

# STEPHEN J. ZADRAVEC

## PROVEN EDUCATIONAL LEADER

Experienced, goal-oriented and team-focused educational leader with inclusive mindset and strong communication skills.

## PROFESSIONAL EXPERIENCE

**2015-present**    **Portsmouth School Department**    **Portsmouth, NH**  
*Superintendent*

- Led district-wide goals on equity and opportunity, including the creation of an equity and opportunity index measure
- Successfully implemented later start times for middle and high school students
- Participated in multiple school construction projects, including a new middle school and major renovations to all elementary schools
- Crafted multiple goal-focused and responsible school department budgets in collaboration with city government
- Participated in multiple collective bargaining contract negotiations
- Appointed and served on Governor's Council for Thriving Children in support of early childhood education
- Appointed and served on the Military Interstate Children's Compact Commission

**2016-present**    **Southern New Hampshire University**    **Manchester, NH**  
*Adjunct Professor*

- Taught in Masters and CAGS Educational Leadership program

**2005-2015**    **Portsmouth School Department**    **Portsmouth, NH**  
*Assistant Superintendent/Interim High School Principal*

- Served as Interim High School Principal (2006)
- Facilitated process of building capacity for schools in the district to operate as Professional Learning Communities (PLC)
- Engaged educators K-12 in the process of determining essential student learning aligned with state and national standards
- Facilitated district-wide administrative PLC
- Created and taught in-house professional development courses
- Wrote and secured multiple competitive grants to support social emotional learning
- Worked on the team to negotiate new a new collective bargaining agreement with teachers, including a new incentive-based pay structure
- Served on NH Accountability Task Force through the NH Department of Education
- Served on NH Literacy Task Force through the NH Department of Education

**2002-2005 School Administrative Unit 39**

**Amherst, NH**

*Assistant Superintendent for Curriculum and Professional Development/Interim Principal*

- Coordinated and led a curriculum revision process bringing three districts together to establish a common K-12 curriculum
- Assisted in the development of operating budgets for three districts
- Created a partnership with Plymouth State, enabling Masters and CAGS level courses to be offered at SAU 39 schools
- Planned and organized professional development in-service days for all K-12 staff
- Coordinated the work of a multi-district committee to establish the vision and framework for a comprehensive system of assessment
- Served as *Interim Principal* of the Mont Vernon Village School during spring 2004 during turbulent time of transition
- Provided oversight for all regular education grants, wrote and managed federal grant for elementary world language program, Title grants, and private foundation grants

**1997-2002 Amherst Middle School**

**Amherst, NH**

*Math Curriculum Coordinator*

- Collaborated in the writing of the K-12 math curriculum, including research, development, implementation and program evaluation strategies focused on high standards for student learning
- Wrote Eisenhower Grant for collaborative professional development in math
- Implemented a peer observation model for classroom visitations
- Facilitated collaborative professional development for teachers through the 2-year Building Regional Capacity program from the Educational Development Center in Newton, MA
- Organized and facilitated collaborative teacher planning utilizing the Japanese Lesson Study model for professional development

**1995-2002 Amherst Middle School**

**Amherst, NH**

*Grade 8 Teacher*

- Taught 8<sup>th</sup> Grade Math, Integrated Math 1, Integrated Math 2, and Social Studies
- Served on committees to establish school vision, school goals, and student learner expectations
- Coached the Middle School Field Hockey Team, Middle School Softball Team, and MATHCOUNTS Team

**1999 Nashua School District**

**Nashua, NH**

*High School Summer School Teacher*

- Taught sections of Geometry and Algebra to students in grades 9-12.

**1991-1995    Newmarket Junior/Senior High School                      Newmarket, NH**

*Mathematics Teacher*

- Worked as a 6<sup>th</sup> math teacher on an interdisciplinary team. Developed the use of innovative strategies including cooperative learning and block scheduling
- Taught sections of math to 7<sup>th</sup> graders and high school students
- Advised the Middle School Student Council
- Coached Middle School Softball, JV Soccer, and the Math Team

**1988-1991            Unquowa School                                      Fairfield, CT**

*Substitute Teacher*

- Taught various grade levels and subject areas at a K-8 private school

**1990                      Chesterfield School District                                      Chesterfield, NH**

*Long-term Social Studies Substitute Teacher*

**EDUCATION**

**2015                      Southern New Hampshire University                      Manchester, NH**  
Doctor of Education in Educational Leadership (Spring 2016)

Dissertation: *Reward School Leadership: Building a Good-to-Great Cycle of Excellence*

**2005                      Plymouth State University                                      Plymouth, NH**  
CAGS, Educational Leadership

**2002                      Plymouth State University                                      Plymouth, NH**  
Master of Education, Educational Administration and Supervision K-12 Certification

**1991                      Keene State College    Keene, NH**  
Bachelor of Science, Dual Major: Education/Social Science, Cum Laude  
Option: Middle School/Junior High School Mathematics Education  
Minor: Mathematics Education

**1999-2001              University of Massachusetts, Lowell                      Lowell, MA**  
Three Graduate level Mathematics and Professional Development courses as part of the Building Regional Capacity program for leadership and professional development

**CERTIFICATIONS**

- Superintendent, State of NH
- K-12 Principal, State of NH
- Assistant Superintendent, State of NH
- Experienced Educator Certificate, Middle School Math, State of NH
- Experienced Educator Certificate, Social Studies, State of NH