



Lillian M. Lowery, Ed.D.
State Superintendent of Schools

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TO: Members of the State Board of Education
FROM: Lillian M. Lowery, Ed.D. *Lillian M. Lowery*
DATE: September 24, 2013
SUBJECT: MASSP Middle and High School Principals of the Year for 2013
MASSP Assistant Principal of the Year for 2014

PURPOSE:

To provide State Board recognition of the individuals selected by the Maryland Association of Secondary School Principals to represent Maryland as Principal of the Year at the middle and high school level, AND the Assistant Principal of the Year.

EXECUTIVE SUMMARY:

Each year the Maryland Association of Secondary School Principals (MASSP) in collaboration with the National Association of Secondary School Principals (NASSP) selects a Principal of the Year who represent Maryland in Washington D.C. at the national awards ceremonies.

MASSP's 2013 Middle School Principal of the Year is Jason Dykstra. Jason was at Southern Middle School in Anne Arundel County when he received his award, but he is now the Director of Accountability and Testing. MASSP's 2013 High School Principal of the Year is William Heiser. Bill was the principal of North County High School in Anne Arundel County when he received this award, but is currently the principal of Catonsville High School in Baltimore County.

The State Board of Education already honored Everett Davis from Montgomery County as the 2013 Assistant Principal of the Year, but the 2014 Assistant Principal of the Year will be selected on September 19. The individual selected will also take part in the recognition ceremony with the State Board of Education today.

Recipients profiles attached.

ACTION:

Public recognition. No other action required.

Attachments

Jason A. Dykstra
807 Northridge Way
Severna Park, MD 21146
410-544-2098
jdykstra@aacps.org

EXPERIENCE

August 2013-present

Director of Accountability and Testing, Anne Arundel County Public Schools

July 2008-August 2013

Principal, Southern Middle School, Anne Arundel County (MD) Public Schools

- Instructional and administrative leader for an 800-student middle school. Responsibilities included, but were not limited to, instructional supervision of a faculty and staff numbering 75; utilizing and interpreting instructional data with all stakeholders, developing and managing the school budget; supervising and aligning all aspects of academic and extracurricular programs.
- Developed SIP based on instructional data and focused on raising student achievement and meeting annual assessment targets.
- Focused on eliminating our achievement gaps- several gaps significantly reduced as measured by MSA and instructional data. (benchmarks, Gates, unit assessments, standards)
- Provided staff development on cultural proficiency and instructional strategies
- Implemented Advisory program- focused on character education, reading & vocabulary
- Positive Behavior Intervention System- state award winning program focused on reducing referrals/suspensions – over 50% reduction of referrals/suspensions in 3 years
- Test Coordinator and Master Scheduler after assistant principal left on a leave of absence.
- Ranked 4th in the county on new SPI state measurement tool.

July 2007-July 2008

Principal, Severna Park High School, Anne Arundel County (MD) Public Schools

- Instructional and administrative leader of a 1,800-student comprehensive high school. Responsibilities include, but are not limited to, instructional supervision of a faculty and staff numbering 130; utilizing and interpreting instructional data with all stakeholders, developing and managing the school budget; supervising and aligning all aspects of academic and extracurricular programs. Severna Park High School has been recognized as a National Blue Ribbon school.
- Used instructional data to identify areas for improvement that were not obvious
- Designed and implemented new graduation ceremony
- Started the formal process for funding the construction of new school building
- Implemented Honor Council after testing violation
- Moved Advanced Placement (AP) testing off site to improve testing environment

July 2004-June 2007

Principal, Southern High School, Anne Arundel County (MD) Public Schools

- Instructional and administrative leader of a 1,100-student comprehensive high school. Responsibilities include, but are not limited to, instructional supervision of a faculty and staff numbering 100; utilizing and interpreting instructional data with all stakeholders developing and managing the school budget; supervising and aligning all aspects of academic and extracurricular programs. Southern High School has been recognized as a National Blue Ribbon school.

- Developed and implemented school improvement programs resulting in increased student achievement as reflected in SAT scores and participation rate, Advanced Placement scores and participation rate, and Maryland State High School Assessments.
- Expanded AVID programs to increase minority & FARMS achievement.
- Increased course offerings designed to raise academic rigor for all students.
- Designed and implemented the College & Career Center for students and families.
- Coordinated the transition to MSDE required assessments (HSA's) for graduation.

July 2003-July 2004

Assistant Principal, Glen Burnie High School, Anne Arundel County (MD) Public Schools

- Instructional leader for several departments including Math, Science, and Art
- Managed and supervised 550 students for attendance, behavior, and performance
- Master scheduler- implemented Smaller Learning Communities for 9th grade

August 1998-June 2003

Assistant Principal, Catonsville High School, Baltimore County (MD) Public Schools

- Instructional leader for Math, Science, Art, and Technology Education departments
- Managed and supervised 500 students for attendance, behavior, and performance
- Master scheduler-developed method (A/B day with semester block) to allow more students to take Advanced Placement courses in high school
- Coordinated state testing, transportation services, and school spirit activities

August 1993-June 1998

Dept. Chair, Mathematics, Lansdowne High School, Baltimore County (MD) Public Schools

- Instructional leader for 10 math teachers in a comprehensive high school
- Responsible for instructional strategies, curriculum development, inventory, and budget
- Taught classes in Algebra, Geometry, Algebra 2, Trigonometry, and SAT Prep
- Coordinated the Maryland Functional Math Test for school

August 1991-June 1993

Teacher of Mathematics, Lansdowne High School, Baltimore County (MD) Public Schools

- Taught general math, Algebra, and Geometry
- Prepared students for the Maryland Functional Math Test

EDUCATION

- M.S. in Education-Administration & Supervision, The Johns Hopkins University, 1997
- B.S. in Mathematics Education, Indiana University, 1991

CERTIFICATIONS

- Administrator I & II certifications, State of Maryland
- Advanced Professional Certificate, Mathematics, Grades 5-12, State of Maryland

PROFESSIONAL ASSOCIATIONS

- NASSP- National Association of Secondary School Principals
- MASSP -Maryland Association of Secondary School Principals
- ASCD -Association for Supervision and Curriculum Development
- AMLE -Association for Middle Level Education

PROFESSIONAL DEVELOPMENT ACTIVITIES

- MSDE- Common Core Educators Effectiveness Academies, 2011, 2012, & 2013
- MASSP- state conference, focused on new PARCC assessment
- National Middle School Association (now AMLE) - National Conference, 2010
- Staff Development for Educators (SDE) - D.I. National Conference & D.I. Trainers Institute, 2009 & 2010
- NASSP- National Conventions, 2005 & 2006
- ASCD - Annual Conference, 2005

AWARDS and HONORS

- Maryland Middle School Principal of the Year- National Association of Secondary School Principals (NASSP)
- Principal of the Year- Chesapeake Region Association of Student Councils (CRASC)
- Maryland Governor's Citation- Instructional Leadership
- Teacher of the Year- Optimist Club- Baltimore County, MD
- Coach of the Year -Lansdowne' High School- Baltimore County, MD

OTHER

- Teacher/Principal Evaluation (TPE) pilot school- focused on Student Learning Objectives (SLO's) and new required framework for proposed AACPS rating system
- Member, TPE county-wide committee, AACPS
- Presenter, TPE PD & lessons learned - Annapolis & Southern Clusters, AACPS
- Member, Teaching & Learning instructional model for AACPS
- Member, Security Council, Anne Arundel County Public Schools.
- Hosted several shadow visits for aspiring leaders in AACPS
- Mentor for Assistant Principals and new Principals
- Interviewer, AP/Principal interview panels for AACPS
- Urban Learning & Leadership Center (ULLC) - School Improvement Consultant
- Professional Ski Instructor, Whitetail Resort- Kids Mountain Camp

William L. Heiser, Ed.D.

515 Sudbury Road, Linthicum Heights, MD 21090
(443) 286-0734 (Cell)

EDUCATION

Certificate, Organizational Change - Administrator I Certification
Towson University, May 2005

Ed.D. in Higher Education Administration (Community College Leadership)
Morgan State University, May 2003

M.Ed. in Guidance and Counseling
Loyola University Maryland, May 1997

B.A. in Sociology
Loyola University Maryland, May 1995

PROFESSIONAL EXPERIENCE

2013-Present **Principal, Catonsville High School**
Baltimore County Public Schools
(Population: 1,750 Students)

2010-2013 **Principal, North County High School**
Anne Arundel County Public Schools
(Population: 1,883 Students)

- Developed a collaborative vision, strategic initiatives, and goals for North County, resulting in a comprehensive school improvement plan and results management system.
- Established a newly developed STEM Magnet Program and launched an industry-based Signature Program in International Trade, Transportation, and Tourism (IT3).
- Designed and implemented an innovative College Center for students, culminating in a college recruitment room, scholarship center, and a corporate sponsorship with C2 Education Inc.
- Created a school-wide professional development program called *Thriving Thursday*, which aligned to the instructional needs of the school and eliminated the non-instructional duties for all teachers.
- Increased access to college-level courses and exams such as Advanced Placement (AP), resulting in a 203% growth in AP Exams from 369 to 1,119 in three years.
- Designed and implemented innovative partnerships with Anne Arundel Community College & Morgan State University, and created an Innovation Lab (i-Lab) to support student achievement, research and entrepreneurship.
- Increased senior scholarship awards from 1.8 to 10.8 million dollars, and SAT participation from 38% to 68% in three years.
- Significantly reduced student discipline issues, resulting in a decrease of office referrals from 2,558 to 1,505, as well as student suspensions from 828 to 427 in three years.
- Implemented a series of academic interventions utilizing teachers and National Honor Society students to increase the number of honor roll students from 386 to 831, and reduced the number of ineligible students from 695 to 309.
- Increased the student graduation rate from 76% to 83% for all students in a span of three years.
- Developed positive media relationships and exposure locally, regionally, and nationally.

2008-2010 **Assistant Principal, Annapolis High School**
Anne Arundel County Public Schools
(Population: 1,750 Students)

- Played integral role on leadership team to turn-around student achievement and meet Adequate Yearly Progress (AYP) for two consecutive years.
- Led effort to increase advanced level courses to a ranking of #41 on The Challenge Index Score for all schools in Maryland, Virginia, and DC area.
- Developed and supervised one of the best International Baccalaureate (IB) Programs in the nation.

2006-2008 **Assistant Principal, Gwynn Park High School**
Prince George's County Public Schools
(Population: 1,300 Students)

- Oversaw several academic departments, school-wide discipline, and enrollment management.
- Implemented Smaller Learning Communities across the curriculum for all students.
- Successfully met Adequate Yearly Progress (AYP) for two years and exited "School Improvement" status by meeting all State and Federal academic requirements.

2003-2006 **Guidance Counselor/Testing Coordinator, Eleanor Roosevelt High School**
Prince George's County Public Schools
(Population: 2,743 Students)

- Maintained a caseload of 450 ninth thru twelfth grade students, and successfully partnered with students, teachers, parents, administrators, and counselors.
- Served as lead administrator for all English Language Learners (ELL), the Guidance Scholarship Program, and Advanced Placement (AP) Program.
- Directed the school-wide testing program which included the administration of the PSAT, Maryland High School Assessments, LAS Links English Proficiency Test, and the Scholastic Reading Inventory.

2002-2003 **Assistant Dean, College of Arts & Sciences**
Loyola University Maryland
(Population: 3,500 Students)

- Provided academic leadership and support to the Dean of Arts & Sciences, overseeing the academic budget, course offerings, faculty contracts, as well as student enrollment for undergraduate and graduate courses.
- Developed technological, professional development, and curricular support to the faculty.
- Prepared a revenue projections report for the Executive Council's decision to purchase a new graduate center in Columbia, MD.

1998-2002 **Director of Academic Support, Office of Academic Affairs**
Loyola University Maryland
(Population: 3,500 Students)

- Developed and implemented a comprehensive academic support system for 400 student-athletes on 16 Division I varsity teams.
- Nationally recognized (USA Today) with the 5th best graduation rate for student-athletes (1999, 2000).

1997-1998

Academic Counselor, Department of Intercollegiate Athletics
University of Maryland (College Park)
(Population: 26,475 Students)

- Served as the lead academic advisor and counselor for the Men's and Women's Golf, Lacrosse, Soccer, and Wrestling teams.
- Disseminated, collected, and reviewed all student-athlete progress reports for the entire student-athlete population.
- Wrote curricula and taught the course, Introduction to the University.
- Organized National Student-Athlete Day for the entire university, resulting in enhanced community involvement for student-athletes and excellent media coverage.

ACADEMIC PRESENTATIONS

- Keynote Speaker, Student Success Conference, College of Southern Maryland (2013)
- Keynote Speaker, Maryland State Athletic Directors Association (MSADA) Conference (2012)
- Keynote Speaker, Honor Roll Breakfast for Middle School Students, North County Cluster (2012)
- Commencement Speaker, North County High School (2011-2013)
- Speaker, AACPS Regional Science Fair Awards (2012-13)
- Co-Organizer & Moderator, STEM-tastic North County Cluster Event (2011-2013)
- Moderator, Latino Family Night at Annapolis High School (2009)
- Dissertation Defense: *Personality Attributes of Emerging and Established Community College Leaders* (UMI Microform # 3090073)
- Instructor, Loyola College in Maryland; FE 100 – First Year Experience (1999-2002)
- Instructor, University of Maryland; EDCP 100 – Introduction to the University (1997)

HONORS & AWARDS

- Principal of the Year in Maryland (High School), Maryland Association of Secondary School Principals (2013)
- Certificate of Appreciation, Region IV, Prince George's County Public Schools (2006-2007)
- You Help to Make a Difference Award, Eleanor Roosevelt High School (2004-2005)
- Award of Excellence, Morgan State University, Educational Leadership Doctoral Program (2003)
- Outstanding Research in Leadership Development, Doctoral Dissertation Award (2003)
- Chi Sigma Iota - Counseling Academic and Professional Honor Society (1997)
- Who's Who Among University and College Students, Honor (1995)
- Men's Soccer Player, Loyola University Maryland (1991-1995), Captain (1994-1995)
- First Team, Men's Soccer, All-Metro Atlantic Athletic Conference (1992-1995)
- Soccer All-American – NSCAA (1990) and Parade Magazine (1991)