Dr. Christopher Harvey

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EDUCATION

Ed.D in Education Administration (P-12) - University of Mary Hardin-Baylor-Belton, TX
M.Ed. in Education Administration - Concordia University-Austin, TX
BS in Social Work - Texas State University-San Marcos, TX

LEADERSHIP PHILOSOPHY

- Leaders exhibit high expectations, work ethic, and integrity
- Leaders lead from a servant perspective, collaborative & distributive in function;
- Leaders know and exploit the value of parental, business, and community involvement
- Leaders support learning communities, teacher leadership, and action research
- Leaders think with innovation and strategically plan ahead
- Leaders creatively and appropriately integrate technology within the classroom

CURRENT EMPLOYMENT

Chief Academic Support Officer @ Manor ISD (August 2023 - present)

- Provided administrative direction and oversight for the Academic Support Division, including Career and Technology, College-Career-Military Readiness, Counseling, Special Education, Social Work, Family Engagement, Multi-tier Support Services, Policy, and Health & Wellness to ensure alignment with local, state, and federal laws.
- Managed the preparation and execution of the divisional budget, assisting the Superintendent in strategic resource allocation.
- Spearheaded the design, implementation, and evaluation of new educational programs and services, continuously improving effectiveness and efficiency.
- Directed and supervised a team of executive directors and directors across key academic service areas, including Special Programs, CTE, Social Work, Counseling, and Health & Wellness.
- Researched and analyzed administrative, fiscal, and operational issues to implement data-driven solutions and streamline services.
- Collaborated with leaders from other administrative divisions to integrate and coordinate efforts for a unified district program that achieves desired student outcomes.
- Developed comprehensive data management systems to inform district leadership and ensure compliance with policies and regulations.
- Authored and presented regular reports to the Superintendent and Board of Trustees, serving as a key member of the Superintendent's executive staff.
- Implemented policies and procedures aligned with federal, state, and local board rules to govern district schools and academic support departments.
- Ensured the implementation of the District Strategic Plan and improved the quality of educational services and programs.

Adjunct Professor @ Concordia University Texas (2015-Present)

- Teach courses offered as part of the Masters of Education with Specialization in Educational Administration and Principal Certification
- Work with other professors to evaluate current courses and redesign face-to-face courses and virtual courses (Blackboard & Moodle) - See Curriculum Vita Below

Lecturer @ Texas State University – San Marcos, Texas (2016-Present)

- Teach courses offered as part of the Bachelors of Applied Arts and Sciences
- Work with other professors to evaluate current courses and redesign face-to-face courses and virtual courses (CANVAS & TRACS) - See Curriculum Vita Below

PROFESSIONAL ACCOMPLISHMENTS (Past)

Executive Director of Federal and State Programs @ Manor ISD (April 2023 - Aug 2023)

- Audited current grants
- Prepared and filed upcoming grants (Title, IDEA, Perkins, and other federal and private funds)
- Prepared and reported on programmatic and system changes needed
- Re-established the department of Federal and State Programs

Dir. of Academic Programs/Principal on Special Assignment @ Manor ISD (Feb. 2021 - 2023)

- Direct annual quality seat analysis in order to strategically ensure 86.6% of scholars participate high-quality schools with engaging classroom experiences
- Create partnerships and career pathways with key businesses and organizations (i.e. Tesla, Applied Materials, Samsung, Dell Technologies, Randstad)
- Create systems to ensure 3 middle schools and 5 high school campuses improve state report card rating each year

DAEP Principal @ Manor ISD (2017-2021)

- Take over DAEP campus and transform culture to include Restorative Practices
- Reduce DAEP Recidivism Rate
- Create data collection and monitoring tools & Build transition meeting system
- Develop protocols to identify root causes of DAEP placements, then prescribe an intervention needed for the student, campus, and/or family.
- Train, monitor, and evaluate Assistant Principals and Principals in discipline related processes and systems
- Hiring of staff - review SBEC and ensure readiness by educator standards
- Continue to support and evaluate all things related to state and federal legislation, projects, and programs for grant, entitlement, and allocation opportunities relevant to the needs of the district.
- Supervise and manage team in high intense environment
- Provide direction and strategic planning for operations related to academic partnerships, professional development, and certifications
- Coordinate and Evaluate internal and external research requests
- Work with teacher certification programs to ensure teachers complete certification program requirements

Federal & State Programs Director @ Manor ISD (2015-2017)

- Report to Assistant Superintendent of Assessment & Accountability
- Evaluate all federal legislation, projects, and programs for grant, entitlement, and allocation opportunities relevant to the needs of the district.
- Evaluate internal and external research requests
- Facilitate the district policy reviews and school board meeting updates

- Serve on district budget and staffing teams.
- Prepare & submit standard applications for federal funds to Texas Education Agency (TEA).
- Evaluate all requests for projects & programs requiring federal/state money.
- Develop and coordinate a continuing evaluation of the federal/state programs and implement changes based on the findings.
- Consult with administrators, counselors, teachers, community agencies, and other relevant individuals regarding federal/state programs.
- Solicit federal/state funds and participate in grant-writing activities to obtain funding for federal/state programs and services.
- Work closely with the Executive Director of Human Resources to meet compliance with documentation as it relates to grant jobs and to create standard part-time/temporary position pay terms.
- Apply & Monitor grant-funded programs and their expenditures to ensure compliance with regulations and guidelines, as well as support CFO with identification on compliance requirements for budgeting and audit purposes (IDEA, Perkins, NCLB, 1003(a), TTIPS, State Compensatory Education, High School Allotment, TLI, & other grants)
- Compile budget and cost estimates based on documented program needs.
- Compile, maintain, and file all physical and computerized reports, records, and other documents required, including required financial reports to TEA.
- Provides training to all grant funded stakeholders on allowable costs and compliance.
- Collaborate with the Executive Director of School Improvement to create and monitor the District improvement plans and evaluate all campus improvement plans.
- Comply with policies established by federal and state law, State Board of Education rule, and the local board policy.
- Attend and participate in faculty meetings and serve on staff committees as related to grant compliance and improvement plan monitoring.

AVID District Director @ Manor ISD (2015-2017)

- Additional task assigned with Federal & State Programs responsibilities
- Manage district wide expansion of AVID programs
- Support AVID National Demonstration School
- Secure funding for programming
- Provide professional development opportunities
- Data-analysis with district and campus site teams
- Attend AVID District Director trainings
- Coordinate with AVID and other districts to evaluate district programs

Administrative Interventions Coordinator @ Manor ISD (2014-2015)

- The position was designed to support the central office Professional Development team, implement district RtI initiatives, and support secondary campus STAAR and EOC intervention needs.
- Coordinate and facilitate high school education interventions and progress monitoring for students
- Transition students Manor Excel Academy for Tier III interventions and acceleration
- Provide professional development for secondary staff in regards to small group instruction, workstations, collaborative projects, differentiation, and more.
- Design and monitor “push-in” interventions and RtI.
- Design school-wide discipline systems and policies. Train teachers and oversee implementation of the PBIS system.
- Schedule interventions and track progress for students not meeting EOC standards
- Interview, hire, supervise, train, and evaluate teachers, tutors, and academic interventionists
- Supervise and transform the Languages other than English (LOTE) department

- Oversee the development and growth of AVID as well as implementation of school-wide strategies
- Supporting hiring and contract termination process for secondary campuses
    - Help design summer school academic program for PreK-12 and supervise principals
- District Summer School Administrator – supervise summer school principals/programs
    - Collaborate with district directors to support curriculum planning, implementation of instructional resources provided by the district, and collecting and monitoring student data for grades 5 & 8.
    - The lead principal will supervise instruction and provide beginning, middle, and end of summer student performance measures to the Superintendent to include attendance, behavior, reading, and mathematical data.
    - Train and communicate with the elementary, middle school and high school summer campus principals/administrators (5) to plan and deliver teacher professional development and monitor student data. Ensure all student data is collected and provided to the home school.
    - Other Duties - Select & evaluate staff; establish, coordinate, and maintain relationships with all community partners; classroom observations and provide leadership with teachers and staff concerning instructional practices; organize, coordinate, and plan summer school programs.

TTIPS Grant: College & Career Readiness Coordinator @ Manor ISD (2012-2014)

- Facilitate the creation and implementation of a District College Readiness Plan
    - 100% high school students from 3 schools accepted to Austin Community College
    - Educated and informed Manor ISD College & Career Advisory Council (staff, community and business partners) about college readiness data
    - Served as liaison between Manor ISD and Austin Community College Early College Start Program and the Texas State Technical College
    - Implemented district's first ACT and SAT preparatory programs
    - Created and maintained District's College Readiness webpage
    - Increase efficiency in credit & transcript monitoring systems
    - Facilitated collection of evidence College & Career Readiness Standards were taught (lesson plans & student work samples)
- Provide leadership and guidance for College & Career Readiness Team @ Manor High School
    - Provided high school campus leadership team training over Texas Education Agency's Academic Excellence Indicator System (AEIS) as it pertains to academic performance and college readiness
    - Facilitated institutionalization of key academic strategies by AVID – (Advancement via Individual Determination)
    - Coordinate efforts to meet TTIPS grant goals and objectives related to college and career readiness
    - Facilitated enrollment, testing, and advising for high school students interested in taking Dual Credit courses with Austin Community College
    - Built campus college readiness culture by building shared distribution of leadership responsibilities among administrators, counselors, and teachers
    - Facilitated the distribution and analyzation of PSAT Score Reports using an iTunes University iPad course (created by me) during homeroom/advisory class
    - Advising and career planning with high school students

Superintendent Internship Salado ISD (2012-2013)

- Met with Superintendent to discuss district needs for a successful bond election
- Created and completed a facilities assessment
- Evaluated relevant data and procedures in neighboring districts

- Observed all district campuses and outdoor facilities
- Surveyed Salado administrators, staff, and teachers concerning building needs and wants
- Provide written Summary Report of observations, interviews, recommendations, and strategies

Superintendent Internship @ Manor ISD (2012-2013)

- Analyze district and campus college readiness data and make recommendations
    - Plan included the creation of an Early College High School & certification opportunities
- Support Career and Technology Education
    - Develop proposal for CTE and House Bill 5
    - Create partnerships with businesses and higher education institutions
    - Facilitate creation of Mustang radio – online radio station
- Identify and facilitate grant writing opportunities
    - Educator Excellence Innovation Program

Campus Principal @ Manor Excel Academy - Manor ISD (2010-2012)

- Supervised both the DAEP and AEP employees (40): food services, custodial services, teachers, Para-professionals, nurse, and administrators
- Discipline Alternative Education Program
    - Reduced violent behavior & student recidivism
    - Transferred students to the AEP to recover credits and graduate on time
- Alternative Education Program
    - Coordinated services with 11 schools, Travis County Juvenile Justice System, Manor ISD Special Education Department, MISD Deputy and Assistant Superintendent, Manor Police Department, Travis County Sheriff's Department, Travis County Precinct 1 Court and Constables Office, Commissioner Precinct 1, and over 36 community and business partnerships
    - Successful Campus transformation
        - LOWES Grant $5000 (2011):
        - $5000 in services and products donated services by BGLY Architects
        - Combined Technology Grants $10,000 (2010)
        - Authored and Received TTIPS Grant $1.67 Million
        - Constructed districts second College & Career Center
        - Implemented AVID program
        - Supervise GED Program & Grant
        - Required College & Career Portfolio for graduation
        - 100% Graduates had admission to a minimum of 1 post-secondary institution
        - Reduced dropout rate from 19% to 7.5%
        - Quadrupled faculty size (4 to 16)
        - Tripled student enrollment (60 to 200)
        - Successful request for building renovations and upgrades to school board
        - Highest number of graduates in school history (51)
        - Graduated 90+ students in 2 years; more graduates than 2001 – 2009 combined

Middle School Assistant Principal @ Decker Middle School - Manor ISD (2009-2010)

Campus Transformation Project: Science & Discipline

- Supervise Math/Science Department
    - Raised science scores from academic low performing 52% to 91% (w/TPM)
- Developed campus-level professional development academy
- Served as Discipline Coordinator: Reduced extreme discipline incidents; instituted single gender lunch, raised discipline expectations for students, teachers, and parents; voted safest campus in district

- Responsible for implementation of AVID and the TAP evaluative system
- Coordinated: Transportation, Special Ed, PTA, After-School programs, facility maintenance, Positive Behavior Support (PBS), TAKS Administrator, Tier II/III Intervention Camp, Grants, and Pep Rallies
- Supervise 7th/8th grade Teacher Teams
- Administrator for Master Schedule, Special Education, ARDs, and Removal Hearing Chair

Middle School Assistant Principal @ Martin Middle School - Austin ISD (2008-2009)

Campus Improvement Project: Sixth Grade Academy & Discipline

- Sixth Grade Academy
    - Purpose: to change culture and student expectations
    - Created separate bell schedule
    - Arranged facilities to separate 6th grade
    - Arranged staff to form two sixth grade teams
    - Researched best practice expectations and academic skills
    - Created protocols and procedures for 6th graders
    - Implemented a summer 6th grade academy to teach expectations, meet staff, and build relationships between teachers, students, and parents.
- Discipline
    - Manage team meetings and grade level assemblies to teach student and staff expectations
    - Instituted Positive Behavior Support (PBS) to reward students for meeting expectations and change campus culture to proactive approach versus historical residual approach.
    - Created Early Eagles and After-School programs to provide safe program alternatives for students before and after school
    - The IMPACT Team was formed to service high needs/Tier III students with "wrap- around" services. These services included programs within school and within the community.
- Developed campus-based professional development academy for new teachers and staff
- PDAS evaluated professional and classified staff
- Coordinated: Transportation, Special Education, Parent Connection, PTA, TAKS testing, Transition Camps, Grants, Scheduling, ARD and Removal Hearing Chair, and School Assemblies
- Summer School Assistant Principal

Education Consultant @ Austin Voices (2007-2009)

- National Trainer of Trainers for Dr. Gilbert Botvin's Life Skills Training (LST) Curriculum;
- Developed an advisory curriculum/program for middle schools using the LST Curriculum;
- Trained administrators, teachers, parents, community volunteers, and students in the LST Curriculum within the advisory period for 19 middle schools in Austin ISD
- Developed a Campus Coordinator manual and 1-2 hour training manual;
- Taught advisory program to pilot middle school student groups and presented to Austin ISD Assistant Superintendent of Middle Schools

Math/Science Teacher @ Kealing Middle School - Austin ISD (2006-2008)

- Assistant Principal Internship 2007-2008
- Teacher @ Young Scientist Program sponsored by U-Teach @ Uni. Texas @ Austin
    - Design Pre-AP curriculum for Young Scientist Program.
- 6th grade team leader (6 team members) & wrote curriculum for 6th grade Summer Camp
- Taught 6th/7th grade Science, 6th/8th grade Math

- Developed the Home Base Advisory Period
    - Trained school staff over 30 weeks of advisory lessons
- Provided staff development, mentor new teachers, manage discipline issues, and lead home visits.

Program Manager @ Communities In Schools (CIS) - Central Texas
(2004-2006) LBJ High School in Austin ISD

- Wrote grants for projects on campus
- Attend partnership meetings with Austin ISD staff and CIS staff
- Attend trainings for personal development and continuing education
- Created after-school programs
- Create Saturday tutoring programs
- Sponsored 2 - Step teams
- Establish counseling groups (communication, grief and loss, mentoring, leadership, anger management, and college readiness)
- Data entry for funding reports

Education Specialist (Public Health Technician III)
Safe Riders @ Texas Department of State Health Services (2002-2004)

- Obtain and maintain National Highway Traffic Safety Administration Certification
- Train clients to become Child Passenger Safety (CPS) Technicians
- Produce Quarterly 157 Report for state and federal grants/funding
- Complete monthly update on RFP and RFR
- Design and present education presentations across Texas on Child Passenger Safety
- State Coordinator of the Texas Survivors Club; Respond to CPS Tech calls
- Coordinate fitting stations in Texas – teaching parents how to install car seats
- Established partnership with Texas NAACP to educate African-American community

TRAINING, CERTIFICATIONS & PROFESSIONAL DEVELOPMENT

- Texas State Board for Educator Certification
    - Superintendent Certificate – Standard EC-12
    - Principal Certificate - Standard EC-12
    - Teaching Certificate - Standard 4-8 Generalist
- Texas Association of School Business OfficialsCertification
    - Certified Texas School Business Official (CTSBO)
- Certified Google Educator - Level 1
- HMH ICLE Leadership Training
- Training Completed: Blood-borne Pathogens, Sexual Harassment, Child Abuse, Sexual Abuse, and other Maltreatment of Children
- T-PESS Certification
- T-TESS Certification
- TASBO Course Completion:
    - MGT301 Functions & Duties of School Business Administrators
    - MGT307_124 Business Ethics
    - MGT310 Long Range Planning
    - ACT104_43 Budget & Financial Planning
    - ACT208 Managing Special Revenue Funds & State Programs
    - PER101 Introduction to Personnel
    - PER303_21 School Personnel Law

- ACET Conference - (2015 - 2017)
- AIE Conference - (2015 - 2017)
- TASBO Synergy (2015)
- PBMAS 101 @ ESC Region 13 – (2015)
- TABOR – (2014)
- National Staff Development Council/Learning Forward Conference – (2012)
- TASFA/FAFSA Training – Austin Chambers – (2012)
- NIET: PDAS Pilot Training – (2012)
- Apple Training: iPad/Mac Book Pro Training & iTunes University Course Builder – (2012)
- Satori Alternatives for Managing Aggression Training (2010-2012)
- AVID Summer Institute & National Conference Training: (2006-2017)
- Texas Title I Priority School Grant & Training – Cycle 2 (2011-2012)
- Texas Teacher Advancement Program (TAP) Training – (2009)
- Teacher Advancement Program/NIET (2009-2010)
- Capturing Kids Hearts (2008-2010)
- CHAMPS (2008-2009)
- IB Schools (2008-2009)

PRESENTATIONS, PUBLICATIONS, & CREATIONS

Research & Publications

- **Dissertation** – "Exploration of Graduation and Algebra I Passing Rates of African-American Students in Texas Urban Schools" (2014)
- **Journal Article** - "Unintended Consequences: Computer Science District and School Policies and Practices for African American and Hispanic Students with Disabilities in Central Texas" - Funded by National Science Foundation. ChangingExpectations.Org; Journal of the Alliance of Black School Educators. (2023)

Presentations

- "The Impact of a Restorative Campus"
    - Advancing Improvement in Education Conference @ San Antonio (2019)
- "Using Restorative Practices to Eliminate the School-to-Prison Pipeline"
    - Equity Space @ Austin (2019)
- "Finding Alternative Pathways to Success by Supporting Students and Families"
    - Central Texas African American Family Support Conference @ Austin (2019)
- "Increasing Student Achievement for Students with Disabilities at Alternative Campuses"
    - Texas Council of Administrators of Special Education @ Austin (2019)
- "Making Alternative Pathways to Success Using Restorative Justice"
    - National Educators for Restorative Practices @ Irving (2019)
- "Using Restorative Practices to Decrease Discipline Infractions"
    - MPACT @ Manor ISD (2019)
- "Career Exploration: The Foundation of College and Career Readiness"
    - Keystone Conference by Region 20 @ San Antonio (2014)
- "Preparing for College in the US"
    - Maastricht, Netherlands (2013)
- "Youth Entrepreneurship: How Business-Minded Students Excel in Life"
    - Co-presenter with BIG Austin (Poster Presentation)
    - Forum 2013 by College Board @ New York, New York (10/2013)
- Increasing Community & Parental Involvement
    - National Council on Educating Black Students @ Chicago (2013)
    - "Dream Deferred" National Conference by College Board @ Chicago (2013)

    - “Prepárate” National Conference by College Board @ Chicago (2013)
- “Creating a College & Career Ready Culture”
    - Keystone Conference by Region 20 @ San Antonio (2013)
- “Reconstructing the Communal School”
    - Texas Title I Priority Schools Summer Institute @ Austin (2012)
- “Creating a College Ready Student”
    - St. James Missionary Baptist Church College Conference (2009-2011)
    - Texas Alliance of Black School Educators (2009)
    - Austin Area Alliance of Black School Educators (2008)

Creations

- College & Career Readiness Course: Published with iTunes University

AWARDS & AFFILIATIONS

- 2013 Transformation Award - K12 Online School @ iNACOL Conference in Orlando, FL
    - Awarded for Transformational work at Manor Excel Academy
- Kappa Delta Pi International Honor Society and Professional Association in Education
- Pi Lambda Theta International Honor Society and Professional Association in Education

AREAS OF INTEREST

- Teacher & Principal Preparation & Development
- School Transformation & Turnaround; Alternative Education Campuses
- Strategic Planning; Improvement Planning
- Building a Productive and Safe Campus Culture
- College & Career Readiness
- Blended Learning
- Improving Campus and District Program with & Federal & State Grants

CURRICULUM VITA

Texas State University

- CTE 3304 - Human Relations
- CTE 3313a - Special Needs
- CTE 3313f - Development and Change In Organizations
- CTE 3313g - Introduction to Leadership
- CTE 3320 - Effective Methods of Teaching & Training
- CTE 3321 - Work-Based Learning
- CTE 3340 - Occupational Skills for the 21st Century
- CTE 5314 - Human Relations for CTE Teachers
- CTE 5315 - Leadership and Professional Development
- OCED 4325 - Development and Change In Organizations
- OCED 4350 - Adult Development & Career Planning
- OCED 3310 - Human Problems in The Workplace
- OCED 5310 - Human Problems in The Workplace
- OCED 5360 - Leadership Development

Concordia University (Texas)

- EDU 3323 - Educational Technology
- EDU 6313 - Multicultural Experiences (Doctoral)

- EDAD 5351 - Principal as Diversity Leader
- EDAD 5352 - Principal as A Resource Leader
- MED 5308 - Ethics & Leadership in Education

COMPUTER & PRESENTATION SKILLS

SOFTWARE: Microsoft Office (Fluent), Skyward (Student/Finance), Eduphoria, A+, VSCHOOLZ, ECAMPUS USA, Educators Handbook, Google Suite, Dropbox, Edgenuity, iTunes University, MAC/PC literate, Plan 4 Learning, Title 1 Crate, & other.

REFERENCES

Name	Title	Organization	Phone	Email
Dr. Anthony Mays	Superintendent	Alief ISD	(281) 498-8110	ilene.avila@aliefisd.net
Dr. Robert Sormani	Superintendent	Manor ISD	(512) 619-8858	robert.sormani@manorisd.net
Dr. Jeff Cottrill	Superintendent	IDEA Public Schools	(830) 275-0607	jeffrey.cottril@ideapublicschools.org