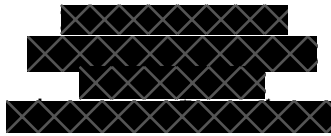


## TOBY N. ROMER



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### EXPERIENCE

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**Assistant  
Superintendent of  
Secondary Education**

*July 2015-  
Present*

NEWTON PUBLIC SCHOOLS, NEWTON, MA – Supervise, evaluate, and support high school & middle school principals, and directors of METCO, career & technical education, and community education in a district of 12,000+ students. Developed and led process to redesign high school daily schedule and implement later high school start times, incorporating stakeholders from multiple schools and departments, as well as teacher’s union representation. Lead high school curriculum council to reduce academic segregation and expand multi-level class offerings across the content areas and to create a 1:1 student technology initiative. Support development of social emotional programming, including middle school advisory program and anti-bias curriculum, high school flexible learning blocks, and the use of restorative practices. Expanded use of heterogeneous math classes to all middle school grades. Led successful redesign and implementation of K-12 school emergency operations plans. Negotiated teacher contract as a part of district negotiations team. Served on district Race & Achievement Leadership Team. Plan and facilitate regular leadership meetings and retreats. Supervise global programs facilitator and support over one dozen global student travel programs. Facilitate district-wide safety team, which includes representatives from city public safety and health departments. Led search, selection, and onboarding of multiple school principals and directors.

**Director of  
Professional  
Development & Data  
Inquiry**

*August 2010-  
June 2015*

ORCHARD GARDENS K-8 SCHOOL, BOSTON, MA – Led professional development at school of 800+ students, one of only five in the state to move from Level 4 (turnaround status) to Level 1 (in good standing). Developed and analyzed data for school leadership team and K-8 teacher teams. Supported arts team as a part of the arts-focused turnaround strategy. Coached 18 teacher leaders and teacher teams on the effective use of data to drive instruction, resulting in ranking in the top 5 in the state in MCAS student growth for large elementary/K-8 schools from 2010-2014. Created and managed teacher leadership program with 18 teachers, in partnership with TeachPlus, a national teacher leadership non-profit. Facilitated instructional leadership team. Coordinated all school and state assessments including leveled reading assessments, summative state tests, interim assessments, school-developed writing assessments, and English language learner assessments. Coached school staff on the effective use of formative and summative assessment data. Supervised and evaluated teachers and teacher leaders.

**Inquiry Facilitator &  
Leadership Coach**

*July 2009-  
July 2010*

BOSTON PUBLIC SCHOOLS/BOSTON PLAN FOR EXCELLENCE, BOSTON, MA – Coached four secondary principals and facilitated teacher inquiry teams through the Accelerating Achievement through Inquiry (AI<sup>2</sup>) initiative—a joint program of the Boston Public Schools and the Boston Plan for Excellence, funded by the Carnegie Foundation. Mentored secondary principals to support the work of inquiry teams and teacher leadership. Designed monthly professional development experiences for principals and teacher leaders. Guided English language arts and mathematics teacher teams focused on improving academic results for struggling students. Coached school staff on the effective use of assessment data.

**Head of School**

*July 2004-  
June 2009*

BRIGHTON HIGH SCHOOL, BOSTON, MA – Led a diverse Boston public high school of 1300 students, 80 teachers, and 35 support staff, recognized by MassInsight Education and Research Institute as a *Vanguard School* and the Boston Public Schools as an *Effective Practice School*. Directed comprehensive school re-design process including the development of 3 small learning communities, extended instructional blocks, teacher leadership program and a mission focused on college readiness, leading to multiple acknowledgements by State Department of Education for MCAS improvement. Formulated and managed school budget of 8.5 million dollars. Led fundraising efforts and authored grant proposals. Worked closely with families through regular events, school site council and parent council. Chaired school administrative team, technology team, and instructional leadership team. Restructured school counseling department,

adding Director of School counseling position. Managed higher education, community, and business partnerships. Created and implemented school-wide professional development, including study-group sessions, departmental meetings, and best practice workshops. Led history department, including facilitating department meetings and coordinating professional development. Directed work of instructional coaches in literacy, math, history, and language acquisition. Supervised school-wide student support system, including case-management meetings, student support team meetings, and community agency partnerships. Oversaw school-wide behavior support system and served as hearing officer for expulsion hearings. Served on numerous district-wide taskforces and committees. Supervised and evaluated administrators, faculty and staff. Mentored principal interns.

<p><b>Assistant Head of School</b>  August 2001- July 2004</p>	<p>THE ENGLISH HIGH SCHOOL, BOSTON, MA – Developed and led Media &amp; Arts small learning community. Coordinated school-wide history and English departments. Coordinated development of media &amp; arts signature courses, such as <i>Introduction to Media and Arts</i> and <i>Fashion Design</i>. Created and implemented media &amp; arts thematic activities, including assemblies, performances, career days, community events, and exhibits of student work. Recruited and facilitated community advisory board. Authored grant proposals to community and government funding agencies. Developed modified block schedule and assisted in building yearly school schedule for 1300 students. Facilitated teacher common planning meetings and professional development sessions. Attended city-wide ELA/history program director meetings. Served as member of Instructional Leadership Team.</p>
<p><b>Pathway Coordinator Teacher Leader</b>  September 1999- June 2000</p>	<p>BRIGHTON HIGH SCHOOL, BOSTON, MA – Led law and government themed small learning community of 12 teachers and 175 students. Facilitated teacher common planning meetings. Created and implemented teacher discussions, student assemblies, and school-to-career events. Served as member of Instructional Leadership Team, School Site Council, and Technology Support Team. Collaborated with community partners such as legal firms, not-for-profits, and educational institutions.</p>
<p><b>Spanish and French Language Teacher</b> September 1997- June 2000</p>	<p>BRIGHTON HIGH SCHOOL, BOSTON, MA – Taught Spanish and French in urban public high school. Mentored student teachers. Participated in teacher research and school restructuring groups. Coordinated and maintained computer language laboratory. Translated oral and written Spanish.</p>
<p><b>Elementary Spanish Language Teacher</b> September 1996- June 1997</p>	<p>MCKAY ELEMENTARY SCHOOL, BOSTON, MA – Taught Spanish language and Spanish awareness to grades K-5. Purchased and developed resources for elementary level Spanish program. Translated oral and written Spanish. Provided after-school enrichment to grades 6-8.</p>
<p><b>English Teacher</b> October 1995- July 1996.</p>	<p>TECHNICAL UNIVERSITY OF AMBATO, ECUADOR – Taught English as a foreign language to students ages 16-60 in a urban public college extension program. Held office hours with Ecuadorian English faculty members and led conversation sessions with students from the university.</p>

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#### ADDITIONAL PROFESSIONAL EXPERIENCE

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<p><i>Trainer/Consultant</i> <i>Practicum Supervisor</i> <i>Group Leader</i> <i>Math Teacher</i> <i>Volleyball Coach</i> <i>Technology Pioneer</i> <i>Founder/Coach</i> <i>Research Assistant</i> <i>Volleyball Coach</i> <i>Program Coordinator</i> <i>ESL Teacher</i> <i>Program Analyst</i></p>	<p>TEACHPLUS – June 2012-August 2014 HARVARD GRADUATE SCHOOL OF EDUCATION – September 2000-June 2001 GLOBAL ROUTES COSTA RICA SERVICE PROGRAM – July 2001 BEST WE CAN BE/WINSHIP ELEMENTARY SCHOOL – June-July 2000 BRIGHTON HIGH SCHOOL BOYS' VOLLEYBALL TEAM – March 1999-June 2000 BPS OFFICE OF TECHNOLOGY – November 1998-June 2000 SCORE HIGHER SAT PREP PROGRAM – September 1997-June 2000 ACHIEVE, INC. – June-August 1999 SMASH VOLLEYBALL CAMP – August 1999 SPES YOUTH ENRICHMENT PROGRAM – September 1996-February 1998 SOMERVILLE ADULT LEARNING (SCALE) – October-December 1995 U.S. DEPARTMENT OF EDUCATION – June-August 1994</p>
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**EDUCATION**


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<b>Harvard Graduate School of Education</b>	ED.M. IN SCHOOL ADMINISTRATION – School Leadership Program with principal specialization. Recipient of <i>James B. Conant Fellowship</i> . Coursework in Educational Leadership, Special Education, and Teachers' Unions. Principal intern at Boston's English High School. Cambridge, MA.
<b>Harvard College</b>	A.B. <i>MAGNA CUM LAUDE</i> IN SOCIAL STUDIES – Recipient of <i>Harry S. Truman Public Service Scholarship</i> and <i>Stride Rite Community Service Fellowship</i> . Undergraduate Teacher Education Program. Thesis on Race & Ethnicity in Urban Education. Cambridge, MA.

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**PROFESSIONAL LEADERSHIP, LEARNING, & PRESENTATIONS**


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<i>Participant</i>	DESE/MASS RACIAL EQUITY, DIVERSITY, AND INCLUSION DISTRICT LEADER SERIES – 2022-23
<i>Member</i>	EDUCATORS FOR ANTIRACISM - WEBINAR COMMITTEE – 2020-2022
<i>Member</i>	NPS RACE AND ACHIEVEMENT LEADERSHIP TEAM – 2017-2021
<i>Presenter</i>	NPS RACE AND ACHIEVEMENT CONFERENCE – 2018, 2019
<i>Presenter</i>	PUBLIC AGENDA/SHANKER INSTITUTE WEBINAR – 2018
<i>Consultant</i>	TEACHERS 21 URBAN PRINCIPAL INDUCTION- 2017
<i>Proposal Reviewer</i>	HARVARD EDUCATION PRESS – 2016
<i>Materials Reviewer</i>	EDUCATIONAL RESOURCE STRATEGIES – 2016
<i>Contributor</i>	BOOK ENTITLED <i>DILEMMAS OF EDUCATIONS ETHICS: CASES AND COMMENTARIES</i> - 2016
<i>Participant</i>	LESLEY LITERACY COLLABORATIVE INTERMEDIATE LEADERSHIP TEAM TRAINING - 2015
<i>Panelist</i>	CENTER FOR AMERICAN PROGRESS EXPANDING SCHOOL TIME REPORT RELEASE – 2014
<i>Presenter</i>	TEACHPLUS T3 NATIONAL TEACHER LEADERSHIP CONFERENCE – 2013
<i>Presenter</i>	EDVESTORS IMPROVING SCHOOLS INITIATIVE (ISI) INSTITUTE – 2013
<i>Selection Committee</i>	EDVESTORS EDUCATION REVIEW GRANT AWARDS PANEL – 2009-2013
<i>Author</i>	ARTICLE ENTITLED "BUOYED ON ALL SIDES" IN <i>LEARNING FORWARD JOURNAL</i> – 2012
<i>Author</i>	ARTICLE ENTITLED "BACK ON TRACK" IN <i>ASCD EXPRESS</i> – 2010
<i>Presenter</i>	BOSTON PUBLIC SCHOOLS PRINCIPAL INSTITUTE – 2010
<i>Presenter</i>	BOSTON PUBLIC SCHOOLS STEP UP DATA TEAM – 2010
<i>Presenter</i>	HARVARD GRADUATE SCHOOL OF EDUCATION DATAWISE CONFERENCE – 2010
<i>Presenter</i>	FULL-SERVICE SCHOOLS ROUNDTABLE, SUPPORTING STUDENT HEALTH PANEL – 2009
<i>Presenter</i>	BOSTON PUBLIC SCHOOLS, PRINCIPAL/HEADMASTER LEADERSHIP CONFERENCE – 2009
<i>Vice Pres./Treasurer</i>	PHILLIPS BROOKS HOUSE ALUMNI ASSOCIATION – 2007-09
<i>Principal Mentor</i>	BOSTON PRINCIPAL FELLOWSHIP, BOSTON PUBLIC SCHOOLS – 2006-09
<i>Committee Member</i>	MA INTERSCHOLASTIC ATHLETIC ASSOCIATION VOLLEYBALL COMMITTEE – 2006-09
<i>Member</i>	ALLSTON BRIGHTON DRUG ABUSE TASKFORCE – 2005-09
<i>Participant</i>	SANTA CRUZ NEW TEACHER CENTER'S BLENDED COACHING WORKSHOP, 2008
<i>Presenter</i>	BOSTON PRIVATE INDUSTRY COUNCIL (PIC) YOUTH TRANSITIONS TASKFORCE – 2008-09
<i>Grant Reviewer</i>	BOSTON PLAN FOR EXCELLENCE - FUND FOR TEACHERS – 2007-08
<i>Participant</i>	HARVARD PRINCIPAL CENTER'S <i>ART OF LEADERSHIP</i> PROGRAM, 2007
<i>Presenter</i>	BOSTON FOUNDATION EDUCATION FUNDERS GROUP – 2007
<i>Principal Mentor</i>	BOSTON COLLEGE EDUCATIONAL ADMINISTRATION PROGRAM – 2005-06
<i>Leadership Team</i>	TEACHERS FOR A NEW ERA INITIATIVE, BOSTON COLLEGE – 2004-06
<i>Guest Speaker</i>	SCHOOL LEADERSHIP COURSES, BOSTON COLLEGE & HARVARD UNIVERSITY – 2006-09
<i>Alumni Mentor</i>	ALUMNI MENTORING INITIATIVE, HARVARD GRADUATE SCHOOL OF ED. –2005-07
<i>Participant</i>	NEASC HIGH SCHOOL ACCREDITATION VISITING COMMITTEE, 2004
<i>Leadership Comm.</i>	PHILLIPS BROOKS HOUSE COMMUNITY SERVICE CAPITAL CAMPAIGN – 1999-2005
<i>Panelist</i>	ASKWITH FORUM ON TEACHER UNIONS, HARVARD GRADUATE SCHOOL OF ED. – 2002
<i>Career Mentor</i>	CENTER FOR PUBLIC INTEREST CAREERS AT HARVARD – 2002
<i>Volunteer Tutor</i>	SPES ENRICHMENT PROGRAM – 1996-2000

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**MEMBERSHIPS**


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<i>Member</i>	MASSACHUSETTS ASSOCIATION OF SCHOOL SUPERINTENDENTS (MASS)
<i>Member</i>	ASSOCIATION FOR SUPERVISION CURRICULUM AND DEVELOPMENT (ASCD)
<i>Member</i>	NATIONAL ASSOCIATION OF SECONDARY SCHOOL PRINCIPALS (NASSP)
<i>Member</i>	LEARNING FORWARD (FORMERLY NATIONAL STAFF DEVELOPMENT COUNCIL)

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**AWARDS**


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*Schools Awards:*

- Boston EdVestors *Schools on the Move Thomas Payzant Prize* finalist– 2013 and 2014
- US News and World Report *Bronze Medalist* (top 1500 high schools in United States) - 2008
- MassInsight Education and Research Institute *Vanguard School* – 2006
- Boston Public Schools *Strategic Practice School* – 2006
- Boston Public Schools *Effective Practice School* – 2005

*Friend of Education Award, Harvard Club of Boston* – 2008

*James B. Conant Fellowship, Boston Public Schools/Harvard Graduate School of Education* – 2000

*Boston Public Schools Best Practice Selection* – 1998

*Stride Rite Community Service Fellowship* – 1994

*Harry S. Truman Public Service Scholarship* – 1993

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**CERTIFICATIONS, LICENSURE, & SKILLS**


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<i>Superintendent/Ass't Sup't</i>	Massachusetts Initial License
<i>Principal</i>	Massachusetts Secondary Professional License, Inactive
<i>Mathematics Teacher</i>	Massachusetts 8-12 Initial License
<i>English as Sec. Lang. Teacher</i>	Massachusetts 5-12 Initial License, Inactive
<i>History Teacher</i>	Massachusetts 5-12 Professional License, Inactive
<i>Spanish Teacher</i>	Massachusetts PreK-12 Professional License, Inactive
<i>Social Studies Teacher</i>	Massachusetts 5-12 Professional License, Inactive
<i>Bilingual Teacher</i>	Massachusetts Professional License, Inactive
<i>Shelter Eng. Immersion</i>	Massachusetts Administrator Endorsement
<i>Fluent in Oral and Written Spanish, Conversant in French</i>	