



**Adjunct Professor, University of Phoenix online**

August 2009 – January 2021

Doctor of Education Leadership with a Specialization in Curriculum & Instruction program

- Responsible for creating and implement curriculum that aligned with standards
- Courses Taught: Developmental & Learning Theories, Curriculum Theory, Curriculum Design, Instructional Models, Supervision of Curriculum & Instruction and Program Evaluation

**Executive Director, Prince George's County Public Schools**

Office of Employee Performance and Evaluation

2015 – 2019 Upper Marlboro, MD

- Responsible for revamping fair and reliable performance evaluation tools for all employee groups that aligns with their position/title.
- Implemented an online evaluation system for 20,000 employees
- Increased the completion of online evaluations by 20%
- Recipient of a \$25 million Teacher and School Leader Incentive Program from the U.S. Department of Education in 2017
- Ensures employee evaluations and processes are in accordance with negotiated agreements, school system and Board of Education policies and procedures, and meets Maryland State Department of Education requirements.
- Collects, analyzes and reports workforce performance data to inform human capital strategies, retention and employee supports.
- Oversees the Peer Review and Assistance (PAR) program, which provides intensive training and support to struggling non-tenure teachers
- Participated in the Harvard University Summer Institute for Urban School Leaders
- Serve on cross-functional teams across state and divisional lines for educational projects to enhance goals and objectives of the district:
  - Superintendent's Executive Cabinet
  - District Strategic Planning Committee
  - Human Resources Core Strategy Team
  - Deputy Superintendent Think Tank
  - Internal Committee for Student Safety Task force
  - ESSA/Title I Steering Committee
  - Teacher and Principal Evaluation Steering Committee
  - Locals 2250/400 (Support Staff) Steering Committee
  - Maryland Department of Education Executive Network
  - Maryland Department of Education Evaluation System Improvement Workgroup

**Instructional Supervisor, Prince George's County Public Schools**

Office of Employee Performance and Evaluation

2014 –2015 Upper Marlboro, MD

- Refined the implementation of teacher and administrator student learning objectives for evaluation purposes
- Assisted with design and implementation of technological programs to support teacher observations and professional development as part of the evaluation process
- Implemented professional leadership model to organize, administer, supervise and train district personnel and staff for evaluating programs
- Created and led in the creation of reports that provide and track metrics related to employee performance and evaluation
- Collected and analyzed data to indicate trends, patterns and implications in order to convey through presentations and special reports

- Worked with principals and curriculum supervisors to develop plans for assessing and monitoring the impact of evaluation and professional development on program participants

**Education Associate (Program Director)**, South Carolina Department of Education  
Office of School Leadership

2011 –2014 Columbia, SC

- Developed curriculum that aligned with state regulations and policies, facilitated training sessions for the Assistant Principal Program for Leadership Excellence (APPLE) and the Developing Aspiring Principals' Program (DAPP)
- Trained and engaged participants in the Principal Institute Program, Transformational Leadership Program and Aspiring Superintendents Program
- Conducted customized technical assistance to school districts and state administrators across the state, which entailed working with districts to develop resolutions to management problems
- Served on quality review teams across divisional lines for educational projects to enhance goals and objectives of public education:
  - Principal Assessor for first year principals through NAASP
  - National Blue Ribbon School Committee
  - Palmetto Priority Schools' review team
  - School Leaders Liaison for Common Core Standards
  - School Leaders Liaison for Focus Schools
  - S.C. Teacher of the Year

**Principal**, District of Columbia Public Schools (9<sup>th</sup> – 12<sup>th</sup> grade)

2009 – 2011 Washington, DC

- Participated in School Leaders Network through New Leaders for New School
- Participated in the Harvard University Summer Institute for Secondary Leaders
- Conducted studies on resource needs and problems of the school and community and prepared status reports for state and federal, which resulted in:
  - Increased the passing rate of students taking English courses from 35% to 85%.
  - Increased the passing rate of students taking Math courses from 26% to 70%
  - Tripled the total number of honor roll students from the 2009-2010 school year in the first semester of the 2010-2011 school year

**Educational Consultant**, Educational Learning Consortium, LLC

2008 –2010

- Contracted services with D.C. Public Charter School Board for Compliance Reviews and Program Development Reviews
- Contracted services with the Office of the State Superintendent Education to evaluate school improvement plans and develop compliance monitoring tool
- Subcontracted services as teacher mentor and professional development for D.C. public and charter schools

**Principal**, Community Academy Public Charter School (prek-8<sup>th</sup> grade)

2007 –2008 Washington, DC

- Decreased the student suspension rate by 65% for 2007-2008
- Increased reading by 7% and math by 11% on the 2007-2008 state assessment
- Coordinated and awarded a Flexible Funds Grant for \$26,000 for 2007-2008

**Academy Director**, Friendship Public Charter School (6<sup>th</sup> – 8<sup>th</sup> grade)

2002 - 2007 Washington, DC

**Reading Specialist**, Friendship Public Charter School (6<sup>th</sup> – 8<sup>th</sup> grade)  
1998 - 2002 Washington, DC

## **PROFESSIONAL AFFILIATIONS**

Former Executive Board Member of the DC ASCD  
Association for Supervision and Curriculum Development  
National Association of Secondary School Principals  
The School Superintendents Association

## **HONORS**

2007 Phi Delta Kappa Predissertation Fellowship at Howard University chapter  
2008 Honored for Performance as Reading First Principal  
2013 Nominated in WhatWorksSC Clearinghouse: Building Strong School Leadership  
2020 Featured in the Vision & Purpose LifeStyle magazine's March 2020 edition entitled, "10 Women School Superintendents to Watch"

## **PRESENTATIONS**

Young, M. (Fall, 2007). *Charter School Movement*. Phi Delta Kappa's Research Symposium. Howard University. Washington, DC.

Young, M. (Spring, 2008). *Phenomenological Study of D.C. Public Charter Schools*. Phi Delta Kappa's Research Symposium. Howard University. Washington, DC.

Young, M. (Fall, 2010). *Meeting the Academic Needs of Residential Students*. Metropolitan Education Solutions. Washington, DC.

Young, M. (Summer, 2012). *Creating Effective School Leadership Teams*. S.C. Department of Education Transformation Conference. Charleston, SC.

Young, M. (Summer, 2012). *Common Core State Standards*. Anderson Three School District. Anderson, SC.

Office of Employee Performance and Evaluation. (May, 2017). *"Teacher Evaluation: Changing Mindsets from Compliance to Quality"*. American Evaluation Association Conference

Office of Employee Performance and Evaluation. (March, 2018). *"Engaging Resistant Teachers in an Urban School District in Their Professional Growth"*. Maryland Association of Secondary School Principals Conference.

*Vision & Purpose LifeStyle* magazine (March 2020). Featured in "10 Women School Superintendents to Watch"

Young, M. - Panelists (June, 2020). *"What Works Webinar - Issues of Equity in Small and Rural Communities"*. The School Superintendents Association (AASA).

Young, M. (March, 2021). Podcast interview: 'The Wright Experience' Episode 2.

Young, M. (March, 2021). Featured in the Education Elements: Leading Through Crisis: School Leaders Share Their Learnings: New School Rules Ep 1

Young, M. (contributing author) (May 2021). *"Women Who Lead in Education Featuring School Superintendents"*. Perfect Time SHP Publishing.