DR. KAREN RUSSO
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Leadership Experiences

- Evaluate Classroom Observations, Annual Performance Reports, and Student Growth Objectives
- Curriculum Development and Improvements
- School Safety and Security
- ScIP and DEAC
- PARCC
- Character Education and Cultural Proficiency Committees

Professional Experience

Assistant Principal 02/2018 to Present Haddonfield Middle School Haddonfield, NJ
Supervise a team of professionals including teachers, educational assistants, counselors, and nurse. Ensure a safe and healthy learning environment for all school members.

- Conduct data analysis to improve student achievements
- Facilitate presentations at faculty meetings, department meetings, and grade level meetings
- Facilitate ScIP team meetings and provide professional development opportunities for staff
- Audit and provide feedback for teacher lesson plans
- Establishes procedures for the security and accountability of all school facilities, property and equipment
- Establish and maintain favorable relationships with parents, students, local community members
- Maintains high standards of student conduct. Enforce discipline as necessary, according to due process, the rights of students, and student handbook.
- Maintain safety and security of the building by conducting security drills, fire drills, and bus evacuation drills. Create Security Drills folders for all staff with an updated Security Presentation
- Facilitate School Safety/Climate Team meetings. Create climate surveys and analyze data. Utilize data to create school wide lessons.
- Run Intervention and Referral Services (I&RS) meetings and track student action intervention plans.
- Organize Star Student Recognition Breakfast on a monthly basis for students and staff to recognize character education, leadership, and academic improvement.

Assistant Principal 10/2015 to 02/2018 Beck Middle School Cherry Hill, NJ
Supervise a team of professionals including teachers, educational assistants, counselors, and nurse. Ensure a safe and healthy learning environment for all school members.

- Conduct data analysis to improve student achievements
- Facilitate presentations at faculty meetings, department meetings, and grade level meetings
- Facilitate ScIP team meetings and provide professional development opportunities for staff. Attend DEAC meetings to maintain proper state and local policies with ScIP team
- Audit and provide feedback for teacher lesson plans
- Establishes procedures for the security and accountability of all school facilities, property and equipment
- Create and maintain professional development for newly hired staff
- Establish and maintain favorable relationships with parents, students, local community members
- Maintains high standards of student conduct. Enforce discipline as necessary, according to due process and the rights of students
- Maintain safety and security of the building by conducting security drills, fire drills, and bus evacuation drills. Create Security Drills folders for all staff with an updated Security Presentation

Teacher Coordinator 09/2014 to 10/2015 Cherry Hill School District Cherry Hill, NJ
Provide leadership in the collection, analysis, and use of test data in order to improve the content and delivery of the district's K-12 curriculum.

- Assist principals, department heads, subject matter specialists, and teachers to use test data to improve content and delivery of the school curriculum.
- Provide leadership in the development of the K-12 instructional program and achievement of common core state standards and district goals and objectives.
- Increase communication and collaboration by designing an Eboard for staff members and community members on testing and test data and staff and community presentations

Elementary Teacher 09/2011 to 06/2014 Joyce Kilmer Elementary Cherry Hill, NJ
Developed lesson plans and provide differentiated instruction in all subject areas including math, language arts, science, and social studies for fourth and fifth grade.

- Implemented common core standards and district curriculum with the integration of technology.
- Established a positive rapport with students, parents, staff, and administration.
- Provide feedback to students and parents on a daily and weekly basis.
- Participated in Teacher for a Day with a Courier Post writer and PTA parent.
- Delivered presentation as a ScIP team representative and Cultural Proficiency representative for the school and district.

Elementary Teacher 01/2007 to 08/2011 Lake Forest East Elementary Frederica, DE
Developed lesson plans and provided differentiated instruction in all subject areas including math, language arts, science, and social studies for third grade.

- Served as a union representative.
- Led the school's liaison team.
- Trainer for Learning Focused Strategies Program for a state-wide initiative to close achievement gaps.
- Piloted, implemented, and trained teachers on Responsive Classroom to increase teacher efficacy and student achievement.
- 90% student growth for DSTP Language Arts and Math

Elementary Teacher 09/2003 to 12/2006 Olson Middle School Tabernacle, NJ
Developed lesson plans and provided differentiated instruction in all subject areas including math, language arts, science, and social studies for fifth grade. Developed a World Language Curriculum and lesson plans for grades 5-8 and Level 1 Spanish.

- Designed the first World Language Curriculum for grades 5-8 and Level 1 Spanish.
- Piloted an Oncourse website and History Alive Program.
- Implemented a Social Studies Grant to increase history scores.
- Served as an athletic director for grades 5-8. Coached soccer and lacrosse.

Education

Ed.D. Educational Leadership **2014**
Wilmington University Dover, DE

Master of Science Integration of Technology in K-12 Classrooms **2005**
Nova Southeastern University Fort Lauderdale, FL

Bachelor of Science: Elementary Education K-8 Minor in Spanish **2003**
Wesley College Dover, DE

Profile of Qualifications

- Dedicated and highly motivated professional
- Knowledge and understanding of best teaching practices
- Ability to problem solve and work collaboratively with diverse groups
- Excellent communication and organizational skills
- Ability to facilitate instructionally-focused meetings
- Experienced in developing curriculum