



Bryan Johnson

Dossier

Presented by:

Atlantic Research Partners

CANDIDATE
COVER LETTER

Dear Tennessee School Board Association Search Committee,

I am pleased to submit my letter of interest for Director of Schools at the Clarksville-Montgomery County School System (CMCSS). Clarksville is in the midst of exciting growth and preparing students that are college and career ready is key to sustaining our trajectory. CMCSS boasts diverse and talented students, teachers, staff and administrators. The 4,500+ CMCSS employees "Own the Difference" each day as they serve students and ensure they are prepared for the opportunities that await them beyond high school. This student-centered focus has created a sense of collective efficacy that has propelled our district to unprecedented academic heights.

I've had the privilege of spending most of my career with CMCSS, and understand the challenges and opportunities for growth. I am currently the Chief Academic Officer for CMCSS. I have also served as the Director of High Schools, principal, assistant principal, athletic director and teacher within CMCSS. In my current role I am responsible for ensuring the academic success of all 39 of our schools. In my time within this role, out of 140+ school systems in Tennessee, CMCSS has been the #1 school district in the state for student academic growth for two consecutive years (2014-2015 and 2015-2016). I've had the privilege of working closely with the Director of Schools and understand the nuances of our complex district. In addition to ensuring the success of every school, I am responsible for overseeing the Senior Instruction Team, Special Populations, Student Services, Professional Learning, Federal Programs and Accountability. I also lead several teacher stakeholder groups and engage with business and community leaders, which has allowed me to leverage their expertise and insights to better understand the challenges and successes of our district from their perspective.

I am convinced we can continue to improve outcomes for all 32,600+ students who call Clarksville-Montgomery County home. Through a focus on maintaining a culture where students can thrive, managing our growth proactively, engaging our stakeholders, budgeting in a responsible, yet innovative manner and hiring and retaining teachers – our most critical assets – we can ensure our goal of becoming one of the finest school districts in America becomes a reality. I believe my unique experiences at all levels of this district and within multiple school communities will allow for a seamless transition and the most effective path to continuing our success. I am keenly aware of the varying needs of our schools and community, which include our military families. I am also intimately aware of the leadership that has enabled the great success we have experienced and the work that must take place to build on the great foundation that has been laid.

I welcome the opportunity to speak further about how my skills and talents could continue to support this great team in the role of Director of Schools. Please find enclosed my resume for your review.

Respectfully,



Dr. Bryan Johnson

CANDIDATE
RESUME

DR. BRYAN JOHNSON

PROFESSIONAL PROFILE

Results-oriented academic leader with proven success. Educational visionary who has implemented forward-thinking processes. Experienced at increasing school administrator and teacher effectiveness by providing strategies for growth. Expertise in consensus building and gaining support from stakeholders for new initiatives and strategies that benefit student achievement. High level of professional integrity and passion for student achievement.

SUMMARY OF QUALIFICATIONS

Chief Academic Officer:	Responsible for ensuring effectiveness of all principal and assistant principal professional development. Manage all areas of ELL, CTE, SPED, and Student Services. Implement digital blended learning. Ensure alignment of academies to mission of college and career readiness and support industry alignment. Ensure instruction department budget alignment with district work. Responsible for development and implementation of instruction department budget.
Building Administrator:	Provided building oversight and leadership across all areas of instruction. Spearheaded transition to common assessment development for EOC teachers. Directed school improvement planning and created focus on student data. Facilitated numerous staff developments on best practices focused on transition to TN State Standards.
Teacher:	Developed lesson plans aligned to standards that met educational needs of all students. Planned daily lessons for students and differentiated instruction to meet student needs. Developed strong relationship with students that fostered positive classroom environment.

EXPERIENCE AND ACCOMPLISHMENTS

Chief Academic Officer Clarksville-Montgomery County School System	2015-present
<ul style="list-style-type: none">• Recognized as No. 1 school district in Tennessee for academic growth in 2014-2015 and 2015-2016• 11 schools recognized as Reward Schools for achievement or growth in 2014-2015• All high schools recognized for being Level 5 in 2015-2016; 26 of 38 schools recognized for being Level 5 schools in 2014-2015• College Board AP Honor Roll District in 2015-2016• Assisted with implementation of blended learning• No. 1 district for achievement with 10,000 or more students in Science and Social Studies (2015-2016)• Graduation rate of more than 94.5 percent• Recognized as No. 1 "large district" in Tennessee for ELL growth in 2014-2015• District ACT composite of 20.0	
Director of High Schools Clarksville-Montgomery County School System	2014-2015
<ul style="list-style-type: none">• Seven of eight high schools recognized as TVAAS Level 5	

- Two U.S. News Bronze Medal schools
- Increased AP and dual enrollment participants
- Supported implementation of common planning and common assessments across high schools
- Supported Academies of CMCSS and ensured successful progression
- Assisted with strategic shifts within school master schedules
- Supported pilot schools' transition to RTI2

Principal

2012-2014

Northwest High School - Clarksville-Montgomery County

- Increased school-wide student growth from TVAAS Level 2 to Level 5
- Level 5 Numeracy and Literacy
- All EOC areas experienced 1+ years of student growth
- Increased composite ACT from 18.5 to 18.8
- Increased students in AP classes by 100 percent
- Led teacher placement changes that placed teachers in areas of strength based on school data
- Implemented significant changes to culture, organization and structure of the school

Assistant Principal/Athletic Director

2010-2012

West Creek High School - Clarksville-Montgomery County

- TVAAS Level 5 school
- Assisted with the use of school achievement data to drive instruction and school decisions
- Assisted at-risk students and ensured that successful plans were developed for graduation
- Assisted with the implementation of academic support program across entire athletic department that aided in student achievement
- Facilitated and assisted in the professional development of teachers and other staff
- Directly involved in shaping school culture to meet student and faculty needs

Teacher and Coach

2008-2010

Northeast and Clarksville High School - Clarksville-Montgomery County

- Member of school leadership team
- Implemented best practices for instruction
- Responsible for development and implementation of individual education plans for students
- Implemented athletic academic support program for football players that impacted achievement
- Achieved two state playoff appearances after only three wins in the previous three years
- 20+ student-athletes received college scholarships

Teacher and Director of Education

2004-2007

Oak Plains Academy - Universal Health Sciences

- Coordinated all Gateway and EOC testing
- Responsible for development and implementation of individual education plans for students
- Self-contained teacher responsible for teaching all core area subjects
- Ensured education compliance of students within multiple Northeastern states
- Coordinated and developed school improvement plan
- Coordinated professional development sessions for teachers

ACADEMIC QUALIFICATIONS

Doctorate - Educational Leadership and Professional Practice

2007- 2010

Trevecca Nazarene University - Nashville, TN

Master of Arts - Teaching

2004-2006

Belmont University - Nashville, TN

Bachelor of Science - Business Administration

2000-2004

Austin Peay State University - Clarksville, TN

Certifications: Teaching and Administration

PROFESSIONAL CONTRIBUTIONS AND RELATED EXPERIENCES

- TSBA Prospective Superintendent Academy (2016)
- LEAD Conference Presenter on District and School Leadership (2015 and 2016)
- Education Research and Design (ERDI III) Member
- Certified McRel Balanced Leadership Trainer
- Learning Forward Member
- APSU Department of Education Graduate School Advisory Board
- Church Youth Director/ Sunday School Superintendent/ Officer

CANDIDATE
QUESTIONNAIRE

CLARKSVILLE MONTGOMERY COUNTY SCHOOL SYSTEM
CANDIDATE QUESTIONNAIRE

Please respond to any **three (3)** of the items presented below. Each response should be no more than 300 words.

1. Please describe one or two major instructional initiatives you have led, your role in each, specific actions taken, and the results.

The implementation of new state standards and the transition to TNReady has been challenging for districts across the state. With this transition I have been responsible for ensuring the state standards are implemented and district curriculum guides are aligned to state blueprints in grades K-12. In addition, I've been responsible for working with the instruction team to ensure teachers and administrators were trained on the new standards and exposed to TNReady assessment items. Since implementing new standards and TNReady, CMCSS has been the #1 school district in Tennessee for student academic growth for two consecutive years. Many of our schools have received state and national recognition for their academic performance. Schools have become well versed in teaching the new standards and developing TNReady aligned assessment items. We have accomplished this while maintaining a focus on college and career readiness and ensuring our students have increased exposures in the areas of STEM, career academies, JROTC, AP courses, dual enrollment and ACT preparation. We have been recognized as a College Board Honor Roll District for our AP success and have increased our district ACT composite to a 20.

I have also been responsible for leading the transition to digital blended learning and the blending of the textbook and technology budgets. We have approached the textbook budget in a transformational manner, saving the district approximately \$2 million per core area adoption. We have accomplished this while increasing the available resources and supports for teachers at all levels. In addition we have developed a plan that will result in all students in grades 6-12 having a laptop within the next two years. The results have been very positive. Student engagement has increased significantly and teachers are using technology to increase their efficiency and effectiveness.

2. What has been your experience in creating a culture for parents, staff and community that allows for open dialogue/communication to ensure that all voices are heard and

respected, and that decisions are made that move the organization forward? Please provide examples.

I believe in garnering input and sharing leadership. As a McRel Balanced Leadership certified trainer I understand that developing a purposeful community is vital to ensuring school and district success. In my current role feedback has been critical to our success. I've engaged with the community to foster stronger advocates of public education through Leadership Clarksville, Business After Schools, Leadership CMCSS and Parent Ambassador meetings. I currently lead the monthly teacher communication group, which has a representative from each building that provides us with insights on what is working and what is not working within our district. I've also led student advisory groups, which allow us to gain insight from the student perspective on areas of concern and success. Recently, we conducted 8 instructional feedback sessions, where each school in the district had four teacher participants that provided input on our current instructional strategic work and suggestions on areas to improve. We received positive feedback on giving teachers voice in the decision making process. We utilized this feedback to develop our 2017-2018 strategic work and to determine additional ways in which we might support schools. The strategic work will guide our district for years to come and sets the trajectory for each of the schools within our district.

As a building administrator I held stakeholder meetings that allowed our team receive feedback in many areas. I conducted SWOT analysis with faculty and staff that provided significant insights into how we can work to improve. We used this input to develop our school mission, vision and Operating Principles. I used their input to determine how we can provide the necessary resources needed for student success. I also implemented a teacher-led Continuous Improvement Team and used that feedback to continue to refine areas within the school building that needed to be addressed.

3. CMCSS serves students from Fort Campbell, Kentucky. Please give examples of how you have established relationships with military installations or large industrial or commercial partners.

I've had the privilege of working closely with Ft. Campbell for the last decade. I have served in schools with as much as 45% of the students being military dependents. As a building administrator I worked closely with Military Family Life Counselors (MFLC) to support the needs of our military dependents across multiple schools within the district. MFLCs are assigned to schools from the military installation to provide counseling supports in various areas. We have fostered positive relationships and have worked collaboratively to meet the needs of students. I have served as the building administrator for after-school programs that are developed for the sole purpose of engaging military connected students within the school community.

In my current role I work directly with the Ft. Campbell School Liaison Officer. The SLO connects parents and students with resources in schools and in the community. In the past two years they have reported zero complaints during registration, which is often the most challenging time for military dependent students and their families. We have developed a great working relationship and are always able to find solutions to challenges. I have had the privilege of accompanying our Director of Schools to the Quarterly School District Advisory Council at Ft. Campbell. During these meetings we meet with officials from across the installation, to include the Garrison Commander. Our district has regularly been recognized by the military installation for the way we have worked to transition students into our district and the way in which we have continued to provide supports as needed.

Most importantly I have worked directly with many military dependents and their parents who serve our country. I understand the challenges that their service can create for families and have counted it a privilege to serve these students as their parents serve our country.