

ERIC GORDON

1830 West 28th Street, Apartment 9
Cleveland, Ohio 44113
740-815-2804
Eric_S_Gordon@yahoo.com

EXECUTIVE SUMMARY

Eric Gordon, Chief Academic Officer of the Cleveland Metropolitan School District, leads the planning, delivery, assessment and improvement of educational programs for CMSD's 112 schools and 45,000 students. He is the senior cabinet level member responsible for the design and implementation of CMSD programs and policies related to instruction, and was a significant contributor to the development of the district's Academic Transformation Plan in 2010. He is responsible for the entire Pre-K through 12th grade academic program, principal and teacher professional development, organizational and individual performance goals, evaluation and assessment, and he is directly accountable for students' academic progress and their readiness for meaningful careers and postsecondary education upon graduation. Mr. Gordon directs the district's academic staff and resources, all of which are driven by clearly articulated values and measurable goals to raise student achievement.

An accomplished educator, Mr. Gordon began his career teaching in the New Orleans Public Schools before moving back to his home town, Toledo, where he was quickly promoted to the principal role. In 2001, Gordon was recruited to serve as a founding high school principal for the Olentangy Local School District near Columbus, Ohio. Olentangy Liberty High School opened its doors in 2002, earned an "Excellent" rating each year thereafter, and was named a "State School of Distinction" because of superior student performance on the Ohio Graduation Tests. Gordon was later appointed the Executive Director of Secondary Learning with responsibility for all 6th through 12th grade schools, including designing and opening new schools for the fastest growing district in the state of Ohio. In his current role, he implemented a district-wide scope and sequence curriculum and developed a school accountability improvement model that, among other strategies, resulted in increased student achievement and a 2010 rating of "Continuous Improvement" on the District Ohio Report Card.

Gordon completed both a Bachelor of Science degree in Secondary Mathematics Education and a Master's of Education degree in School Administration and Supervision at Bowling Green State University. In 2005, he earned his Superintendent's License from Ohio State University.

LEADERSHIP PROFILE

Administrative Leadership

Strong administrative, instructional and moral leader with passion for educating urban students to meet rigorous academic and career challenges. Key strategist in the creation, development and execution of the CMSD Academic Transformation Plan. Decisive, data-driven manager who assesses the full impact of every executive action on students' educational opportunities. Experienced negotiator and consensus-builder who understands CMSD's policies, politics and operating norms, and applies common sense to navigate conflict and achieve success

Program Management

Developed innovative programs throughout career to facilitate learning at high levels. Key district designer, implementer and proponent of data-driven professional development programs and assessment practices. Created and developed systems to monitor and track progress on specific student achievement goals, providing targeted direction and support to principals, teachers and staff, families and students.

Selected Accomplishments

- CMSD chosen by the Council of Great City Schools, the American Federation of Teachers, and the Gates Foundation as one of six districts nationwide to pilot the new Common Core curriculum;
- Selected by the Ohio Department of Education to serve on state Race To The Top Review Team;
- Led the development of “Humanware”, resulting in the establishment of Student Support Teams and Planning Centers in every school and the implementation of the Providing Alternative Thinking Strategies (PATHS) Social Emotional Learning (SEL) curriculum in grades Pre-K-5;
- CMSD selected by the Center for Academic, Social and Emotional Learning (CASEL) and NoVo Foundation as one of three districts nationwide to expand SEL work;
- Developed the district’s research database to assist schools in selecting programs supported by sound academic research and evidence of improved student achievement on state achievement tests;
- Established data-delivery protocols that provide easily assessable data for teachers and administrators to use in classroom instruction; and
- Selected to present on evidence-based practice to peers at the American Education Research Association in April 2011.

Team Leadership and Development

Experienced district team-builder, mentor and staff facilitator. Builds strong working relationships across CMSD reporting and department lines. Designs and develops concrete strategies for implementing the Academic Transformation Plan with school leadership teams and holds them accountable for results. Designs, develops, sustains, implements and supervises district-wide professional development initiatives, Pre-K-12, for teachers and administrators. Values honesty, integrity and personal accountability, based on measurable evidence.

Selected Accomplishments

Created multiple opportunities for educators to discuss student achievement on an ongoing basis and develop results-driven strategies to keep momentum, including:

- Administrator Round Tables/Administrator Clinics
- Virtual Administrator Business Meetings
- Academic Achievement Planning Meetings
- District-wide literacy and mathematics professional development for Grade 3-10 teachers
- Common Core Curriculum Professional Development Symposia
- Accelerated Reader and First in Math “Champions” Program
- PATHS professional development for all PreK-5 teachers
- Student Support Team Trainings
- Scope and Sequence Curriculum Design Sessions

Curriculum & Instructional Management

Supervises all standards and curriculum development and implementation for CMSD Pre-Kindergarten through twelfth grade. Supports principals and teachers in their efforts to integrate national best practices in daily CMSD classroom interactions. Designs, develops and implements a comprehensive assessment system for summative and formative evaluations of student performance, based on standards-based curricular benchmarks. Spearheads district-wide focus groups and other initiatives to reach agreement on rich and rigorous standards for all students.

Selected Accomplishments

- Directed work with national, regional and local foundations on initiatives targeted at getting measurable results in the Academic Transformation process; and
- Built relationships with top-tier practitioners, researchers, foundations and educational organizations to import best practices into CMSD classrooms in concrete ways with faculty and staff.

Community Engagement

Serves as the CMSD spokesperson on academic matters to keep community members informed. Communicates frequently and transparently on time-sensitive news about programs and policies affecting the day-to-day running of schools and long-term initiatives. Generates sponsorship and secures active participation for programs from students, parents, teachers, principals, faculty, union leaders and district staff.

Resource Management, Fiscal Oversight, External Funding & Grants

Responsible for \$184 million in federal funds awarded to the district. Manages an operating budget of \$43 million. Responsible for program resource and fiscal compliance for all state and federal funds, including RttT, SIG, ARRA, EdJobs, IDEA, and Title I. Manages CMSD's Consolidated Continuous Improvement Plan, the state of Ohio's Federal/State planning, funding and compliance monitoring tool.

Selected Accomplishments

- CMSD's Race to the Top Scope of Work (\$27M over 4 years)
- CMSD's School Improvement Grant (\$9M per year over 4 years)
- Gates Foundation Grant for Common Core Standards (\$500,000, renewable)
- NoVo Foundation Grant for SEL planning and implementation (\$850,000 over four years)

PROFESSIONAL EXPERIENCE

Cleveland Metropolitan School District

Chief Academic Officer

October 2007 to Present

Senior leader responsible for academic programming, including curriculum and instruction, leadership and growth, intervention services, and federal resources, for a 45,000 student urban school district. Directs and supports the CMSD Academic Office leadership team of Deputy Chiefs and Academic Superintendents, a portfolio of 112 schools, their principals, teachers and staff with full accountability for the progress and academic standing of each CMSD school.

Gordon Resume Page Four

Responsible for evaluating all academic programs, tracking student progress and keeping instruction aligned with state standards and the goals of the Academic Transformation Plan. Provides support for targeted professional development programs designed to build principal and teacher quality and capacity. Promotes district-wide accountability for all instructional leaders and staff. Manages state, federal, and foundation-funded programming. Direct report and key advisor to the Chief Executive Officer.

Olentangy Local Schools

Executive Director of Secondary Learning

July 2006 to September 2007

Responsible for the academic programming for 13,000 students in grades 6-12 at an “Excellent” rated suburban school district. Direct report and key advisor to the Superintendent of Schools.

Olentangy Liberty High School

Founding Principal

August 2002 to June 2006

Instructional and operational leader of a start-up high school campus. Established a school climate that ensured academic, artistic, and athletic excellence and quality. School rated “Excellent” by the state of Ohio each year and was awarded the “Ohio Award of Distinction” for outstanding achievement of students with disabilities.

Oregon City Schools, Clay High School

Principal

August 2000 to July 2002

Managed campus of 1200 students at a suburban high school. Developed consensus around criteria for evaluating student success. Designed rigorous, focused curriculum with critical supports for student learning.

Toledo Public Schools, Calvin M. Woodward High School

Principal

August 1999 to July 2000

Directed day-to-day school operations for 1300 urban high school students. Developed and implemented school improvement strategies targeting student academic achievement, attendance and parent engagement as key action areas.

Assistant Principal

January 1998 to July 1999

Developed programs to improve school culture, co-curricular and extra-curricular athletics, student incentive programs and community relations.

Mathematics Teacher

August 1994 to December 1997

Focused on transitional mathematics, proficiency preparation and algebra.

New Orleans Public Schools, Francis T. Nichols High School

Mathematics Teacher

August 1991 to June 1994

Delivered transitional math, integrated algebra and math proficiency preparation coursework.

EDUCATION & PROFESSIONAL DEVELOPMENT

Walden University

Advanced Study in Educational Administration and Leadership (2003 to 2004; 2006 to 2007)

Ohio State University

Accelerated Superintendent Licensure Program (2004 to 2005)

Ohio Principal Leadership Academy

Advanced Study in Educational Administration & Leadership (2000 to 2002)

Bowling Green State University

Master of Education in Educational Administration and Supervision (December 1997)

Research work in Urban Education

Center for Occupational Research and Development

“Train the Trainer” Certification in Applied Mathematics (July 1992)

Bowling Green State University

Bachelor of Science in Secondary Education (May 1991)

LICENSING & CERTIFICATION

Administrative Licensure

Ohio 5 Year Superintendent License

Ohio 5 Year Assistant Superintendent License

Ohio 5 Year High School Principal License

Teaching Licensure

Ohio 8-Year 7-12 Mathematics Certification

Ohio 8-Year 7-12 Driver Education Endorsement

CURRENT BOARD & PROFESSIONAL MEMBERSHIP

ASCD (Association for Supervision and Curriculum Development), member (2007 to 2011)

ACE Mentor Program – Cleveland Chapter, Board Vice President (2008 to 2011)

New Bridge – Cleveland Center for Arts and Technology, Board Member (2009 to 2011)