



Proposal Overview Form

The Proposal Overview Form is part of the Part 1 Eligibility Determination & Threshold for Evaluation and should be submitted via the [Fluid Review portal](#). Submitted documentation should include only the information requested below, saved in a single PDF file.

Non-Profit Information			
Name of Nonprofit Applicant (as registered with Louisiana Secretary of State)	Community Exceptional Children's Services Centers		
Application Type	<u>Type 1</u> <input checked="" type="checkbox"/>	<u>Type 3</u> <input type="checkbox"/>	
Instruction Location. Mark whether instruction will be primarily site based (in person, in a school building) or virtual (computer based).	<u>Site Based</u> <input checked="" type="checkbox"/>	<u>Virtual</u> <input type="checkbox"/>	
If a Type 1 Applicant, please select your proposal type	<u>New Start</u> <input checked="" type="checkbox"/>	<u>Transformation – Full Takeover</u> <input type="checkbox"/>	<u>Transformation – Reconfiguration</u> <input type="checkbox"/>
Operator Track		<u>New Operator</u> <input type="checkbox"/>	<u>Experienced Operator</u> <input type="checkbox"/>
Primary Contact Information			
Name	Dr. Shawn A. Hearn		
Address			
Phone			
Email	Hearn.sa@gmail.com		
School Leader Information			
Proposed school leader name (if identified)	Dr. Shawn A. Hearn		
Proposed school leader current job/position	High School Specialist		
List any principal/leadership programs the proposed leader is currently enrolled in or have completed (e.g., NLNS, BES, etc.)	HTH Graduate School Of Education New School Creation Fellow 2018 Cohort		
School Information			
Proposed School Name	The Community School		
Opening Year	2019-2020		
Grades served Year 1	9-12		
Grades served at capacity	9-12		



School Management Form

Do any of the following describe your organization or any of the school(s) proposed in this application?

- Will contract or partner with an education service provider (ESP) or other organization to provide school management services.

If so, identify the provider:

- Will have a corporate partner as defined in LA R.S. 17.3991.1.

If so, identify the partner:

- Will reflect the conversion of an existing public school (Type 3 application).

If so, identify the school:

- The applicant has previously participated in the OPSB charter RFA process.

If so, is the application currently on appeal to the State?

- Already operates schools in Louisiana or elsewhere in the US (indicate which state(s) below)

Certification

I certify that I have the authority to submit this application and that all information contained herein is complete and accurate. I recognize that any misrepresentation could result in disqualification from the application process or revocation afterward. The person named as the contact person for the application is so authorized to serve as the primary contact for this application on behalf of the organization.

Dr SA Hearn
Signature of Application Primary Contact

7/6/18
Date

Dr SA Hearn
Print Name & Title of Application Primary Contact



Enrollment Projection Form

Provide the following information for each school included in this proposal. Specify the planned year of opening for each (duplicating the table as needed).

School Name:	The Community School
Pursuant to OPSB Policy HA, Section 6, will your school have any proposed Focus Programs or Mission-Specific Admissions Preferences?	While the school will be open enrollment, the proposed focus is students who display characteristics of emotional and behavior disorders.

Grade Level	Number of Students					
	Year 1:	Year 2:	Year 3:	Year 4:	Year 5:	Year at Capacity:
Pre-K						
K						
1						
2						
3						
4						
5						
6						
7						
8						
9	35	70	140	150	160	160
10	40	80	95	110	130	130
11	25	25	35	40	60	65
12	10	20	25	30	35	45
MINIMUM ENROLLMENT	60	100	150	168	195	213
BUDGETED ENROLLMENT	110	195	295	330	385	400
MAXIMUM ENROLLMENT	120	200	300	335	390	425



Enrollment Plans

What is your minimum operating enrollment? What adjustments to the budget, staffing and/or academic model would be made to accommodate this minimum enrollment?

The minimum operating enrollment for The Community School is 60 students.

In the event that the minimum operating enrollment is not met, there are four areas that will be adjusted: 1) Transportation, 2) staffing, 3) suspension abatement programs, 4) clinic operations.

The budget for transportation will be adjusted to reflect the actual number of students enrolled. This would limit some of the flexibility for students to attend off-campus activities and programs.

The budget for staffing will be adjusted to reflect the actual number of students enrolled. This may require creative scheduling and staffing to meet the academic needs of all students enrolled.

Increasing enrollment in the suspension abatement program will generate additional revenue. Accepting more students into the suspension abatement program will generate enough revenue to maintain staffing at a level to keep the school operating at or above the minimum operating budget.

Increasing the services provided to the community and contracting related services provided by the clinic will generate additional revenue. Additional service hours and related services will generate additional revenue to help maintain staffing at a level to keep the school operating at or above the minimum operating budget.



Assurances Form

Please review the statements below and indicate whether each is true, and will hold true if the application is approved. *If the answer to any item above is "No", please submit a statement of explanation.*

	Yes	No
1. The school and/or governing organization is currently registered as a nonprofit and is listed as in good standing with the Louisiana Secretary of State	<input checked="" type="checkbox"/>	<input type="checkbox"/>
2. The school is not affiliated with any religious organization and does not support nor engage in any religious activities	<input checked="" type="checkbox"/>	<input type="checkbox"/>
3. The school and/or governing organization does not have any liens, litigation history and/or sanctions from any local, state and/or federal regulatory agency against the nonprofit corporation	<input checked="" type="checkbox"/>	<input type="checkbox"/>
4. The school and/or governing organization does not have the same or substantially the same board of directors and/or officers as an existing private school	<input checked="" type="checkbox"/>	<input type="checkbox"/>
5. The school does not draw a substantial portion of the employees from an existing private school	<input checked="" type="checkbox"/>	<input type="checkbox"/>
6. The school does not receive a substantial portion of assets or property from an existing private school	<input checked="" type="checkbox"/>	<input type="checkbox"/>
7. Will your school seek approval to operate within OPSB's LEA for federal funding and compliance purposes?	<input checked="" type="checkbox"/>	<input type="checkbox"/>
8. The school is not located at the same site as an existing private school	<input checked="" type="checkbox"/>	<input type="checkbox"/>
9. The school will participate in the city-wide common enrollment (OneApp) process	<input checked="" type="checkbox"/>	<input type="checkbox"/>
10. The school will participate in the city-wide common expulsion process	<input checked="" type="checkbox"/>	<input type="checkbox"/>
11. The school will provide free transportation to students as stipulated in OPSB Policy HA	<input checked="" type="checkbox"/>	<input type="checkbox"/>

Certification

I certify that I have the authority to submit this application and that all information contained herein is complete and accurate, realizing that any misrepresentation could result in disqualification from the application process or revocations after award.

Mr. James Jackson

Name of Board Chair, Charter Governing Board


Signature of Board Chair

7-7-2018
Date



Teacher Eligibility Form

Louisiana state law requires that all groups submitting charter applications involve a minimum of three Louisiana teachers certified by the State Board of Elementary and Secondary Education in the development of their application.

Please use this form to identify the certified teachers participating in the development of this application.

Also, please be sure to include a copy of current LA Teacher Certifications for the teachers listed.

	Name	Street Address	ZIP Code	Phone	Email
1	Shawn Hearn				Hearn.sa@gmail.com
2	Chanelle Smith				Chanellesmith15@gmail.com
3	Ferrante Dominique				ftd325@gmail.com



STATE DEPARTMENT OF EDUCATION

Certificate Type
TEACHING CERTIFICATE

NUMBER
LEVEL 3 508448

VALID
02/22/2018 - 02/22/2019

Certificate Issued To:

SHAWN ALONZO HEARN

By the Louisiana Department of Education, based upon the following:

B.A., OUT-OF-STATE COLLEGE OR UNIVERSITY, 1995

M.ED., OUT-OF-STATE COLLEGE OR UNIVERSITY, 1998

ED.S., OUT-OF-STATE COLLEGE OR UNIVERSITY, 2000

ED.D., OUT-OF-STATE COLLEGE OR UNIVERSITY, 2003

ELIGIBILITY: The holder of this certificate is eligible for the following area(s) and/or terms:

ENGLISH 6-12, 03/27/2008

MILD/MODERATE (1-12), 03/27/2008

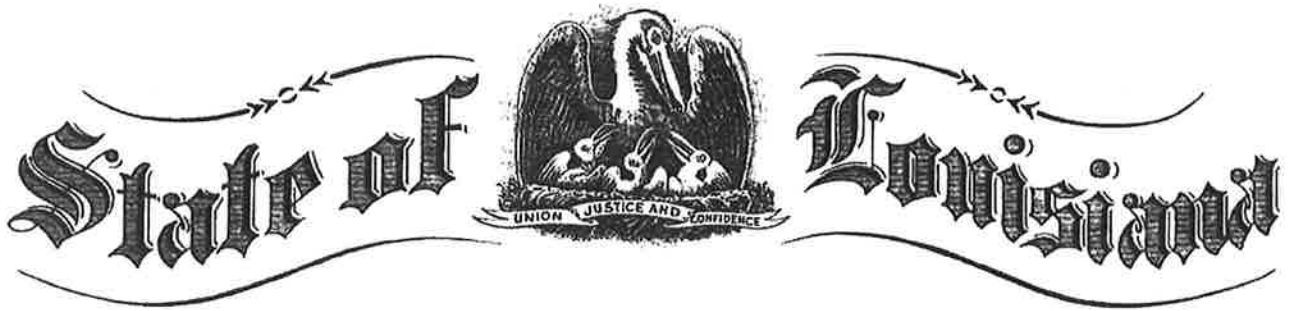
EDUCATIONAL LEADERSHIP-LEVEL 1, 07/17/2008

EXTENDED FOR 1 YEAR, 07/25/2016

EXTENDED FOR 1 YEAR, 02/22/2018

Teacher must complete 150 CLUs of professional development over a five-year time period in order to have a higher level certificate renewed., 01/24/2011

To receive a Level 2 certificate, individuals must successfully meet the standards of effectiveness for three years pursuant to Bulletin 130 and mandated by Act 54., 07/25/2016



STATE DEPARTMENT OF EDUCATION

Certificate Type
TEACHING CERTIFICATE

NUMBER
B 417074

VALID
Life

Certificate Issued To:

CHANELLE MARIE SMITH

By the Louisiana Department of Education, based upon the following:

B.A., SOUTHERN UNIVERSITY IN NEW ORLEANS, 1996

COMPLETED STATE ALTERNATIVE TEACHER EDUCATION PROGRAM, 2002

M.B.A., OUT-OF-STATE COLLEGE OR UNIVERSITY, 2005

ELIGIBILITY: The holder of this certificate is eligible for the following area(s) and/or terms:

MILD/MODERATE (1-12), 06/28/2002

ENGLISH 6-12, 12/16/2002

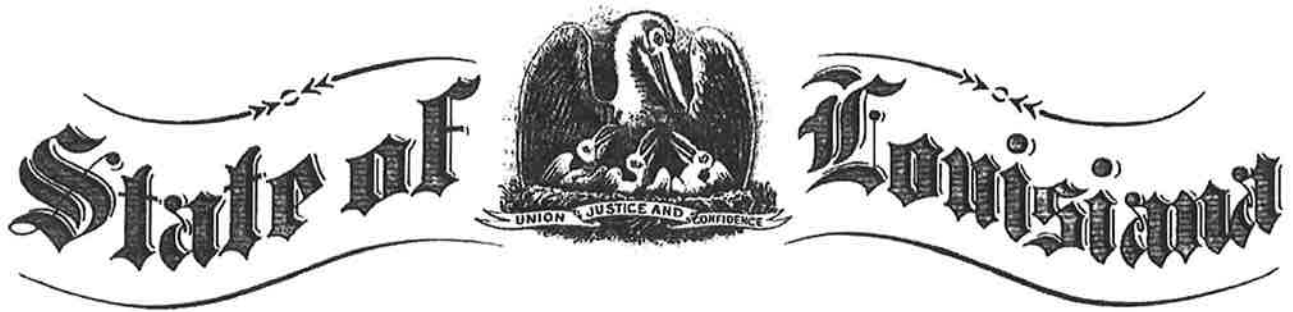
CHILD SEARCH COORDINATOR, 01/13/2006

BUSINESS EDUCATION SUBJECTS 6-12, 01/13/2006

VALID FOR LIFE FOR CONTINUOUS SERVICE, 07/28/2003

Dr. Gary Jones

John White



STATE DEPARTMENT OF EDUCATION

Certificate Type	NUMBER	VALID
EDUCATIONAL LEADER LEVEL 1	EDL 1 554162	10/29/2015 - 10/29/2018

Certificate Issued To:

FERRANTE THADDEUS DOMINIQUE

By the Louisiana Department of Education, based upon the following:

B.A., SOUTHERN UNIVERSITY, 2005

M.ED., SOUTHERN UNIVERSITY, 2013

ELIGIBILITY: The holder of this certificate is eligible for the following area(s) and/or terms:

To receive an EDL 2 certificate, individuals must successfully meet the standards of effectiveness for three years pursuant to Bulletin 130 and mandated by Act 54., 10/29/2015

EDUCATIONAL LEADER LEVEL 1, 10/29/2015

Dr. Gary Jones

John White

RESUMES OF BOARD MEMBERS

Curriculum Vitae of

Shawn A. Hearn, J.D., Ed.D.

Being an effective program manager, administrator and leader in education requires a unique set of skills. This unique skill set must be ready to be employed masterfully at a moment's notice. In the ever-changing environment of 21st century schools, not only must these skills be ready to be masterfully employed, but they must also be ready to be tested, and the only outcome acceptable is success. To this end, effective 21st century school leaders must effectively evaluate, plan, communicate, initiate and manage change to facilitate the growth of productive and rich learning environments that provide all students equal opportunities for success.

SAH©2003

EDUCATIONAL BACKGROUND AND TRAINING

Southern University Law Center 2012 **J.D.** A.D.R., Immigration, Public Education
Turner School of Theology 2010 **M. Div.** Leadership and Biblical Studies
Argosy University 2003 **Ed. D.** - Educational Administration/Leadership
Cambridge College 1998 **M. Ed.** - Interrelated Special Education
Savannah State University 1995 **B.A.** - English, Literature, Language / Psych. Minor
Armstrong Atlantic University 1996 Special Education Preparation Program
International Baccalaureate Organization (I.B.O) - Administrator's Training
Institute for Student Achievement (I.S.A.) – Small Learning Communities Training
College Board – AP Coordinator's Training

Certifications and Trainings

Louisiana Department of Education

Secondary English, SPED, Educational Leadership

Georgia Professional Standards Commission

Secondary English, SPED, Educational Leadership

Federal Mediation and Conciliation Service

Professional Mediation and Conciliation

National Baptist Convention, U.S.A., Inc.

Ecclesiastical Endorsement

United State Army Chaplain Center and School

Sexual Harassment Response Prevention (SHARP)

Suicide Prevention and Crisis Management

Courses Taught and Presentations

Instructional Leadership EDD 724 - The University of Phoenix - Analyzes the process of instruction and curriculum development. Effective teaching and learning strategies explored as they relate to the use of technology, motivating staff and students, and creating dynamic learning environments.

ENG 100 Introduction to Composition - Prince George's Community College- Preparation for EGL 101. This course focuses on grammar and punctuation, sentence construction, paragraph development and short essay writing.

ENG 101 English Composition I – Expository Writing - Prince George's Community College – This course focuses on the fundamentals of effective prose writing, including required essays and a research paper.

ENG 102 Composition II - Writing About Literature – Prince George's Community College – This course focuses on writing compositions using literature as the subject for discussion and writing. Study various kinds of literature (e.g., drama, poetry, short story).

Identifying Autism Spectrum Disorders – This is a series of four (4) professional development courses developed for Clayton County Public Schools - This professional development series was developed to assist teacher who are preparing to work in k-12 education in the area of autism and support teachers who are already practicing. The course focuses on determining the need for a diagnostic evaluation, elements of the diagnostic evaluation, and determining the educational needs and the appropriate placement and services for students with ASD.

Developing Professional Learning Communities – Professional development course developed for The District of Columbia Public Schools (presented July 2006) – Based on the research of Richard Dufor, Rebecca Dufor and Robert Eaker, this presentation focuses on school culture, school transformation, authentic assessment and evaluation, and distributive leadership.

Completed Projects and Works in Progress

Comprehensive Curriculum Project – Evaluated Iberville Parish’s newly adopted 6th grade Harcourt ELA textbooks and developed pacing and mapping to correlate the text with state standards, higher level thinking skills and appropriate mapping activities.

Strategies for Teaching the Autistic Child - A compilation of researched based strategies used to set and obtain academic, social and emotional goals for students with autism. This project covers information about the suspected causes of Autism, types of Autism and Pervasive Developmental Disorder, behavioral symptoms of Autism and the meaning behind the behavior, strategies for working with children with Autism, new strategies based on the Brain-Based Approach.

Distributive Leadership - A compilation of research based strategies aimed at developing a culture of distributive leadership in education. This project covers the need for distributive leadership and the development and implementation of a several distributive leadership models.

Tools of the Mind Research Project - Exploration and feasibility study of implementation of Tools of the Mind research, based on the literature and theories of Vygotsky, to determine its appropriateness for implementation in public schools as a part of school reformation initiatives to improve support of the special education population, achievement of minority populations and deter aberrant behaviors that make teaching and learning difficult.

International Baccalaureate Organization Research Project- Exploration and feasibility study of implementation of the International Baccalaureate Organization’s continuum of international education to determine its appropriateness for implementation in public Schools as a part of initiatives to increase the number of students taking high-level courses and successfully completing a rigorous, multidisciplinary curriculum, align the district’s efforts with the state’s high school redesign initiatives, incorporate meaningful, continuous professional development for all instructional and leadership personnel.

Improving Professional Evaluation and Professional Growth Tools - Using the resources of the Gallup Organization to evaluate the effectiveness of current instructional and administrative personnel in an effort to create an evaluative tool that is geared towards improving instruction, collaboration between professionals and is a catalyst for professional growth.

Public Education Law and Policy - A casebook designed to examine legal history and trends in public education law and policy. Examines the areas of finance, school board reform, employer-employee relations, special education, privacy matters and various other state policies and their relationship to federal initiatives.

Professional Teaching Experience

Special Education Teacher - Jefferson Parish Public School(6/2013 - 7/2014)
RTI Coordinator - East Baton Rouge Parish Schools (7/2012-6/2013)
Special Education Teacher – Iberville Parish Public Schools (01/2008 – 6/2012)
Adjunct - The University of Phoenix – School of Advanced Studies – (2006-2008)
Adjunct – Prince George’s Community College – English and Humanities (1999-2006)
High School Special Education - Fairfax County Public Schools - (1998-2000)
Special Education and High School English– Savannah Chatham County Schools (1993-1998)

Other Professional Experience

Academy Principal McMinn High School - Inspire NOLA Schools (Present)
Assistant Principal- McDonogh 35 High School – Orleans Parish Schools
Special Ed Department and A.P. Coordinator - SCCPS (7/2014 -2015)
Assistant Principal – Plaquemine High School – Iberville Parish Schools (2008)
Academy Principal –Carver High School - R.S.D. New Orleans (2008)
High School Autism Specialist – Clayton County Public Schools (2007)
High School Principal – District of Columbia Public Schools (2006)
SPED Program Manager – Fairfax County Public Schools (2000-2006)
SPED Consultant - The Metropolitan Educational Cooperative (2004-present)
Brown and Greer, LLP - New Orleans - (4/2012-6/2013)

Military Experience

United States Marine Corps and Reserves – 1990-1998 (Combat Engineer)
United States Army Reserve – 1999- 2001 (Surveillance and Reconnaissance)
United States Army National Guard – 2001 – 2014 (Battalion Chaplain)

Biography of
Mr. Shawn A. Hearn, J.D., Ed.D.

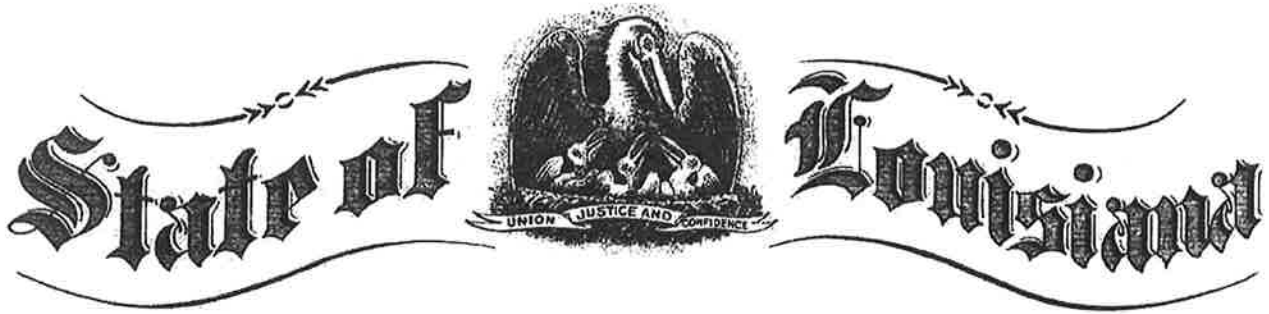
Dr. Hearn has more than 20 years of experience as a public school teacher, principal, adjunct college professor and consultant. He has committed a great deal of his career and training in education to working in the field of special education. Dr. Hearn's passion to serve students in need has fueled his career and his accomplishments in education. His work to bridge the socioeconomic and racial achievement gap parallels his pursuit to provide a high quality, relevant and meaningful education for students with disabilities.

Dr. Hearn has acquired a myriad of skills and tools to employ in his work as an educator and advocate. He proudly credits his military service for his leadership skills and his relentless approach to combating the disparities in education that marginalize those who are least able to challenge these disparities and those who perpetuate them. Dr. Hearn's honorable service as a United States Marine Corps, Army Reserves and the Louisiana National Guard have all contributed to his preparation to lead and manage as well as his dedication to his pursuits.

Dr. Hearn's most recent endeavor as the Founder of Community Exceptional Children's Services Centers, a Louisiana based nonprofit is a culmination of all of his pursuits. This organization aims to open a charter school in New Orleans that provides services for students who have demonstrated behavioral and/or mental health needs in an effort to:

- Reduce the time a child spends outside of the general education setting
- Improve the graduation rate of students with behavioral and mental health needs
- Improve the college acceptance rate of students with behavioral and mental health needs
- Improve college graduation rate of students with behavioral and mental health needs
- Provide students with career ready skills and credentials prior to graduating high school
- Provide youth and parent support, independent living skills, and advocacy
- Provide counseling, therapeutic interventions, and managed care
- Reduce the time a child spends in out-of-home placements
- Reduce instances of court involvement due to the child's disability
- Reduce the number of out of school suspensions

Community Exceptional Children's Services Center's proposed school in New Orleans will be called "The New Orleans Community School". The Community School is not just a place. It is a unique approach to alternative school education that allows practitioners to "reimagine" alternative schools and how such schools meet the needs of the educational community and the students they serve. It is a school designed to support students by addressing the emotionally-based behaviors that have challenged the student's ability to be educated in a traditional setting. This is a significant challenge in New Orleans.



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EXTENDED FOR 1 YEAR, 02/22/2018

Teacher must complete 150 CLUs of professional development over a five-year time period in order to have a higher level certificate renewed., 01/24/2011

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JAMES N. JACKSON

Professional Summary

Seasoned Business Management professional with over 5 years of experience in business and product development in a variety of industries. Extensive experience in sales, building complex development deals, and increasing growth. Continually exceed expectations by creating valuable business partnerships and works well with people at all levels of the organization, including stakeholders, customers and vendors.

Skills

- Business & Product Development
- Management & Planning Skills
- Leadership & Sales
- Proven Sales Track Record
- Quality Customer Service
- Communication & Negotiation Skills
- Building Complex Development Deals
- Creating Partnerships
- Excellent Verbal & Written Communication
- Strong Negotiation Skills
- Increasing Growth
- Fluent in CRM's

Work History

Senior Business Development Manager, 05/2015 to Current

Torsh Inc. - West Coast

- Developing a business growth development strategy focused on both financial gain and customer satisfaction, while conducting research to identify new markets and customer needs.
- Addressing and predicting prospective and existing clients' objectives to build complex development deals and long-term relationships, by initiating calls, prospecting, arranging business meetings, as well as articulating products, services, and platform with demonstrations.
- Working solely with the chief executive officer to implement new tactics and marketing initiatives to increase the company's growth by 110%.
- Traveling to educational institutions and frequently presenting the company's product at conferences as well as presenting technology to various leadership authorities, including university deans, principals, and superintendents.
- Revisiting current clients each year to manage the renewal and resell process of the subscription model, encouraging additional sales through well-built partnerships, as well as marketing and collaboration.
- Consistently increasing personal sales revenue each year by 60%, by closing leads and expanding the prospect list.
- Developing proposals, negotiating terms and conditions, and preparing and finalizing contractual sales agreements to deliver strong financial results, while adhering to law-established rules and guidelines.
- Assisting with product development and direction of software as a service, as well as conducting competitive analysis.
- Fluent in customer relationship management systems such as Salesforce and Hubspot.
- Keeping detailed records of sales, revenue, contracts, etc., showing an evolution of high spending, long-standing clients.
- Mentoring entry level staff and accomplishing weekly individual, team, and corporate revenue targets and goals.

Recruitment Manager, 07/2014 to 05/2015

Teach for America (TFA) - Berkeley, CA

- Managing all aspects of recruitment including pipeline development, outreach, one-on-one cultivation, and event planning.
- Building relationships with high-level faculty and university gatekeepers, to generate candidate recommendations and partner with campus-wide events and initiatives.
- Demonstrating exceptional communication skills and confidence in the industry, resulting in earning of the title #2 Recruiter in the country in 2015.
- Leveraging salesforce and excel analytics to aggregate and analyze recruitment and admissions data, strategically identifying targeted outreach avenues and campus recruitment activities.
- Engaging in one-to-one meetings with prospects, and using various strategies to influence prospects to apply to teach for america.
- Creating and implementing a high visibility on-campus and within social media marketing campaigns.
- Hiring, training, and coaching multiple campus campaign coordinators to cooperate as an action forward team, while deepening their understanding of diversity, equity and inclusiveness.
- Performing weekly check-ins, and sending consistent action oriented emails to meet numerical goals.
- Reviewing nearly three hundred and fifty applications during first review, interviewing twelve candidates at final evaluation, and determining and defending admittance decisions.

Manager of Community Partnerships, 00/2013 to 07/2014

Teach for America (TFA) - Berkeley, CA

- Assisting in fundraising events, cultivating and communicating with key stakeholders and donors, including state legislators.
- Working across eight different communities across Central and Northeast Arkansas to foster and maintain ongoing relationships with community partners, school administrative staff, donors, and teach for america corps alumni.
- Successfully creating and establishing the summer fellows program in arkansas, partnering with six state agencies to provide corps members and alumni with an opportunity to engage in meaningful summer internships.
- Helping facilitate the hiring and placement of over seventy incoming corps members within twenty partner school districts across the state of arkansas.
- Developing relationships with nearly one hundred alumni to share resources and tools, assist with short and long-term career goals, and to provide opportunities for corps members and alumni through social and professional development opportunities.
- Overseeing the creation of the Arkansas Collective Steering Committee, which serves as the foundation to establish a strong network of alumni of color across the state.
- Interviewing 15 candidates at final evaluation, and determining and defending admittance decisions.

9th Grade English I Teacher/Junior Varsity Head Coach, 08/2012 to 06/2013

Sam Houston Math, Science, Technology Center

- Creating data driven plans for future remediation, as well as setting, defining, and meeting ambitious yet realistic goals, aligning them to the scope and sequence of ninth grade curriculum.
- Mentoring students to make healthy, goal-driven choices, as well as assisting in completing college admission documents.
- Creating and optimizing systems and routines to support an efficient and emotionally positive classroom environment.
- Collaborating with colleagues, administrators, and parents on a daily basis to support student achievement.
- Leading a team of ten student athletes to win over fifteen games, breaking the school's record of the past ten years.

6th Grade English Teacher/7th-8th Grade Basketball Coach, 06/2010 to 08/2012

Teach for America, Key Middle School

- Selecting from a pool of fifty thousand applicants to join teach for america to focus on literacy and English instruction in a high-needs public school environment.
- Receiving a nomination, along with nineteen others who are selected annually out of one hundred and seventy candidates in the Houston independent school district, for intern of the year, alternative certification program.
- Increasing reading scores from 58% to 78% on the Texas-mandated standardized test, Texas assessment of knowledge and skills.
- Developing long-term, unit, and daily lesson plans to deliver an English language curriculum to over one hundred and fifty students.
- Revitalizing and leading a team of fifteen athletes to a district championship.

Education

Bachelor of Arts: English & Political Science, 2010

Lyon College - Batesville, AR

Bio

Ben Council graduated from the University of North Carolina at Chapel Hill with a B.A. in biology. After graduating, he embarked on a long career in healthcare for twelve years and real estate for thirteen years. In healthcare, he worked both as an Electrocardiograph Technician and a board certified Polysomnographic Technologist. While in real estate, he worked as a real estate agent, appraisal trainee, and real estate investor.

To strengthen his knowledge base in the medical field, he obtained a master degree in healthcare administration from Pfeiffer University. After receiving his master degree, he obtained his juris doctorate by graduating magna cum laude from Southern University Law Center.

Ben Council is an accomplished litigator and respected member of the legal community. He's years of experience have helped him become a skilled negotiator with the ability to provide highly effective legal counsel.

Ben Council has provided years of volunteer work to his community.

Further, Ben Council is admitted to practice before all Louisiana courts as well as the United States District Courts for the Eastern and Middle Districts of Louisiana. He is a member of the American Bar Association, Louisiana State Bar Association, and New Orleans Bar Association.

Solo practicing attorney, master's degree, 15 years expertise in the real estate investment, 15 years in healthcare.

CAREER OVERVIEW

- | | | |
|---|--|---------------------|
| Attorney | The Council Law Firm, New Orleans, LA | 2012 to date |
| <ul style="list-style-type: none">▪ Establish priorities to expedite workflow of simultaneous cases with a diverse clientele.▪ Legal & trial experience includes personal injury, wrongful death, litigation, bankruptcy, multifaceted contracts, etc.▪ Plaintiff litigation skills include all phases of trial preparation from pre-trial motions to the appellate process.▪ Adept at building quick rapport with opposing counsel for successful out-of-court settlements.▪ Research / review cases to develop effective litigation strategies.▪ Business negotiation, consulting and development. | | |
| Healthcare | | 2001-2016 |
| <ul style="list-style-type: none">▪ Monitoring Patients heart rhythms▪ Map heart rhythms and interrupt them▪ Communicate with nurses and doctors on patients conditions▪ | | |
| Buyer's Agent/Real Estate Appraiser Trainee | | 1999/2004 |
| <ul style="list-style-type: none">▪ Assess quality / value of properties; review comps; categorize & estimate differences & similarities.▪ Inspect structure & materials; use knowledge of housing market / economy in weighing costs vs. benefits of buying & selling certain properties; evaluate location, "trend" of community & neighborhood features. | | |

EDUCATION

SOUTHERN UNIVERSITY LAW CENTER, Baton Rouge, LA
Juris Doctorate, 2012

PHEIFFER UNIVERSITY, Charlotte, North Carolina
Master of Science, Healthcare Administration, 2007

UNIVERSITY OF NORTH CAROLINA, Chapel Hill
Bachelor of Science, Biology, 1999

Registered Polysomnographic Technologist 2006

LAKEASHA R. COOLEY



lakeashacooley@yahoo.com

EXPERIENCE

April 2015 – present

Office of Juvenile Justice

(New Orleans , Louisiana)

District Director

- Drafts and submits for approval program objectives related to delinquency prevention, placement, intake and supervision of youth under court-ordered supervision.
- Determine needed resources on the district level to attain stated objectives and devises methods and procedures to be used to accomplish work.
- Ensures that agency policies concerning the assessment and assignment of juveniles offenders are carried out and that youth and their families receive the most appropriate services available to meet their needs.
- Ensures that contracted programs operate within established policies and procedures.
- Evaluates work operations for effectiveness and efficiency on the district level and participates in the evaluation and monitoring of Office of Youth Services programs outside the region as needed or requested.
- Participates with managers from other youth serving agencies to ensure interagency coordination.

September 2013 – April 2015

Department of Juvenile Justice

(Savannah, Georgia)

Program Manager

- Responsible for the supervision of front line supervisors, probation officer and program assistants.
- Establishes unit/program goals and objectives that enhance and relate to District goals and objectives.
- Reviews all placement and caseload decisions for appropriate assignment and ensures the timely development of services plans for each client according to policy and procedure.
- Monitors provision of, and referral to counseling services and other available programs to client population based on their established risk and needs.
- Ensures all juvenile records are aligned with the GCIC through the Savannah Chatham County Sheriff's office in an effort to eliminate fines and citations by the Federal Government.
- Recruits and fills vacant positions in accordance with department's policy.
- Facilitate communication and information sharing with appropriate stakeholders including juvenile court judges, law enforcement personnel, community leaders, educational staff, and parents of youthful offenders to establish and enhance the Restorative Justice Model.

- Perform public relations through regular speaking engagements, participation on panels related to community's youth, and otherwise presenting the department's mission, goals, and values to the community.
- Draft local operating procedures.
- Prepares reports and memorandums as needed.
- Complete special assignments as given by Executive Team

November 2007-September 2013

Department of Juvenile Services

(Baton Rouge, Louisiana)

Senior Probation Officer/P.O.S.T. Certified

- Responsible for the supervision of probation officers assigned cases through EBR Juvenile Court
- Prepare reports and statistics on probation operation
- Ensure compliance with state statutes, rules, and regulations related to probation best practices
- Develop programs and operational policies and procedures
- Conduct in-service trainings and the training of new officers
- Collaborate with community resource providers for treatment and rehabilitation services for families
- Review, prepare, and approve all reports submitted to the court
- Monitor services to ensure juvenile's receive appropriate and quality services
- Attend and testify at court hearings
- Serve as agency representative at meetings, community activities, or university career fairs
- Serve as back-up to the Assistant Director and Director

November 2002- May 2009

Baton Rouge Detoxification Center

(Baton Rouge, Louisiana)

Client Care Counselor

- Facilitated group sessions with substance abusers and family members
- Completed assessments and made appropriate referrals for treatment
- Supervised two-three employees per shift

April 2000 – November 2007

Department of Juvenile Services

(Baton Rouge, Louisiana)

Probation Officer/P.O.S.T. Certified

- Interviewed and counseled caseload of juveniles assigned to the Families in Need of Services, Casework, and Intensive Supervision Program
- Conducted interviews with victims of crimes in order to identify needs and coordinated appropriate services
- Conducted drug analysis
- Monitored and evaluated service providers to ensure appropriate delivery of services
- Testified in court with respect to probationers activities, behavior, and quality of adjustment
- Completed investigations and prepared pre-disposition reports to assist the court at disposition

- Served notices, subpoenas, writs, and executes orders of the court
- Supervised undergraduate and graduate students interested in the law enforcement profession
- Responsible for the collection of supervision fees and court cost
- Worked with law enforcement agencies in the prevention and detention of juvenile crime through community policing efforts, performing search and seizures, and the execution of warrants

April 2005 – May 2006

Behavioral Intervention, Inc.

(Baton Rouge, Louisiana)

Field Technician

- Installed electronic monitoring devices on youths who were placed in the custody of the Office of Youth Services in Louisiana
- Trained new employees on use of electronic monitoring devices

EDUCATION

August 2009 – December 2012

Southern University Law Center (Baton Rouge, Louisiana)

Juris Doctor

- Journal of Race, Gender, and Poverty- Junior Editor
- Women in Law- Member

August 1998 – December 1999

Southern University (New Orleans, Louisiana)

Masters degree in Criminal Justice with an emphasis in Probation Services

August 1994 – May 1998

Southern University and A&M College (Baton Rouge, Louisiana)

Bachelor of Science, Sociology; Associate of Science, Law Enforcement

JUVENILE JUSTICE COMMITTEES/COMMUNITY SERVICE

- New Orleans Criminal Justice Council, Board Member
- Jefferson Parish Children and Youth Planning Board, Board Member
- Orleans Parish Children and Youth Planning Board, Board Member and Juvenile Justice Task Force Chair
- DJJ Education Transition Center, Office Coordinator
- Savannah Counseling, DJJ Liaison
- Savannah- Chatham County Authority of Homeless COC Board, DJJ Representative
- Feed The Hungry, Volunteer
- Blessings in A Book Bag, Volunteer
- Juvenile Detention Alternative Initiative, Alternatives to Detention Chairperson
- Operation Eiger, DJS Coordinator
- Targeted Violent Offender Program, DJS Liaison
- Reality Behind Bars Program, DJS Coordinator
- Office of Juvenile Justice, DJS Liaison
- AMIKids (Baton Rouge), DJS Liaison
- Global Positioning System and Electronic Monitoring Program, DJS Installer
- East Baton Rouge Teen Court, Volunteer
- Baton Rouge Bar Association Junior Partner Academy, Volunteer

- EBR Truancy Assessment Service Center, Trainer
- Member of Alpha Kappa Alpha Sorority, Inc.

COMPUTER SKILLS

- Microsoft Word, Microsoft Power Point, Microsoft Excel, Microsoft Access

CHANELLE SMITH

chanellesmith15@gmail.com

A committed and qualified special educator with 21 years of varied instructional experience. Possess a positive and effective teaching style with the willingness to work above and beyond the call of duty. Offering demonstrated ability to teach special needs students and individuals to enhance their academic and general performance and make them an integral part of society.

EXPERIENCE

July 2017 – Present

Special Education Coordinator/Teacher, Inspire NOLA Eleanor McMain Secondary Campus
New Orleans, LA 70125

- Coordinating with student's special education team to ensure all documents are completed in a timely manner (according to state, local, and school policies and procedures) prior to IEP meeting. Connect with the special education team to ensure all team members (including parents) are prepared for the content of the meeting.
- Coordinating with special education team to complete quarterly IEP progress reports and provide quarterly IEP progress reports to parents/guardians.
- Ensuring appropriate delivery of both special education instruction and related services as stipulated on IEPs.
- Ensuring compliance by the school with all local and Federal laws and regulation relating to students with IEPs.
- Effectively communicating to parents and guardians the special education process including process for referrals, evaluations, annual IEPs and re-evaluations as well as parental rights granted by IDEA.
- Facilitating IEP meetings using strengths based and family centered approach.
- Maintaining student files (paper and electronic) according to school and federal and state standards.
- Providing support to case managers, teachers, related service providers and support service professionals on all aspects of cases management: use of computer systems for the special education process, writing of goal writing, progress reports, annual reviews and parent communication.
- Advocating for special education with school leadership.
- Maintaining confidentiality of student records and student information.

August 2016 – May 2017

Special Education Teacher, New Orleans Public Schools, Eleanor McMain Secondary School
New Orleans, La 70125

- Provide direct and indirect instructional support to students in a positive environment.
- Employ special educational strategies and techniques during instruction to improve the development of sensory and perceptual motor skills, language, cognition, and memory.
- Instruct students in academic subjects using a variety of techniques such as phonetics, multi-sensory learning, and repetition to reinforce learning and to meet students' varying needs and interests.
- Meet with parents to discuss their children's progress and to determine priorities for their children and their individualized educational needs.
- Teach socially acceptable behavior, as determined by the students' individualized education programs (IEPs) by employing techniques in an overall positive behavioral support system.

February 2006 – June 2016

Special Education Coordinator, RSD/Institute of Academic Excellence, Sophie B. Wright Charter School
New Orleans, LA 70115

- Overseeing / managing a caseload of special education students and the implementation of their IEP/504 plans in: inclusive, self-contained and pull-out settings.
 - Ensuring appropriate delivery of both special education instruction and related services as stipulated on IEPs/504 plans.
 - Ensuring compliance by the school with all local and Federal laws and regulation relating to students with IEPs/504 plans and students referred to special education.
 - Ensuring that services provided by contractual personnel are of high quality, provided in the LRE, and are aligned with students' IEPs/504 plans.
 - Effectively communicating to parents and guardians the special education process including process for referrals, evaluations, annual IEPs/504 plans, and re-evaluations as well as parental rights granted by IDEA.
 - Facilitating IEP meetings using strengths based and family centered approach.
 - Coordinating with student's special education team to ensure all documents are completed in a timely manner (according to state, local, and school policies and procedures) prior to IEP meeting. Connect with special education team to ensure all team members (including parents) are prepared for the content of the meeting.
 - Coordinating with special education team to complete quarterly IEP progress reports and provide quarterly IEP progress reports to parents/guardians.
 - Maintaining student files (paper and electronic) according to school and federal and state standards.
 - Providing training and technical assistance to case managers, teachers, related service providers and support service professionals on all aspects of cases management: use of computer systems for the special education process, writing of goal writing, progress reports, annual reviews and parent communication.
 - Ensuring IEPs are developmentally appropriate, curriculum/standards -based, strength based, and relevant to individual students.
 - Supporting the planning of special education initiative and the implementation of initiatives. Integrates new developments, research findings and best practices into ongoing programs and new initiatives.
 - Identifying and develops appropriate curriculum and school based assessments to support the academic growth of students with IEPs/504 plans.

- Gathering and report data for all reporting requirements concerning students with IEPs/504 plans and other required reports (to the State, Department of Education, census, grant applications, annual report, etc.). Examples: Child Count .
- Maintaining a high level of knowledge regarding developing special education issues such as changes in federal and local special education policy.
- Advocating for special education with school leadership.
- Establishing and maintaining communication with parents of students in the program.
- Facilitating workshops / meetings for parents, as well as identifies resources for parents of students with special needs.
- Maintaining confidentiality of student records and student information.
- Other duties as assigned.

August 2003 – September 2005

Special Education Teacher, New Orleans Public Schools, A. D. Crossman Elementary
New Orleans, LA 70119

- Provide direct and indirect instructional support to students in a positive environment.
- Employ special educational strategies and techniques during instruction to improve the development of sensory and perceptual motor skills, language, cognition, and memory.
- Instruct students in academic subjects using a variety of techniques such as phonetics, multi- sensory learning, and repetition to reinforce learning and to meet students' varying needs and interests.
- Meet with parents to discuss their children's progress and to determine priorities for their children and their individualized educational needs.
- Teach socially acceptable behavior, as determined by the students' individualized education programs (IEPs) by employing techniques in an overall positive behavioral support system.

February 1997 – May 2003

Special Education Teacher, Edward Livingston, New Orleans Public Schools
New Orleans, La 70126

- Provide direct and indirect instructional support to students in a positive environment.
- Employ special educational strategies and techniques during instruction to improve the development of sensory and perceptual motor skills, language, cognition, and memory.
- Instruct students in academic subjects using a variety of techniques such as phonetics, multi- sensory learning, and repetition to reinforce learning and to meet students' varying needs and interests.
- Meet with parents to discuss their children's progress and to determine priorities for their children and their individualized educational needs.
- Teach socially acceptable behavior, as determined by the students' individualized education programs (IEPs) by employing techniques in an overall positive behavioral support system

EDUCATION

In Progress

Edd Doctor of Education, Capella University, Minneapolis, Minnesota

August 2016

English as a Second Language Certification, Walden University, Minneapolis, Minnesota

August 2005

Master of Business Administration, University of Phoenix, Metairie, Louisiana

July 2002

Mild/Moderate Education Certification, University of New Orleans, New Orleans, Louisiana

December 1996

Bachelor of Arts in English Education, Southern University at New Orleans, New Orleans, Louisiana

CERTIFICATIONS

- Child Search Coordinator, 1-12
- English, 6-12
- English as a Second Language, 1-12
- Business Education Subjects, 6-12
- Mild Moderate, 1-12

SKILLS

- Schedule Management
- Problem Resolution
- Deadline-Oriented
- Report Analysis
- Employee Training & Development
- Documentation
- Self-Starter

AKAI C. SMITH

E-mail: akaismith@icloud.com

CURRICULUM VITAE

HIGHER EDUCATION ADMINISTRATOR | MENTAL HEALTH SPECIALIST

QUALIFICATIONS PROFILE

Dedicated, compassionate, and highly organized professional with progressive leadership experiences and strong qualifications in providing student-centered services and therapeutic interventions for diverse populations to drive developmental and behavioral growth as well as improve the quality of their professional development.

EDUCATIONAL BACKGROUND

LOUISIANA STATE UNIVERSITY AND A&M COLLEGE, BATON ROUGE, LA

Doctor of Philosophy in Educational Leadership, Research, And Counseling (Concentration: Higher Education Administration) | In Progress (Expected Completion: May 2018)

SOUTHERN UNIVERSITY AND A&M COLLEGE, BATON ROUGE, LA

Master of Arts in Mental Health Counseling | May 2013

- *Advanced clinical training in treating clients with Attention Deficit Hyperactivity Disorder through partnerships with Southern University and A&M College*

SOUTHERN UNIVERSITY AND A&M COLLEGE, BATON ROUGE, LA

Bachelor of Science in Psychology | July 2008

- *Member of Psi Chi Honors Society*
- *Completed extensive training in Behavioral Studies*

CORE COMPETENCIES

Student Affairs Problem Resolution	Bio-psychosocial Assessment/Interviews
Excellent Decision-Making	Program Coordination/Policy Development
Organizational Leadership	Time Management and Prioritization
Social and Wellness Services	Recruiting / Interpersonal Relations
General Management and Supervision	Strategic Planning
Individual Assessment and Welfare Development	Therapeutic Counseling

PROFESSIONAL EXPERIENCE

SOUTHERN UNIVERSITY AND A&M COLLEGE, BATON ROUGE, LA

Executive Assistant to the Vice Chancellor for Student Affairs and Enrollment Management

June 2012–Present

- Spearhead the development and modification of policies and procedures
- Serve as a student advocate and advisor
- Oversee all fiscal budgets within the entire department
- Serves as the departmental scholarship coordinator
- Perform extensive research for the Department of Student Affairs & Enrollment Management as well as created reports and presentations
- Plan, implement, and promote student centered programing
- Provide direct assistance to the pipeline for forecasting preparation and management of the department's operations
- Take charge of prioritizing and managing several projects concurrently
- Ensure on-time response and resolution to all issues

AKAI C. SMITH

E-mail: akaismith@icloud.com

- Services on university and community committees
- Render oversight to daily operations of the office during the absence of the vice chancellor; perform various tasks including the following:
 - ✓ *Maintaining direct communication with directors*
 - ✓ *Attending to directors' meetings*
 - ✓ *Organizing appointment calendars*
 - ✓ *Interacting with students and parents in resolution-focused tactics for all concerns*
 - ✓ *Working on committees designated by the Vice Chancellor*

Career Highlights:

- Chosen as primary liaison for new employee personnel for the entire division
- Initiated, planned, executed, and raised approximately \$40K for Southern University's "Greek Rowe"
- Created the Student Affairs & Enrollment Management Interoffice Protocol Manual
- Earned recognition for the Student Life's "Divine Intervention" program by WAFFB
- Improved departmental spending and budget management procedures

ST. JAMES BEHAVIORAL HEALTH HOSPITAL, GONZALES, LA

Counselor

May 2013–September 2015

- Display creative skills in facilitating psycho-educational group, individual, and family therapy while monitoring the maintenance of confidentiality of records that are related to each client's treatment
- Work in collaboration with other staff in carrying out clinical assessments for the assessment of client's physical and mental state of health as well as the development of a client-specific treatment plan
- Function as an effective client advocate in coordinating several required services to provide solutions to emergency problems in crisis situations
- Facilitate and manage preventative mental wellness classes or workshops and generate treatment referrals
- Utilize effective research in persuading clients in expressing their feelings and discussing their current life's situation; display proficiency in helping them develop insight into themselves and their relationships

Career Highlights:

- Received recognition as Lead PRN Counselor
- Chose to serve as training liaison for all PRN Counselors

SOUTHERN UNIVERSITY AND A&M COLLEGE, BATON ROUGE, LA

Graduate Administrative Assistant

June 2012–May 2013

- Assist in supervision of student workers serving as a student advocate.
- Responsible for the administrative day-to-day operations of the Office of Academic Affairs
- Attended and participated in all staff meetings, training sessions, and departmental programs
- Managed the document data system for all incoming and outgoing submissions
- Served on all core functioning committees of Academic Affairs including but not limited to;
 - ✓ Academic Council
 - ✓ University Calendar Planning
 - ✓ Graduation Committee

CENTER FOR PSYCHOLOGICAL HEALTHCARE, BATON ROUGE, LA

Counselor Intern

Jun 2012–May 2013

- Conducted interview and assessment of referred clients in coordination with the professional staff, which consisted of social workers, psychiatrists, psychologists, and other certified personnel

AKAI C. SMITH

E-mail: akaismith@icloud.com

- Guaranteed precision in collecting and analyzing data on individual clients through records, tests, interviews, and professional sources, such as WISC-IV, WAIS-IV, and MMPI-2
- Directly administered the group, individual, and family therapy sessions for both residents and outpatient serviced clients
- Consulted with clinical psychiatrists and psychologists in revising and enforcing several treatment plans based on the client programs
- Collaborate with community specialist in overseeing residents for the integration of social skill development

Career Highlight:

- Earned recognition as the lead intern for demonstrating exceptional leadership and work capability

OTHER RELATED WORK EXPERIENCE

MIDSOUTH BANK, N.A., BATON ROUGE, LA

University Banker

Jul 2010–Jun 2012

- Maintained direct collaboration with the Customer Service Team in educating branch members on customer relationship management techniques
- Provided keen supervision and training to new hire tellers during the 90-day probationary periods

Career Highlights:

- ✓ Received an award for demonstrating outstanding leadership skills and achieving top rank earnings during quarterly periods
- ✓ Successfully surpassed quarterly goals through promotion of bank services and cross-selling bank products
- ✓ Performed systematic assessment of the clients' financial situations to generate effective and strategic financial planning solutions while increasing company revenue

JP MORGAN CHASE BANK, BATON ROUGE, LA

Personal Banker | Teller

Dec 2006–Jun 2010

- Asked personal and business financial questions; as well as assessed all their needs and recommended appropriate product and service solutions
- Monitored the sales processes, which included outbound telephone sales, consulting, networking, referring, and appointment setting to determine the business and consumer opportunities in the branch
- Established and sustained relationships with customers and provided them with products and services that meet their ever-changing needs
- Demonstrated efficiency in working in a high-paced and team environment to service customers' needs while ensuring compliance with policy and procedure

Career Highlight:

- Received an award as the Most Valuable Banker (MVB) among peers in training setting and earned promotion from teller to personal banker by demonstrating exceptional capability to increase revenue

PRESENTATIONS AND PANEL DISCUSSION INVITES

November 2017 Guest Speaker: Education First – Principles of Advanced Degree Opportunities and the Importance of Education. Westdale Academic Magnet School. Baton Rouge, LA

August 2017 Presenter: Student Leadership Policy & Protocol Expectations– Planning and Execution Training Workshop. Executive Cabinet of the Student Government Association. New Orleans, LA

AKAI C. SMITH

E-mail: akaismith@icloud.com

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|--------------|---|
| March 2017 | Presenter: Management Styles – University Student Leaders and Queen Etiquette Seminar Workshop. Office of Student Life. Baton Rouge, LA |
| August 2016 | Presenter: Student Leadership Policy & Protocol – Planning and Execution Training Workshop. Student Government Association. Baton Rouge, LA |
| April 2016 | Guest Speaker: My Next Move - Principals of Planning, Self-Worth, and Leaving a Legacy. Recruitment and Awards Banquet for Mentorship Academy. Baton Rouge, LA |
| June 2015 | Presenter: Building Foundations for Transparency in Student Leadership. Student in Leadership Training Retreat. Student Government Association. Alexandria, LA |
| April 2015 | Presenter: Hidden Hearts – Mental Health Awareness Workshop. Southern University and A&M College. Baton Rouge, LA |
| October 2014 | Panelist: Know your Worth – Women’s Empowerment Speaker Series. Southern University and A&M College. Baton Rouge, LA |
| June 2014 | Presenter: We Wear the Masks: Student in Leadership Training Retreat. Student Government Association. Biloxi, MS |
| May 2014 | Co-Presenter: Opening Session – Ujima; Kwanza Principles as they Relate to Student Leadership. National Association of Student Affairs Professionals (NASAP) Student Leadership Institute. Savannah, GA |
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PROFESSIONAL AFFILIATIONS

Southern Association of Colleges and Schools, Commission on Colleges (SACSCOC)
National Association for Student Affairs Professionals (NASAP)
National Association of Student Personnel Administration (NASPA)
Association of Fraternity/Sorority Advisors (AFA)
National Board of Certified Counselors (NBCC)
Louisiana Counseling Association (LCA)
Louisiana Mental Health Counseling Association (LMHCA)
Alpha Kappa Alpha Sorority, Inc.
Black Graduate Students Association, Louisiana State University
Southern University National Alumni Federation

LEADERSHIP ACTIVITIES

Advisor, National PanHellenic Council of Southern University
Advisor, Collegiate 100 Black Women of Southern University
Advisor, Southern University Student Government Association
Team Member, SACSCOC Reaffirmation Team

CERTIFICATIONS

Certification in Crisis Prevention Interventionist
Cardiopulmonary Resuscitation (CPR) Certification

UNIVERSITY COMMITTEE ASSOCIATIONS

Southern Association of Colleges and Schools, Commission on Colleges Committee
Student Government Association Advisory Committee
Student Affairs & Enrollment Management Senior Leadership Committee
Quality Enhancement Plan Committee
Academic Council Committee
Graduation Committee
Judicial Committee

AKAI C. SMITH

 E-mail: akaismith@icloud.com

University Academic Calendar Planning Committee
20 for 20 Committee, Chair
Founders' Day Committee
University Homecoming Committee, Chair

LA TONYA FLEMINGS ALEXANDER

lflemings@hotmail.com

Results-oriented professional with 15+ years of hands-on experience in leadership, human resources management, instruction, strategic planning, counseling, data management, and curriculum development who fosters collaboration and teamwork across organizational functions to achieve goals and ensure compliance with laws and regulations.

EDUCATION

Doctoral Student (EDD/ET) - Educational Leadership/Educational Technology
University of Phoenix (Projected completion date: December 2018)

MSM - Management with Human Resources Concentration
Troy State University (Dec 2004)

BS - Computer Science
Dillard University (May 1996)

SKILLS

Program Manager	Team Builder & Coach	Resolution Manager
Project Leader	Writer & Assessor	Complaint Handler
Compliance Investigator	Process Improvement Specialist	Cost-Reduction Strategist
Strategic Planner	Training Developer & Facilitator	Data Collector & Analyzer
Recruiter	Secret Security Clearance	Administrator

EMPLOYMENT HISTORY

08/17 to Present, Algebra I Teacher (9th Grade at Eleanor McMain Secondary Charter School)
11/16 to 5/17, Substitute Teacher (Navy ROTC Program at McDonogh 35 High School)
10/96 to 05/17, Navy Human Resources Officer (Strategic Plans & Policy Staff Officer, Navy Schoolhouse Manager/Instructor/Course Manager, Navy Reserve Officer Community Manager, Navy Command Training & Administration Officer)

CERTIFICATIONS & SPECIAL QUALIFICATIONS

Professional Human Resource (PHR) Certification (Certification ID: 600427680PHR)
Military Master Training Specialist (MTS) Certification

AREAS OF EXPERTISE

Training Development & Delivery

- Instruct and facilitate Algebra I curriculum.
- Developed and maintained course curriculum within the context of organizational policies and guidelines.
- Team leader for formal course reviews and in the development of training material and resources.

- Liaised with other Course Managers, Curriculum Developers, and Instructors.
- Reviewed and monitored staff-work in accordance with organizational self-assessment procedures to ensure high standards of student achievement and satisfaction.
- Advisor for the development of distance learning applications, video tele-training, web-based training development, and automated electronic classrooms.
- Monitored instructor quality and professional development to encourage continuous improvement through knowledge sharing and training.
- Monitored, evaluated, and advised on learner progress and
- Oversaw internal training and diversification programs.
- Developed, implemented, tracked, and facilitated organizational training programs.
- Managed \$2M annual training budget.
- Developed and facilitated organization orientation and on boarding training.
- Developed training process improvement plans through job analysis and evaluation.
- Managed quota control functions and software programs enabling student course enrollment and graduations.
- Coordinated with other organizations to accomplish training needs.
- World Class Customer Service Course manager and facilitator.

Personnel Management & Administration

- Superior organizational skills.
- Planned, organized, and managed daily activities of various Navy organizations and departments charged with staffing requirements.
- Forecasted and validated accession plans, promotion plans, and retention plans.
- Change manager responsible for developing, implementing, and assessing personnel transition strategic plans.
- Hiring manager responsible for setting company policies and standards of performance.
- Developed and managed data information gathering processes.
- Oversaw data collection efforts for analysis, interpretation, and reporting.
- Led, managed, and evaluated more than 200+ military and civilian personnel.

Policy Development & Compliance

- Developed, reviewed, managed, and evaluated organizational strategic plans.
- Reviewed, managed, and implemented policy.
- Analyzed, updated, and changed equal employment opportunity procedures ensuring 100% compliance with all applicable laws and regulations.
- Analyzed and interpreted documentation to determine eligibility to receive financial compensation.
- Performed data collection and assessment using various methodologies and tools including interviews, surveys, and focus groups as a member of the organization Climate Assessment Team and Barrier Analysis Team.
- Consulted with and provided leadership regarding conflict management solutions, grievance resolution procedures, individual/team coaching, and group facilitation.

Ferrante T. Dominique

FTD3325@gmail.com

- Objective:** To use my educational experiences, passion, gifts, and talents to obtain employment in Iberville Parish as a Social Studies, Physical Education, or any other teaching vacancy that I am qualified to fulfil.
- Mission:** To impact, empower, and promote discipline, excellence, and good character into the hearts and minds of our future of children,
- Motto:** Without a vision, the people perish. The mind is the most powerful weapon; with discipline, structure, and access to resources; one can obtain the intangible.
- Education:** **Southern University A&M College**
Graduate Student
Educational Leadership
Spring 2013
- Southern University A&M College**
B.A. Secondary Education- Social Studies Certified (H.Q.)
December 9, 2005
- Employment:** **Morgan City High School**
Athletic Director/Head Football Coach
Current
- Peabody High School**
Assistant Principal
Fall 2016-Summer 2016/Fall 2017
- Baker Middle School**
Interim Principal
Spring 2017
- South Plaquemines High School**
Head Football Coach
Fall 2016
- Iberville Parish Optional Educational Center**
Fall 2002- Spring 2004
- White Castle High School**
(Student Services Coordinator/Administrative Asst. of Discipline)
January 4, 2010- June 15, 2012
(Head Football Coach) Fall 2006- January 2011
(Teacher) August 2006- December 2009
(Coach) August 2004- January 2011
- Plaquemine High School**
Teacher
January 2006- May 2006

**Educational
Experience:**

White Castle High School

- Taught 3 or more Preps Each Year and Coached
- Served on School Leadership Team
- Organized and Operated Fellowship of Christian Athletes Huddle
- Served on SACS Committee
- Social Studies Department Chair
- Member of P.T.S.A. (Teacher of Year 2006-07)
- ICC Trained
- Trained in Power School
- Help organized community tailgating at athletic events
- Created partnerships with Mayor, Chief, and local businesses.
- Helped students secure scholarships and jobs
- Worked on Prom Committee
- Assisted Principal with duties
- Founder of W.C.H.S. Mock Trial Team
- Founder of "Getting out of the Box with State Testing" Saturday Academic Camps
- Facilitated Mock Elections
- Facilitated Voter Registration Drives

**Coaching
Success:**

Football

Transformed White Castle High School football program from two winless campaigns to a premier playoff contender within one year.

- 2006 Missed playoffs by one point (3-7)
- 2007 Regional Round of Playoff (8-4)
- 2008 Bi-district Round of Playoff (5-5)
- 2009 Regional Round of Playoff (7-5)
- 2010 Class A State Champions (12-3)
- 2010 LSWA Class A "Coach of the Year"
- 2010 Morning Advocate All-Metro "Coach of the Year"
- Went from 95% of students in summer school to only 5% in one year.
- Implemented community volunteering programs such as partnering with the mayor for the Back to School Bash and Hurricane Recovery.

Baseball

Took over baseball as a special assignment after the death of Coach Anderson in January of 2008, a month before the season. Led the W.C.H.S. Baseball team to the state playoffs for the first time in over ten years.

Track

Led Girls Track Team to a District Championship in 2006 as 1st Year Coach, 3rd Place Regional Finish, and led 14 girls to the State Track Meet.

Successfully plan and brought back the Historical Sugar Relays.
Led Boys to 2nd Place District Finish.

Volunteer Services:

Rose Hill Baptist Church
Baton Rouge, LA
Associate Minister/ Men's Fellowship

First Emmanuel International Baptist Church
Associate Minister/Foundation Class
Community Outreach

City of Refuge Full Gospel Church
Ministry of Helps Assistant
Community Outreach
February 2002- Present

Town of White Castle
Disaster Relief/ Town Recreation
Summer 2002- Present

Ascension Catholic High School
Assistant Football Coach
Fall 2003

References:

Al'Nita Miller
Iberville Parish School Board
Testing/Accountability Supervisor
225-223-4212

Charley Handy, III
Former Principal White Castle High School
225-776-5780

Robert Daigle
Former Supervisor of Personnel
Iberville Parish School Board
985-227-2616

Bill Higgins
Rapides Parish School Board
Title One Coordinator
318-542-3196

Victoria Tesfay
Peabody Magnet High School
Master Teacher/TAP Coordinator
225-301-1301