Mary L. Young, Ed.D.

EDUCATION

UNIVERSITY OF SOUTH CAROLINA

Bachelor of Arts in Interdisciplinary Studies, December 1994

HOWARD UNIVERSITY

Masters of Education in Reading, May 2000

HOWARD UNIVERSITY

Doctorate in Educational Administration and Policy, May 2008 Minor Business Administration

CERTIFICATION

- SC Elementary, Literacy Specialist, Superintendent, Elementary Principal, and Secondary Principal
- MD Elementary Ed 1-6, Middle School (S), Reading Specialist, Administrator I & II, and Superintendent
- Principal Assessor for National Association of Secondary School Principals
- Gallup StrengthsFinder coach
- AASA Urban Superintendent Academy, 2019
- North Carolina School Superintendents Association's Next Generation Superintendent Development Program, 2020
- NCSSA Executive Coaching, 2020

EXPERIENCE

Superintendent, Warren County Schools

2019 – Current

Warrenton, NC

- Responsible for all aspects of the School District, including, but not limited to the following: establishing and maintaining a budget with the necessary controls to increase operational efficiency, creating and developing partnerships to leverage and advocate on key educational issues, defining the focus of professional development for the district, modeling consistency and integrity in decision making.
- Worked to adjust a deficit budget to a balanced budget by \$800,000
- Saved the district \$1,000,000 in local funds in position allotments for SY20-21
- Implemented a one-on-one Chromebook for each student
- Adopted Reading textbooks for students, which hadn't been completed in ten years.
- Implemented structures and resources to ensure implementation of the Multi-Tiered System of Supports (MTSS)
- Implemented a district teacher coaching model
- Implemented the Employee Assistance Program (EAP)
- Decreased the teacher turnover rate
- Decreased in Out-of-School Suspensions
- Improved attendance of chronically absent students
- Received the top honor of being a 5 Star Center (PreK) in all elementary schools
- Implemented the monthly WCS radio spotlight on WARR 1520
- Increased the NC Department of Public Instruction state audit scores in Human Resources, Exceptional Children, Transportation, and Finance
- Implemented the H-1 visa program for the district to sponsor international teachers.

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:
 - o Superintendent's Executive Cabinet
 - o District Strategic Planning Committee
 - Human Resources Core Strategy Team
 - o Deputy Superintendent Think Tank
 - o Internal Committee for Student Safety Task force
 - o ESSA/Title I Steering Committee
 - o Teacher and Principal Evaluation Steering Committee
 - o Locals 2250/400 (Support Staff) Steering Committee
 - o Maryland Department of Education Executive Network
 - o 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
 - o National Blue Ribbon School Committee
 - o Palmetto Priority Schools' review team
 - o School Leaders Liaison for Common Core Standards
 - School Leaders Liaison for Focus Schools
 - o S.C. Teacher of the Year

Principal, District of Columbia Public Schools (9th – 12th 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:
 - o Increased the passing rate of students taking English courses from 35% to 85%.
 - o Increased the passing rate of students taking Math courses from 26% to 70%
 - o 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-8th 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 ($6^{th}-8^{th}$ grade) 2002 - 2007 Washington, DC

Reading Specialist, Friendship Public Charter School (6th – 8th 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.