

## Antwan D. Wilson

### OBJECTIVE

I am seeking a position as Superintendent within a school district committed to pursuing excellence. I have strong leadership skills, a history of transformative leadership, and the desire to work towards sustained systematic improvement resulting in graduation of students with the skills to successfully pursue college, career, and community success. This includes leading a values-based organization that invests in the recruitment, development, and retention of talented educators who are committed to ensuring the educational system meets the needs of students, families, community, and the city at large to prepare all students to be productive world citizens.

### QUALIFICATIONS

My record as a Superintendent, Senior District Leader, and Principal includes developing, implementing, and supporting continuous improvement through collaboration involving multiple stakeholders and using data analysis to improve student outcomes, as well as school leader and teacher efficacy and agency. As a leader I have led efforts resulting in improved schools, improved student outcomes, improved access to talented educators and systems leaders, transformed low performing schools, developed community partnerships, and increased access to college level programs.

### EDUCATION AND AWARDS

Broad Superintendent's Academy 2014

Public Education Leadership Program Harvard (2009 & 2010)

Master of Arts in School Leadership

Friends University Wichita, KS (2000)

Bachelor of Science in History-Social Science Education – With Distinction: Emphasis: Ethnic Studies and Women's Studies Nebraska Wesleyan University in Lincoln, NE (1995)

Oakland NAACP Branch and Chapel of the Chimes Service to Community Award (2016)

California Association of African American Superintendents and Administrators Award for Equity and Access (2015)

The EduCenter (Denver, CO): Solute to Excellence School Executive of the Year (2014)

Colorado Teaching and Administration License

Kansas Teaching and Administration License

### LEADERSHIP EXPERIENCE

#### 2014-PRESENT SUPERINTENDENT OAKLAND UNIFIED SCHOOL DISTRICT (OAKLAND, CA)

- Improving Graduation Rates for African American, Foster Youth, and Special Education Students as well as completion of A-G courses
- Collaborating with the Mayor of Oakland to launch the Oakland Promise, a birth to career college promise initiative aimed at tripling the number of college graduates over the next 5 years
- Worked to successfully pass a tax measure to provide \$13 million dollars to implement career pathways across all Oakland Unified High Schools which will ensure all student have access to college level Advanced Placement, Dual Enrollment, International Baccalaureate, and/or Career and Technical Education Classes
- Reducing student suspensions, particularly accelerating the decrease in over suspension of African American males who were being disproportionately suspended and expelled
- Developing data warehouse systems and a continuous improvement cycle to inform district and school level investments
- Facilitated process leading to the adoption of the unanimous Pathway to Excellence Strategic Plan
- Organizing the "Oakland Equity Pledge", which is a District-Charter Compact focused on cross-sector collaboration and alignment on the operation of public schools in Oakland
- Negotiated contracts with all 6 labor unions resulting in the first contracts for all labor unions in twenty years while providing double digit salary increases, increasing school site autonomy, and establishing some differentiated pay structures for some employee groups
- Implementing revenue sharing model with major labor unions
- Improving central leadership functions and improved support school sites
- Improving district finances, including getting caught up on required state audits, & earning top tier credit rating after 5 years without a rating
- Implementing new educator effectiveness pilots in a collaborative process with teacher and school leader unions
- Successfully sold General Obligation Bonds, resulting in over \$30 million dollars in savings for the property owners
- Implementing a new school accountability system (School Performance Framework) used to provide recognition, incentives, and organize supports to school leaders and schools in general
- Expanding the African American Male Achievement Program while implementing program for Young Girls and Women of Color, Latino, and Asian Pacific Islander Achievement
- Implementing Social Emotional Learning (SEL) throughout district schools – including SEL standards, and programs such as Restorative Justice(RJ), No Nonsense Nurturing (NNN), and Positive Behavior Interventions and Supports (PBIS)
- Updating districts back end fiscal management systems while also implementing a new employee management system called Workday

#### 2009-2014 ASSISTANT SUPERINTENDENT - POST SECONDARY READINESS (DENVER, CO)

- Led the Denver Public High Schools and Middle Schools, Office of School Turnaround, Intensive Pathway Schools, International Baccalaureate (IB) Programs, Advanced Placement (AP) Programs, Concurrent Enrollment Programs, Counseling Programs, Career and Technical Education (CTE) Programs, Athletic Programs, and Advancement via Individual Determination (AVID) Programs
- Supervised district High, Middle, Turnaround, and Intensive Pathway School's Instructional Superintendents, Executive Directors, and Deputy Directors
- Increased the number of high school graduates to highest numbers in the past nine years – including consecutive years of the largest growth in on-time graduation rate in the state of Colorado (a pace that has been sustained to date)
- Increased access into rigorous academic programs resulting in 200% growth in AP enrollment and qualifying scores (3-5), and 300% improvement in Concurrent Enrollment access and successful completion (students earning grades A-C)
- Increased the number of DPS graduates enrolling in college after high school and persisting in collaboration with the Denver Scholarship Foundation
- Lead and supported efforts to provide high quality educational options resulting in increased student enrollment and achievement in previously low performing/under-enrolled regions of the city
- Facilitated the development of a Personalized Pathway program focused on increasing achievement for all students and preparing all students for rigorous postsecondary opportunities. This has led to the establishment of Response to Intervention efforts in all high schools and middle schools, unit and credit recovery, four regional Engagement Centers to recover/prevent dropouts, the implementation of new Multiple Pathway Centers focused on increasing graduation rates and a significantly decreased dropout rate from double digits to under 5%
- Led efforts to establish community partnerships resulting in increased funding for Career and Technical Education Pathways and additional funding for athletics and activities for middle and high school students

## **2008-2009 INSTRUCTIONAL SUPERINTENDENT FOR HIGH SCHOOLS (DENVER, CO)**

- Supervised high school principals, supported with implementing Instructional Rounds, Data Teams, and College Readiness strategies
- Led the selection process for new high school principals and assistant principals
- Increased high graduation rates
- Decreased dropout rates
- Improved high school attendance rates
- Increased student academic performance
- Promoted the growth in college readiness programs district wide, leading to growth in Advanced Placement program, Concurrent Enrollment, and Career and Technical Education programs
- Implemented district wide credit recovery program

## **2005-2008 MONTBELLO HIGH SCHOOL PRINCIPAL (DENVER, CO)**

- Implemented a comprehensive school reform plan with lead to the school receiving a \$1.4 million Federal Small Learning Communities Grant
- Increased number of graduates earning dual college credit from three students to 156 in three years
- Implemented a Response to Intervention system to improve academic growth and student responsibility
- Facilitated the growth of professional learning communities and the use of data to inform instruction
- Increased the number graduates from 190 to 250 students 3 years and improved academic growth
- Opened access to Advanced Placement classes and increased participation by 300%
- Established a credit recovery component that became the model for larger district implementation
- Managed the School Budget and significantly increased school resources
- Coordinated a professional development plan aligned to school mission and The Denver Plan
- Supervised and evaluated school personnel

## **2003-2005 PLEASANT VALLEY MIDDLE SCHOOL PRINCIPAL (WICHITA, KS)**

- Created and Implemented a comprehensive School Improvement Plan (SIP)
- Coordinated professional development plan and implemented a Results Based Professional Development plan
- Developed and implemented a federal comprehensive school reform grant
- Improved school math, reading, and writing scores significantly – Helped a low performing school make AYP in reading and math by increasing student achievement for all demographic groups including a significant English Language Learner population
- Established process for integrating Response to Intervention
- Facilitated the development of professional learning communities
- Built the master schedule
- Supervised and evaluated school personnel

## **OTHER LEADERSHIP EXPERIENCE**

2001-2003 Wichita High School South Assistant Principal (Wichita, KS)

2000-2001 Lincoln High School Instructional Coordinator (Lincoln, NE)

1998-2000 Wichita High School East Administrative Intern (Wichita, KS)

## **TEACHING EXPERIENCE**

Lincoln High School – Lincoln, NE (2000-2001)

Wichita High School East – Wichita, KS (1996-2000)

West Lake Middle School – Raleigh, NC (1995-1996)

Lincoln Northeast High School Student Teacher – Lincoln, NE (Spring 1995)

University of Nebraska-Lincoln Upward Bound Teacher/Counselor – Lincoln, NE (1991-1995)

## **ORGANIZATIONAL AFFILIATIONS**

Youth Ventures Joint Powers Authority Co-Chair – Collective impact table made up of the city, the county, and the school districts elected officials and staff focused on improve outcomes for youth in the city and county

Oakland Thrives Leadership Council Co-Chair – Collaborative group made up of local business and community members with working with the charge of making Oakland the "Healthiest City in America"

Council of Great City Schools – Member of organization representing the 50 largest urban school districts in the country

Association of California School Administrators (ACSA) – Organization representing school and systems leaders in California

National Commission on Academic and Social Emotional Learning – Appointed National Commissioner to support policy and implementation efforts to embed Academic Social Emotional Learning

Denver Kids – Past Board of Directors for this organization which is a collaborative effort between Denver Public Schools and this nonprofit organization focused on ensuring students graduate high school with the skills necessary to succeed in life.

Colorado I Have a Dream Foundation – Past Board of Directors. This organization adopts elementary classes of students and supports them through to graduation and helps with paying for college.

Governor's Job Council – Served on a team of leaders from throughout the state to inform Governor Bill Ritter's plan to improve employment opportunities in the State of Colorado.

Governor's P-20 Education Council – Worked with leaders from throughout the state on issues of education reform and policy aimed at increasing college graduates in the State of Colorado.

Denver Urban League – Supported efforts to improve school performance, providing mentoring and tutoring for students, increase parent/community empowerment, and increasing student engagement.

Charter/District Collaborative Council – Focused on collaborating with Charter School leaders, community members, and select DPS leaders to ensure all students have access to quality educational options and that the district has a strong system of accountability.