

DR. ROMULES DURANT

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Executive Profile

Highly motivated, results-oriented leader who creates strategic alliances with community leaders to gain support for key initiatives. Aims to oversee a team committed to quality performance. Offers outstanding cross-cultural team management, communication and presentation skills. Visionary executive with solid experience managing all levels of multiple projects including administration and budgeting.

Skill Highlights

- Visionary leadership
- Develops collaborative, supportive and professional relationships with stakeholders
- Sound fiscal management
- Data-driven decisions
- Enhances academic achievement to compete in global society
- Employee relations
- Motivated

Professional Experience

CEO/Superintendent

Dec 2013 to Present

Toledo Public Schools - Toledo, OH

Currently overseeing the operations for the fourth largest school district in Ohio and the sixth largest workforce in Toledo with 3,951 employees. The district has an operating budget of \$340 million and another \$250 million in grant funds. Focuses and successes include:

- Spearheading the winning campaign in 2017 of a 5-year, 6.5 mil levy renewal that garnered 70% of the vote
- Increasing the four-year graduation rate to 72%, the five-year rate to 78%, the African-American graduation rate to 70% and the Hispanic rate to 72%
- Overseeing the growth of TPS Career Tech programs in which 98% of all students are now going to college or a technical school or entering the work force or the armed services
- Transforming the educational offerings of TPS, including the innovative plan to combine two successful programs to open the Aerospace & Natural Science Academy of Toledo, opening in fall, 2018
- Rebranding Jones Leadership Academy (for 7th through 12th graders) as the High School of Business and adding 7th and 8th grades to two well-known magnet schools – Toledo Early College and Toledo Technology Academy
- Redesigning three traditional elementary schools into STEM&M schools for the 2018-2019 school year
- Overseeing the reinstatement of sports at the district's traditional high schools – resulting in the first state basketball championship for girls from northwest Ohio in nearly four decades
- The successful passage of a \$13.1 million operating levy – the first new money in 13 years – in 2014
- Growing the district's enrollment in each of the last three years to more than 22,000 students
- Receiving an additional \$1.2 million in federal funds and \$700,000 in state funding as part of the expansion of the district's PreK offerings, made possible because of the ongoing implementation of an \$8.1 million federal grant to run a large portion of the Head Start program in Lucas County

- Procuring a \$350,000 grant from the NFL Foundation to install professional-grade turf at two TPS high schools in time for the 2018-2019 football season
- The district's ranking moving from 4th to 1st among Ohio's eight largest urban districts, based on earning an A on the state report card in the Value Added category for two out of the last three years; also achieved an A or B grade in such categories as gifted, serving the lowest 20 percent of students and students with disabilities
- Spearheading the move of the TPS administration staff into a newly-renovated, energy efficient headquarters near downtown Toledo that represents \$250,000 a year in savings
- Overseeing the restoration of busing for all students who live more than a mile from their school
- Developing 12 associate degree tracks for Business, Art, Applied Science/Engineering and Aviation
- Leading the efforts of a revitalized Toledo Public Schools Foundation, fueled by a three-year, \$450,000 commitment from Medical Mutual of Ohio to provide scholarships for TPS students and increased funding for the Young Men of Excellence and Young Women of Excellence mentoring groups; the first batch of 29 scholarships were given out in April, 2016
- Overseeing the proper data coding of kindergarten students, graduates and others, resulting in increased state funding of \$1.2 million
- Aggressively growing programs and revamping the Career Tech division, resulting in an increase of \$1.5 million in state funding (to \$3.8 million a year) because of course alignment and the proper data coding of students; new programs include Supply Chain Management, Diesel Engineering, Business classes and more Natural Science offerings and fostering a Career Technology partnership with NASA
- Expanding the use of Naviance, the national college and career readiness software, so students in grade school start exploring career pathways
- Facilitating the introduction of Career Tech offerings to 7th and 8th grade students
- Due to good financing and oversight of taxpayer money (going from 20+ findings in an audit to 0), the district received the 2017 Auditor of State Award of Distinction
- Developing a partnership with ProMedica, a preeminent health system providing quality health care serves to 27 counties in northwest Ohio and southeast Michigan, that has resulted in the hiring of nurses for all 50-plus TPS buildings
- Instituting a number of cost saving measures, including overseeing conversion of the payroll system to SunGard
- Overseeing the implementation of free breakfasts and lunches for all students in grades K-12; that in turn increased participation of eligible students, leading to a higher return on the subsidy
- Securing a grant from the National Foundation for Governors' Fitness Councils for a fitness center – complete with \$100,000 in gym equipment – at Glendale-Feilbach Elementary, one of only three schools in Ohio to receive the grant
- Overseeing the expansion of a partnership with Buckeye Broadband that provides free laptops and free Wi-Fi to high school students taking classes at the University of Toledo; nearly 200 students were enrolled at UT for the 2015-2016 school year
- Working collaboratively with the Area Office on Aging on initiatives for senior citizens, including the annual Senior Prom that draws more than 200 guests, Hall Walks at TPS high schools, the Senior Reading Buddy program and recording Social Studies and History stories
- Being the only district in the state of Ohio to receive a \$3.8 million Youth Career Connect grant from the U.S. Department of Labor that focuses on programming associated with energy, manufacturing and electronics; TPS has developed partnerships with local businesses and colleges to provide support to the students from five TPS high schools involved in the program
- Growing the enrollment and program offerings for the Jones Leadership Academy, a school opened in 2014 that has a business focus and will have students in grades 7-12
- Expanding the district's offerings for students interested in getting a head start on college, including the Early High School Opportunity and College Credit Plus programs
- Fostering the growth of Distance Learning Labs in all high schools, as well as the expansion of the Gifted Program for 5th through 12th grades

- Receiving and implementing \$325,000 in grants – Fuel Up for 60, Action for Healthy Kids and the Fruit/Vegetable grant – that help students be active and to eat healthy
- Growing the network of community partners to include collaborations with First Federal, PNC, Huntington and TFC
- Becoming the first urban district in Ohio to move from high state watch to a middle level of oversight
- Establishing and building the growth of the ‘Holy Toledo’ initiative, which partners faith-based organizations with schools
- Garnering a SOAR Award from Battelle for Kids for significant progress across the district for two consecutive years
- Implementing the Evergreen Performance Audit through adaptation of a multi-year Strategic Plan where the audit goals are imbedded
- Being the first large school district (and the second in the state) to implement the state treasurer’s online Checkbook Program that fosters full transparency to the community
- Fishbone financial program that provides more oversight and screening for potential risks

Interim Superintendent

Aug 2013 to Dec 2013

Toledo Public Schools - Toledo, OH

- Led a successful levy campaign for a 6.5 mill, five-year tax renewal.

Assistant Superintendent

Aug 2008 to Aug 2013

Toledo Public Schools – Toledo, OH

- Immediate supervisor of three learning communities (with 26 schools) along with all Race to the Top schools (RttT) and School Improvement Schools (SIG)
- Responsible for the staffing of the buildings, using both general funds and various Title I funding accounts in order to balance a budget deficit as well as provide acceptable class sizes
- As a Cabinet member, performed the duties of both a co-chair of a levy campaign as well as chairman of a steering committee designed to canvas Toledo voters to explain educational issues on the ballot
- As part of the Transformation Plan, ran the multi-variance SPSS analysis on K-8 vs. middle school performance, which resulted in a district-wide reconfiguration back to complete K-8 schools
- Became the driving force behind data-driven decisions in the buildings; assisted in increasing the state performance index in 16 of the 17 schools under immediate supervision, which resulted in 15 of the 17 schools having state designations of Continuous Improvement or higher
- Member of the technology committee to provide a plan for the implementation and conversion of a new district-wide SunGard computer system, along with district-wide training
- Helped to implement the district-wide discipline program called PBIS and the United Way’s Social Emotional Learning
- Hands on with the Minority Chamber of Commerce to ensure minority inclusion in the Building For Success Program – an \$800 million construction/renovation project to build 42 new buildings and renovate 7 other school locations
- Implemented an innovative student centered district-wide Transformation Plan with a built-in cost savings of \$7.6 million

- Reconstituted Lincoln Academy into the Martin Luther King, Jr. Academy for Boys, which in 2012 generated a larger enrollment capacity and ultimately achieved a state rating of Excellent on the Ohio Department of Education State Report Card
- Worked with the Building Leadership Team at Birmingham Elementary on weekly interventions and data assessments; the school jumped two state designations to achieve an Excellent rating on the Ohio Department of Education State Report Card
- In the winter of 2011, worked with the district Reading Academy to institute an intense Reciprocal Teaching Program in all the RtT schools and summer intervention; in the first year, the program showed a statistically significant impact on the state reading achievement scores, with many students moving from a basic rating to a proficient rating between the months of October and May
- Worked with the district Reading Academy to provide a summer 3rd grade reading intervention program which had a 90 percent state test passage rate at the end of the program
- Trimmed the workforce within the \$330 million operational budget to compensate for drastic cuts from the state as well as the depreciation of local property taxes
- Involved in union negotiations to downsize the district in order to erase a \$10 million deficit in 2009-2010, a \$30 million deficit in 2010-2011 and, through the Transformation Plan, eliminate another \$37 million deficit for 2011-2012
- Responsible for allocating School Improvement Funding for each school subsequent to the approval of the School Improvement Plan Committee
- Assisted the schools with budgeting their Title I allocation to align with school improvement goals and objectives
- Worked with various community stakeholders to obtain school grants (Listed more in detail under the Community Service section)
- Recruited by the National Principals Leadership Institute to be a facilitator/coach in New York City, working with professional educators from across the country to devise plans on such topics of 'Equity and Excellence' and 'Leadership for Our Times' for the Obama administration
- Experienced in analyzing and presenting to schools and the district Ohio Achievement Assessment state results; versed in using Battelle for Kids (T-CAP/value added), Success website, STAR Assessment, Success Maker 4, and Edusoft (quarterly assessments to the pacing guide); also experienced in using SPSS statistical software which is used to manifest statistical significance among testing variables
- Broke down the state calculation for district performance rating to the accountability rating of each teacher as well as the calculation of school building AYP goals to establish teacher goals
- Facilitated Building Leadership Team meetings to model goal-oriented meetings with evidence of best practices for formative assessments, which resulted in one school moving from a Continuous Improvement state rating to Excellent in one year
- Taught a college master's level course for a select leadership cohort called the Urban Leadership Development Program (ULDP); the class was designed to develop data-driven instructional leaders by teaching them the effective use of data to improve quality instruction

Principal at Riverside Elementary

Aug 2005 to Jul 2008

Toledo Public Schools – Toledo, OH

- Worked as the instructional leader of an urban K-6 elementary school with 46 staff members, 650+ enrolled students and an annual budget of \$300,000
- Moved the school from Academic Watch state rating to three consecutive years of Continuous Improvement
- Achieved the district's highest value-added gains for the special education subgroup and, according to Battelle for Kids, fourth graders ranked first in reading and third in math in the state of Ohio
- Provided three different tutoring programs and possessed the largest tutoring enrollment in the district during three-year tenure

Education

Doctorate of Education, Administration and Supervision University of Toledo - Toledo, OH, United States	2007
Master of Education, Administration and Supervision University of Toledo - Toledo, OH, United States	2002
Bachelor of Arts, Elementary Education (1-8) University of Toledo - Toledo, OH, United States	1998

Board memberships

- Named in 2015 as a founding member of the 22nd Century Committee, a private-public partnership of business, education, government and labor leaders
- Serving a three-year term on the University of Toledo Alumni Association Board of Trustees (appointed in 2015)
- Member of the board of directors of the Council of the Great City Schools
- Serves on the executive board of the Ohio 8 Coalition
- Executive board member of Aspire (Strive Network)
- Serves on the executive board of the United Way of Greater Toledo
- Co-chair, along with the president of the Toledo Federation of Teachers union, of the Intern Board of Review (IBOR), which manages the review process for first year teachers as well as poor performing senior teachers
- Member of the Board of Trustees of the YMCA and JCC of Greater Toledo
- Longstanding member of the National Principal Leadership Institute, working in New York with administrators from across the country

Affiliations

- Council of the Great City Schools
- The Ohio 8 Coalition
- OSBA -- Ohio School Board Association
- BASA -- Buckeye Association of School Administrators
- NPLI -- National Principals Leadership Institute
- AASA -- American Association of School Administrators: District Cabinet
- ASCD -- Association for Supervision and Curriculum Development
- Rotary Club of Downtown Toledo -- Club #44 (12th largest in the world)

Licenses and Certificates

- Ohio, Elementary Education (1-8)
- Ohio, Superintendent License
- Change Processes inside the Organization certificate (WCEI facilitation)
- Child Abuse and Neglect workshop certificate
- Certified by the Human Subjects Research
- American Red Cross First Aid and CPR training

Educational Journals

- Buckeye Association of School Administrators (BASA)
- Educational Administration Quarterly
- Education Week
- District Administration
- American School & University
- Scholastic: Administrator
- Educational Leadership (EL)
- PEW Center on the States
- e School News

To learn more about Dr. Durant, including about his Awards and Community Outreach efforts, please go to DrRomulesDurant.org