

# Michelle E. Madera, Ed.D.

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## LICENSURE, STATE OF MASSACHUSETTS

**Superintendent/Assistant Superintendent** all levels

**Principal/Assistant Principal** grades 5-9 and 9-12

**Teacher:** Social Studies grades 5-9, 9-12, Transitional Bilingual Education - all levels

## EDUCATION

**University of Massachusetts**, Boston, MA

**Doctor of Education** in Administration and Leadership of Urban Schools, 2009

**Cambridge College**, Cambridge, MA

**Masters of Education**, School Administration, 1998

**Boston University**, Boston, MA

**Bachelor of Science** in Political Science/Secondary Education, 1989

## Certifications

**The National Institute of School Leaders (NISL)**, Washington, D.C.

Completed a two-year executive school leadership certificate program, 2007- 2009

**University of Massachusetts**, Boston, MA

Certification program in Applied Linguistics, 1993

## SUMMARY OF QUALIFICATIONS

- Supportive supervisor and colleague committed to improving outcomes for students through professional learning and educator growth
- Culturally responsive and experienced working with diverse students, families, and educators
- Experienced school and district leader with a focus on equity, diversity and inclusion
- Public school leader experienced in elementary, middle, and high school
- Bicultural and bilingual in English and Spanish, basic level French and Portuguese

## LEADERSHIP EXPERIENCE

### **Assistant Superintendent for Elementary Education, 2020 – Present**

- Provide leadership, support, and evaluation for 12 school principals grades Pre-K – 5 including 3 Dual Language Schools, 1 Montessori school, Sheltered English Immersion, and various Pre-school programs for 3 and 4 year olds
- Develop and support school and district curriculum leaders by providing high quality, culturally responsive professional learning opportunities
- Collaborate and support the creation of a free Universal Pre-K Program for the City of Cambridge and the Cambridge Public Schools
- Manage significant budget to support high quality programming and equitable opportunities for students year round
- Oversight of Title 1 Programs, ELA, physical education, and social studies curriculum grades JK – 12

**Interim Assistant Superintendent for Curriculum, Instruction & Assessment  
Cambridge Public School District 2019 - Present**

- Supervise, evaluate, and support, the CPS Instructional Council comprised of curriculum directors and coordinators, tasked with leading district-wide curriculum development and implementation for grades JK-12
- Manage a significant budget to support the implementation of curriculum initiatives and professional learning
- Lead cross-functional teams in the development and implementation of district-wide initiatives, including Multi-Tiered Systems of Support (MTSS), Universal Design for Learning (UDL), Racial Equity Training, Culturally Responsive Teaching & curriculum evaluation with equity tools
- Collaborate with CPS Cabinet and principals district wide, to meet outcomes identified in the district plan through efforts including: curriculum leadership, data-based school improvement planning, professional learning for school-based and district-wide leadership teams
- As a member of the senior leadership team, actively participate in development of policies and processes to meet long-term strategic objectives and address distance learning needs of students grades pre-K-12 during the 2020 state-wide emergency closure
- Collaborate with CPS School Committee, university and community partnerships, and diverse parent groups in promoting equitable instructional practices for ALL students

**Educator Trainer 2012 - 2017**

**MA Department of Secondary and Elementary Education, Malden, MA**

- Taught RETELL SEI (Sheltered English Immersion) courses to Massachusetts teachers and school administrators – a requirement for educator licensure renewal

**Director/Coordinator of English Language Learner Programs 2012 - 2019**

**Cambridge Public School District, Cambridge, MA**

- Ensure compliance & regulations for JK–12 English Learner Programs
- Facilitate and support curriculum development for ESL, sheltered English immersion, using Understanding by Design & the MA Curriculum Frameworks
- Supervise, support and evaluate English Learner teachers and staff districtwide
- Develop and present professional development for ELL and general education teachers
- Develop, implement, and monitor district improvement plan for English Language Learners
- Manage general fund and grand funding to support curriculum initiative and summer learning programs for English Learners across the city

**Principal 2006 - 2008**

**Boston Public Schools, The Curley K-8 School, Boston, MA**

- Managed all aspects of school operations including school budget, hiring staff, implementation of curricula and monitoring of general education, Special Needs, Advanced Work Class and English Learner Programs
- Provided administrative and instructional leadership on behalf of 680 students in grades 4 - 8
- Supervision, support, and evaluation of 90 staff members
- Worked collaboratively with teachers to implement programmatic changes and intervention programs that resulted in Annual Yearly Progress, on the MCAS in 2008 (first time in 12 years)

**Assistant Headmaster 2000 - 2006**

**Boston Public Schools, The English High School, Boston, MA**

- Administrator for the Ninth Grade Academy & the Academy of Science and Engineering
- Developed and facilitated professional development educators in all content areas
- Provided academic, social emotional, and behavioral support to 350-400 students
- Supervision, support, and evaluation of special educators, bilingual and general educators

**Program Director 1997 - 2001**

**Wentworth College, Mass. Pre-Engineering Program, Boston, MA**

- Developed summer programs and technology courses for students grades 3-9
- Supervision of twenty-five staff members

#### TEACHING EXPERIENCE

**Professor/Lecturer 2012 - 2018**

**Northeastern University, College of Professional Studies, Boston, MA**

- Taught graduate courses in curriculum development using Understanding by Design (UbD) and Racial equity in Education, both in person and online, using Blackboard, Camtasia Relay, Wimba Classroom, Wiki, and voice authoring tools

**Adjunct Professor 2009 - 2012**

**Cambridge College, Cambridge, MA**

- Taught English Learner courses in the Graduate School of Education

**Teacher 1994 – 2000**

**Boston Public Schools, The English High School, Jamaica Plain, MA**

- Taught ESL, Latin American Studies, ELA to blind students, biology, and health, grades 9 - 12
- Taught bilingual, special needs, and general education classes

**Bilingual Teacher 1992 -1994**

**Boston Public Schools, Umana/Barnes Middle School, East Boston, MA**

- Taught 6<sup>th</sup> grade reading, science, and social studies to English learners
- Partnered with cluster teachers to implement an inclusion program where students felt welcomed and safe to learn

**Alternative Middle School Teacher 1989-1991**

**Boston Back to School Program, Boston, MA**

- Taught English, reading, and science to middle school students grades 6 - 8
- Developed behavior modification plans and mentored students experiencing severe challenges

#### RECOGNITION AND AWARDS

- **Golden Apple Teaching Award**, Boston Public Schools, 1999
- **Research for Better Teaching**, Teacher Award, 1998
- **Bilingual Teacher of the Year Award**, Massachusetts Alliance of Bilingual Educators, 1997
- **Teacher Recognition**, My Turn, Teen Parenting Program, Boston Public Schools, 1997

#### REFERENCES

Available upon request

#### SELECTED PROFESSIONAL TRAININGS

**Analyzing Teaching for Student Results**, Research for Better Teaching, 1992, 1995, 1996, 2000, 2014

**Highly Effective Teaching**, Research for Better Teaching, 2015

**The Skillful Administrator**, Research for Better Teaching, 2006

**Response to Intervention (RTI)**, Cambridge Public Schools, 2011

**Positive Behavioral Interventions and Supports (PBIS)**, Cambridge Public Schools, 2011

**Multi-Tiered Systems of Support**, (MTSS) Harvard University, Cambridge, MA 2017, 2018

**Women in Leadership Seminar**, Harvard University, Cambridge, MA, 2011

#### SELECTED PRESENTATIONS

**Department of Elementary & Secondary Education** 2022

Professional Trainer: Equity in Action Project with suburban school districts across Massachusetts

**Boston Collegiate Charter School**, Boston, MA, 2019

Professional Development: Culturally Responsive Teaching (All staff)

**Lincoln Sudbury Regional School District**, Lincoln, MA, 2016

Professional Development: Culturally Proficiency Training for district administrators (20 hours)

**Brookline Public Schools**, Brookline, MA, 2015

Educator Training: Differentiating Instruction for English Learners

**METCO Directors Association Conference**, Norwood, MA, 2009

Workshop Presenter: Fostering Educational Resilience in Latinx Students

**The Experimental School, Hangzhou, China**, 2009

Workshop Presenter: Teaching English as Foreign Language