

Adam Taylor

Highly experienced, multi-disciplined, results oriented instructional leader with demonstrated success utilizing systemic data to improve equity and inclusion through the effective use of innovative practices, strategic planning, and development of organization capacity. Demonstrated ability to increase achievement in racially diverse and high poverty schools through engaging community support as a teacher, principal, and superintendent of schools. Highly skilled at communicating transformation and investing in a wide-array of stakeholders.

- Superintendent of Rutland City Public Schools, with successful experience as an Executive Director (Regional Superintendent) of West Contra Costa Unified School District.
- School principal having achieved school turnaround under NCLB Program Improvement criteria.
- Presenter, covering topics focusing on community engagement, trauma-informed learning, data-driven instruction, equity, and strategic planning at national conferences.

EDUCATION, LICENSURE, & TRAINING

Master of Arts Education

Master of Arts Curriculum & Instruction
Patten University Oakland, CA

Bachelor of Arts, Political Science

Cal Poly San Luis Obispo, San Luis Obispo, CA

Administrative Certification, CA

Training

New Leaders (cohort 7), New Leaders
Superintendent Certification, ACSA
Urban Superintendent Academy, AASA
National Superintendent Academy A.R.P.

EXPERIENCE

STRATEGIC LEADERSHIP & INNOVATION

- Led district through the successful PK-12 accreditation.
- Formed team to develop & support implementation of strategic plan, mission, vision, and core values.
- Transformed 2 schools, grades 6-12, into rigorous learning environments that included project based learning, increased technology and innovative learning opportunities.
- Increased community partnerships to provide on-site mental health case management and support due to long-standing community issues and extreme poverty.

BOARD GOVERNANCE

- Worked with the board to codify district expectations aligned with policy to monitor employee accountability, which dramatically reduced instances of employee discipline issues requiring board intervention.
- Collaborated with board members and staff to review and write policy to ensure equity and inclusion of all Board policy.

FINANCE & OPERATIONS

- Developed and executed a \$54M operating budget.
- Established communications team to ensure current district information and events were shared.
- Engaged board to right-size the district, which involved redesigning 2 alternative schools.
- Engaged in the development and implementation of collective bargaining agreements

ADVOCACY & COMMUNITY ENGAGEMENT

- Wrote weekly memos to staff to engage the organization community.
- Wrote “letters to the editor” to provide information regarding district operations to increase community engagement and involvement.
- Spoke to dozens of civic groups and potential partners to increase on-site mental health support.
- Conducted press conferences and led meetings with the mayor to address community issues.
- Attended Legislative Days at the State House and had numerous opportunities to speak at committee meetings and to state legislators about issues impacting education.

HUMAN CAPITAL

- Redesigned employee hiring and onboarding, prioritized wellness for educators, and established employee expectations, which led to improved employee engagement and retention.
- Reorganized central office to improve efficiency and support school needs.
- Wrote weekly emails to all employees to share information about the strategic plan, establish and share my vision and encourage wellness and self-care.
- Led equity, inclusion and racial bias training for all employees

Darryl Richardson, LLC.
Consultant

2020 - Present

- Providing research based expertise and exceptional practice consultations that focus on supporting equitable systemic change, leadership practices that utilize student and school data to support the equitable distribution of resources to ensure all students are college and career ready. Providing research based expertise aligned to mentoring and inclusion practices that support African-American achievement. Grant writing.

Rutland City Public Schools
Superintendent

2018 - 2020

Serving 2,500 scholars, 9 schools, 450+ employees; \$54M operating budget

- Collaborated with the Board of Trustees and Senior Leadership to ensure efficient resources were allocated and aligned to meet the strategic plan of college and career readiness for all students.
- Led students, families, faculty/staff and community organizations to redesign 2 alternative high schools to create student centered technology focused, proficiency based academic learning environments, with improved facilities, to ensure career and college readiness upon graduation.

- Led district staff and labor union leadership through a collaborative, consensus based process to develop and implement a strategic professional learning plan that included implicit racial bias, trauma informed practice, and equity.
- Improved the district's communication tools, including websites, social and print media to facilitate communication with families and the community.
- Led a facilities improvement plan that included review of current facilities, design and construction of new facilities and incorporated solar power into all schools.

West Contra Costa Unified School District

2012 - 2018

Executive Director / Regional Superintendent PK-Adult School

Serving 29,500 scholars (18% Black, 11% white, 52% Hispanic, 15% Asian, 4% Other; 65% low income), 54 schools, 3,000+ employees; \$350M operating budget

- Supervised a diverse team of 27 school leaders (PK-12), including underperforming and distinguished schools with operating budgets of \$138M to create conditions and environments to improve student academic outcomes.
- Directed district-wide programs and initiatives including, Safety, Full Service Community Schools, Response to Intervention, and athletics/student leadership.
- Collaborated with district personnel, civic leaders and community organizations to develop and implement a comprehensive strategic health and safety plan.
- Established African American Male and Women of Color STEM education programs in collaboration with UC Berkeley Upward Bound.
- Partnered with district personnel, civic leaders and community organizations to design, implement and evaluate 31 Full Service Community Schools.
- Made decisions on the approval of school based professional development, field trips, research requests, local and federal funds requests to ensure alignment with district strategic plan and budget.
- Supervised a diverse team of directors, coordinators, and specialists to develop department/program specific manuals that included specific policies and procedures.

Oakland Unified School District, Oakland, CA

2008-2012

Principal Brookfield Village Elementary School

- Developed and implemented school-wide instructional practices and expectations that led to increased school-wide API scores, met AYP criteria and moved school to exit NCLB Program Improvement.
- Increased student assessment results for African American (+106 pts.) and Latino (+48 pts.) students.
- Decreased student truancy from 17% to 5%.
- Empowered the Instructional Leadership Team to develop, plan, implement and evaluate differentiated professional learning to increase student achievement.
- Created a Full Service Community School by advocating, procuring, and developing partnerships with businesses and community based organizations to provide resources, services and programs that support student, family, teacher, and community.

- Organized parents, teachers, staff and community organizations to provide enrichment programs and services.

ADDITIONAL EXPERIENCE

Assistant Principal	Oakland Unified School District, Oakland, CA	2007-2008
Teacher	Oakland Unified School District, Oakland, CA	
2003-2007	Dropout Prevention Specialist	Oakland Unified School District, Oakland, CA
1993-2003		
Dropout Prevention Instructor	California Dept. of Education	1996-2003

AWARDS AND RECOGNITIONS

- Oakland Alliance of Black Educators Distinguished Service (2012)
- In-Spirit Educator of the Year (2010)
- Most Improved School Attendance (2010) recognized for reducing truancy from 17% to 5%
- Superintendent Semi-finalist San Diego Unified School District, San Diego, CA (2022)

SELECTED PRESENTATIONS

- Welcome Keynote. National Dropout Prevention Conference, San Diego, CA (1999)
- Dropout Prevention 101. National Dropout Prevention Conference San Jose, CA (1996)
- Keynote. California Association of School Psychologists (2000)
- Increasing Early Literacy. Anne E. Casey Foundation; Congressional Black Caucus (2011)