
Terry J. Dade

QUALIFICATIONS SUMMARY

- Accomplished and dedicated educator with nearly 20 years of progressive experience teaching children and leading adults in diverse settings
- Skilled instructional leader with a well-established record of school and district turnaround
- Proven ability to inspire a shared vision, model professionalism, and cultivate a student-centered culture where all students achieve to their fullest potential

EDUCATION

Virginia Tech

Doctor of Education – Educational Leadership and Policy Studies

Blacksburg, VA

Expected May 2019

Trinity University

Master of Arts – School Administration

Washington, DC

2008

University of Virginia

Master of Teaching – Elementary Education

Charlottesville, VA

2000

University of Virginia

Bachelor of Arts – Psychology

Charlottesville, VA

1999

PROFESSIONAL EXPERIENCE

Fairfax County Public Schools

Assistant Superintendent, Region 3

Falls Church, VA

2015 – present

- Provide leadership development, coaching, and support for principals leading the 45 elementary, middle, and high schools and 37,000 students in Region 3
- Develop and present leadership development workshops for principals and assistant principals focused on providing effective feedback to teachers, establishing high-functioning collaborative teams, and selecting high leverage strategies to increase achievement for all students and eliminate achievement gaps
- Serve as an advocate for Region 3 schools by addressing issues and concerns raised by principals, parents, students, community groups, and staff members
- Facilitate School Improvement and Innovation Plan dialogues with school leadership teams and monitor plans throughout the year
- Conduct data dialogues with school leadership teams to develop action plans based on formative assessment data
- Formally evaluate principals following the guidelines and procedures within the FCPS School-Based Administrator Performance Evaluation System
- Successfully partnered with school leadership teams and central office support staff to reduce the number of Region 3 schools accredited with warning or FOCUS status from 12 in 2015 to 1 in 2018

Fairfax County Public Schools
Executive Principal for School Improvement

Falls Church, VA
2014 – 2015

- Provided leadership and direction for the development of *Project Momentum*, a school improvement model designed to support improved student achievement in 18 select schools
- Served as a member of the central office school support team tasked with partnering with school leadership teams to raise student achievement in the district's lowest performing schools
- Developed a data dialogue protocol for school leadership teams focused on utilizing formative assessment data to create short cycle action plans

Dogwood Elementary School
Fairfax County Public Schools
Principal

Reston, VA
2013 – 2014

- Provided instructional leadership to ensure the successful implementation of a rigorous school improvement plan
- Established a positive, supportive, and challenging learning environment where 100% of teachers agree: professional learning opportunities are aligned with the school's improvement plan; teachers are effective leaders; teachers are held to high standards for instructional delivery and 97% agree that the school is a good place to work and learn as evidenced by the 2014 Working Conditions Survey
- Successfully implemented a new school-wide discipline plan leading to a 20% reduction in level 2 and level 3 referrals
- Served as a 4th and 5th grade Tier 2 math teacher for identified students in need of intensive, strategic remediation

Graham Road Elementary School
Fairfax County Public Schools
Principal

Falls Church, VA
2010 – 2013

- Provided instructional leadership to ensure effective implementation of standards-based instruction leading to the highest FARM vs. Reading and Math SOL pass rates in FCPS
- Maintained high student achievement while improving the teacher retention rate from an average of 65% from 2005-2010 to 89% in 2013
- Provided support and professional development to establish a deeply-embedded Professional Learning Community
- Developed a master schedule that maximized instructional time and guaranteed teachers a minimum of 4 hours of common planning time per week
- Successfully implemented components of the Responsive Classroom© social curriculum leading to a 25% reduction in level 2 and level 3 discipline referrals
- Served as a 3rd grade math teacher for the duration of a maternity leave, and as a 5th grade Tier 2 language arts and math teacher for students in need of intensive, strategic remediation
- Facilitated the successful transition and opening of a new school building
- Established a positive, supportive, and challenging learning environment leading to the most significant growth in FCPS over a two year period as evidenced by the 2012 Working Conditions Survey

Tyler Elementary School
District of Columbia Public Schools
Principal

Washington, DC
2008 – 2010

- Provided leadership and expertise for Tyler ES to become an Arts Integration Catalyst School
- Provided organizational and instructional leadership to develop and improve Tyler's Spanish Immersion program
- Provided leadership to ensure high performance of Tyler's district-wide Autism and Intellectual Disability programs
- Established an interim assessment system and curriculum scope and sequence to address alignment issues with District of Columbia Public Schools' curriculum/standards and the state assessment
- Facilitated data utilization meetings with grade-level and vertical teams to analyze student data as it related to increasing student proficiency
- Supervised and evaluated the effectiveness of all school personnel through the district's IMPACT evaluation system
- Cultivated and facilitated individualized leadership and professional development activities to improve teachers' instructional practices
- Created a Student Support Team (SST) to address individual student academic and social challenges

Brent Elementary School
New Leaders for New Schools
Resident Principal/Assistant Principal

Washington, DC
2007 - 2008

- Developed a coaching cycle model which served as a tool for instructional improvement, increased student achievement, and effective dialogue between teachers and evaluators
- Assisted in the development and implementation of the school's master schedule and school improvement plan
- Facilitated effective Collaborative Lesson Studies in coordination with the Professional Development Team
- Collaborated with Teacher's Institute, an entity of Columbia University's Teacher's College, to implement Lucy Calkins' Writers Workshop model through intensive, job-embedded professional development
- Implemented the Responsive Classroom© social curriculum to address positive behavioral development and build cohesive community supports
- Served as the testing coordinator for the District of Columbia Benchmark and Comprehensive Assessment Systems

Community Academy Public Charter School
Third Grade Teacher

Washington, DC
2006 - 2007

Franconia Elementary School
Fairfax County Public Schools
Fourth and Sixth Grade Teacher

Alexandria, VA
2004 - 2006

University of Virginia
General Faculty

Charlottesville, VA
2001 - 2004

- Taught Diversity in Leadership workshops and seminars
- Served as the faculty advisor for 30 fraternities and "One in Four" an all-male, sexual assault prevention student group
- Designed and implemented "Different Voices, Common Threads," a program for all freshmen students, celebrating diversity at UVA

BF Yancey Elementary School
Albemarle County Public Schools
Fourth Grade Teacher

Esmont, VA
1999 - 2001

PROFESSIONAL ACTIVITIES

Presenter

- The School Superintendents Association (AASA)
- National Association of Black School Educators National Conference
- Learning Forward Annual National Conference
- University of Virginia's Educational Leadership Program
- George Mason University's Educational Leadership Program
- George Mason University's Contemporary Trends in Educational Leadership
- US Dept. of Education's Doing What Works: Highly Effective Literacy Instruction
- Fairfax County Public Schools Priority Schools Initiative All-County Principals Meetings
- Priority Schools Initiative Professional Development for Principals
- Fairfax County Public Schools Aspiring Principals Cohort
- Fairfax County Public Schools Intern Development Course

Executive Board Member – Meridian Public Charter School, Washington, DC

Executive Board Member – Fairfax Association for Elementary School Principals

Closing the Achievement Gap Steering Committee – Fairfax County Public Schools

Recruiter – Fairfax County Public Schools