Executive Director—Job Description

Overview: The Executive Director is responsible for leading all aspects of the Foundation's schools and for reporting to the Board of Trustees. To that end, he:

- Is the public face of the Foundation
- Represents the Foundation to governmental entities such as the OPSB and BESE
- Represents the Foundation board to all employees
- Directs all policies for operations and academics
- Is a signatory on Foundation accounts
- Arranges for the design and supervision of the academic program
- Oversees supervision of co-curricular and extra-curricular programs
- Oversees the finances
- Manages central office leaders: Director of Finance and Operations, Director of Academics, Director of Special Education, Director of Community Relations, Director of Development
- Supervises Heads of School
- Makes formal and informal reports to the board and board committees
- Assures that the Foundation meets all legal and regulatory requirements
- Performs other duties as assigned by the board.

In addition to those duties, he currently serves on three non-profit boards or advisory boards:

- Louisiana Outdoor Opportunity Program
- National Outdoor Leadership School Advisory Board
- Tall Ships NOLA 2018

He is also a member of the State Board of Elementary and Secondary Education Accountability Commission and has been for 10 years.

Resume—Selected Highlights
Mickey Landry

2012-2018: Executive Director, Choice Foundation

Directed and supervised operations of three urban charter schools with a total population of approximately 1900-2000 students.

- Grew Lafayette's population to 1000.
- Successfully applied for a third charter school at McDonogh #42
- Hired Instructional leadership staff for Central Office
- Put specific and improved instructional resources and practices in place in three schools
- Served on OPSB Accountability Task Force.
- Served on committee that was precursor to School Leadership Forum
- Member of the School Leadership Forum, 2017-18
- Changed leadership team at McDonough #42
- Improved test scores at three schools from 2013-2016
- Lost McDonogh #42 school due to 4th year test scores
- Incubated leadership team for third school
- Continued to serve on State Board of Education Accountability Advisory Commission.

2010-2012: Head of School, Lafayette Academy Charter School and Executive Director, Choice Foundation

In charge of day-to-day operations of a K-8 urban charter school with 900+ students and 120 employees. Supervised all aspects of operations. Also directed and supervised School Leadership Team and operations at Esperanza Charter School, an urban charter school of approximately 425-525 students, 35% of whom were immigrant children. Incubated Head of School for a third urban charter school.

- Started and grew Lafayette's 8th grade to 100+ students.
- Built Foundation-wide operational framework
- Initiated use of the framework at Esperanza
- Grew Esperanza's population
- Increased immigrant population at Esperanza to approximately 70%.
- Set up operational framework for third school
- Hired Head of School for third school
- Wrote charter application for third school
- Successfully applied for i3 grant of $1.3M
- Successfully applied for School Improvement Grant of $4.5M
- Hired new Assistant Head of School-successor at Lafayette Academy
- Continues service on state-wide committees/advisory boards

2007-2010: Lafayette Academy Charter School

In charge of day-to-day operations of a K-7 urban charter school with 780 students and 103 employees. Supervised all aspects of operations.

- Within three weeks in July 2007:
  - ✓ Established business office, including hiring all personnel
  - ✓ Hired administrative team
  - ✓ Hired forty-five new personnel
  - ✓ Wrote charter amendment
  - ✓ Prepared legal brief for lawsuit with previous management firm
  - ✓ Prepared a filthy building
  - ✓ Re-painted the building
- Created a model for successful operation: Total Instructional Alignment + Data Driven Instruction + Extensive Student Support
- Increased student retention to 95%+
- Increased faculty retention to 95%+
- Increased School Performance Score from 36.2 to 63.8
- Increased Assessment Index to 70.8
- Established athletics program and extra-curricular program
- Set up health care, mental health care, dental care systems.
- Established special education department that is a model for other schools
- Selected as the first Louisiana Charter School Leader of the Year in 2009
- Served on State Board of Education Accountability Advisory Commission

2000-2007: The Colorado Springs School

In charge of all day-to-day operations for coed PS-12 day school of 470 students and 83 employees. Directly supervised all aspects of the academic program, maintenance, technology, athletics program.

- Transformed curriculum and faculty from three distinct divisions to one coordinated program.
- Branded the school in the local market.
- Improved financial reporting to the board.
- Improved admissions reporting to the board.
- Improved student retention from 76% to 89%.
- Improved faculty retention from 75% to 90+%.
- Improved college counseling program.
- Began restoration of historic building.
- Established a technology department.
- Reestablished relations with alumnae/i base after over ten years of isolation.
- Reestablished the development office.
- Secured over $200,000 in grants for professional development of the staff.
- Increased Annual Giving from $270,000+/year to over $400,000+/year.
- Added instrumental music program and US chorus.
- Transformed athletics program from league outcast to competitive status.
- Transformed physical plant: new soccer/lacrosse fields, new main entry for school, new field house, parking areas.
- Successful capital campaign—more than double the next largest in school's history.
- Improved standardized test scores.

- Designed and led school wide pedagogical initiatives.

1997-1999: Trinity School of Midland, Texas

In charge of all day-to-day operations for coed day PK-12 school of 617 students.

- Improved student behavior by enacting new disciplinary system.
- Reduced long-standing problem with attrition in US.
- Increased enrollment: retention and acquisition.
- Added US chaplaincy.
- Improved campus facilities: new ball fields, new gym floor, acquired adjacent land (3.5 acres).
- Formed Academic Departments, PK-12, to facilitate coordination of curriculum.
- Instituted vertical team planning.
- Clarified the tutoring program and special needs support.
- Increased performance of MS and US athletics; several championships.

1993-1997: The White Mountain School, Bethlehem, New Hampshire

In charge of all day-to-day operations of coed boarding-day school of 100 students in grades 9-12, one of three Episcopal high schools in New Hampshire.

- Identified and clarified the mission of the school for all of the school's constituencies.
- Worked cooperatively with the chaplain and the bishop re: the nature of the school.
- Tightened the organizational management of the school so that the mission is seen as central to all school activities.
- Improved the school's image in the local community and in the educational community.
- Improved college counseling.
- Put in place a formal professional growth regimen.
- Brought classroom instructional practice in line with current, well-researched learning theory.
- Dramatically improved student behavior.
- Designed and implemented a scheme for tight supervision of spending.
- Improved financial reporting practices to the board.
- Improved admissions, college entry reporting.
- Improved campus maintenance.

1988-1993: Christ Episcopal School, Covington, Louisiana

In charge of day-to-day operations of K-7 coed day school, a parish school of Christ Episcopal Church.

- Led the development and implementation of the first strategic plan.
- Improved communications within the school and church communities regarding the school and its mission.
- Brought classroom instructional practice in line with current, well-researched learning theory.
- Conceived, developed and implemented an accessible, school-wide teacher training program for the use of technology.
- Started, developed and supervised a nationally recognized natural science field study program.
- Started, developed and supervised a nationally recognized canoeing program for young children.
- Initiated a strong emphasis and use of the writing process as an integral component of curriculum development.

- Attracted the Metropolitan Opera program "Creating Original Opera" to the school--the first private school in the country to do so.
- Established an Artists-In-Residence Program.
- Started business office; hired CPA as fulltime Business Manager.
- Implemented a scheme for tight supervision of spending.
- Improved financial reporting practices to the board.
- Published the first two Annual Reports to the constituency.
- Established the practice of an independent, outside audit.

Education

Vermont College, Norwich University, Master of Arts, Outdoor Education, 1987.
National Outdoor Leadership School, Instructor Certification, 1977.
American Canoe Association, Instructor Certification, 1975.
University of New Orleans, Bachelor of Arts, Secondary Education and English, 1971.

Selected Professional Development Activities

Data Driven Instruction, Paul Bambrick-Santoyo, 2007, 2008
4MAT System of Learning and Teaching, Bernice McCarthy, 2007, 2008. Ongoing
Effective Schools Research, Larry Lezotte, 2009
The Skillful Teacher, Mary Ann Haley, 2008
Good to Great for the Social Sectors with Jim Collins, 2005
Global Leadership for Schools, Bill Ury and Mark Gerzon, 2005
Head's Leadership and Management Seminar: It's Not the School I Dislike, It's the Principal Of the Thing, 2006
The Trustees Role in Development, Helen Coulson, 2006
Why Chinese? Starting a Chinese Program—Past Why to How, Chinese American International School, 2006
Harvard Graduate School of Education, Leadership—An Evolving Vision, 1993.
Microsoft Office Introduction, White Mountain School, 1994.
Capital Campaign Workshops: Association of Governing Boards, 1995; NAIS, 1997, 1999
Combining Bond Financing With A Capital Campaign, NAIS, 1999.
Development Workshop on Grant Writing, ASFRE, Permian Basin Chapter, 1998.
Professional Evaluation and Assessment, NAIS, 1993, 1996, 1999.
Association for Supervision and Curriculum Development, National Curriculum Study Institute, Learning Styles, 1992
Student Assessment, Grant Wiggins, NAIS, 1991.
Portfolio Management, ASCD, 1993.
4-MAT Introductory Workshop (with Bernice McCarthy) , 1993 and 2005
4-MAT Intermediate Training, 1994, 2005
Varying Instructional Practices, White Mountain School, 1996.
Differentiating Instruction, ASCD, 1997.
Middle School Design, NAIS, 1985.
Integration of Technology With Classroom Instruction, NAIS, 1999.
Greening the Curriculum, Independent Educational Consultant Association, 1997.
Conflict Resolution, White Mountain School, 1996.
Substance Abuse Awareness Training, White Mountain School, 1997; Trinity School, 1999.
Dysfunctional Family Workshop, Trinity School, 1999.

Selected Civic and Professional Involvement

2012-2018, Founding Member, Louisiana Outdoor Opportunity Program
2008-2013, Member, Board of New Orleans Women's Shelter
2004-2006, NAIS Commission on Accreditation
2005-2007, VP, Association of Colorado Independent Schools

2003-2006, Member, Advisory Board, National Outdoor Leadership School
2001-2006, Member, Standards Committee, ACIS
1998-99, Member, Standards Committee, ISAS
1993-1997, Member, Board of Directors, North Country United Way.
1994-1997, Member, Governor's Advisory Council for Non-public Schools, Department of Education, New Hampshire
1992-93, Member, Standards Committee, ISAS.
1991-93, Member, Standards Committee, SAES.
1989-93, Board of Directors, St. Tammany Art Association.
1989-93, Board of Directors, Youth Service Bureau.
1986-present, National Association of School Principals.
1985-present, Association for Supervision and Curriculum Development.
1984-93, Association for Experiential Education.
1984-2000, Council for Exceptional Children.
1971-92, National Council of Teachers of English
1975-78, Board of Directors, Dryades Street YMCA (the only African-American YMCA in the country).
1970-77, Human Relations Commission, Archdiocese of New Orleans.

Teaching Experience

1979-1988: Middle School Head, Wilderness Skills Director, US English Instructor, St. Martin's Episcopal School, Metairie, Louisiana
1976-79 Coordinator of Instructional Programs, Canoe and Trail Shop, New Orleans
1975-84 Instructor in Wilderness Skills, Tulane University, Department of Physical Education
1977-82 Instructor in mountaineering, canoeing and sea kayaking, National Outdoor Leadership School
1975-76 English Instructor, Gateway Senior High School (a "street school" for adjudicated delinquents and dropouts), New Orleans
1974-75 English Instructor, George Washington Carver Senior High School, New Orleans
1968-74 English Instructor, Religion Instructor, St. Joseph Academy, New Orleans

Additional Career Experiences

Presented at several conferences on learning theory and outdoor education.
Consultant to schools and other organizations on outdoor education programs.
Coached baseball, football, basketball.
Tutored at Orleans Parish Prison.
Led personal growth retreats.
Started the Alaska canoeing program for National Outdoor Leadership School.
Led the first open canoe expedition in Prince William Sound, Alaska.
One of the founders of freestyle canoeing, now recognized by the American Canoe Association as a new arm of the sport.
Published articles on canoeing and outdoor education.