference, Nashville, TN.
- Narcisse, S.** (2018b). *Beyond principal supervision: Improving performance through professional learning*. Council for Great City Schools, Baltimore, MD.
- Narcisse, S.** (2018c). *Districts detail training to remedy discipline disparities*. AASA: The School Superintendent Association Conference, Nashville, TN.
- Narcisse, S.** (2018d). *Organizing central office for collaboration and school support: An urban district's journey*. Learning Forward Annual Conference, Dallas, TX.
- Narcisse, S.** (2018e). *Who is your learner? Supporting leadership through inquiry*. Learning Forward Annual Conference, Dallas, TX.