

Paul Schlichtman
47 Mystic Street – 8C
Arlington, Massachusetts 02474

Licensure	<p>Massachusetts Licensure (certificate 296929) Superintendent/Assistant Superintendent (All Levels) Principal/Assistant Principal (PreK-6)(5-8)(9-12) Supervisor/Director (All Levels) Early Childhood: Students With and Without Disabilities (PreK-3) Elementary (1-6) Mathematics (5-9)(9-12)</p>
Education	<p>Harvard University, Graduate School of Education Cambridge, Massachusetts (enrolled September, 1989) Master of Education, 1990 Certificate of Advanced Study, 2007 Qualifying Paper for Doctorate: Bridges for Teachers, A Review of the Literature Concerning Isolation, Collaboration, and Autonomy: September, 1997</p> <p>City University of New York, Brooklyn College Bachelor of Science, 1983 Dual major in Elementary Education and Psychology</p>
Public School Experience	<p>Lowell Public Schools, Lowell, Massachusetts</p> <p>District Coordinator for Research, Testing, and Assessment; Office of Curriculum Instruction and Assessment</p> <p>Responsible for improving student achievement through the analysis, maintenance, dissemination, and reporting of the district's student performance and accountability data. My work focuses on school improvement and accountability. My work supports curriculum revisions, professional development, differentiated instruction, and budgeting decisions.</p> <ul style="list-style-type: none">• Provided support for principals and other administrators on issues pertaining to curriculum, instruction, assessment, and evaluation.• Built the Lowell High School master schedule, and conducted a policy and productivity analysis that allowed the district to reduce 25 teaching positions.• Developed the district's Individual Student Success Plans, and tools for MCAS and district test and benchmark score analysis.• Developed and designed new standards-based online elementary report cards and progress reports.• Developed new teacher attendance reporting protocols that resulted in a 25% reduction of discretionary sick and personal days.• Developed a series of MCAS analysis tools to permit administrators and teachers to understand systemic and individual patterns of student achievement.• Trained school and district personnel in data and test score analysis, and the use of data for differentiated instruction.• Participated in training of school based school improvement teams, and the evaluation of school improvement plans.• Completed the National Institute for School Leadership Executive Development Program.• Worked with a consultant to implement a staff attendance system and web-based input for elementary and middle school report cards.• Facilitated the choice of a new student data management system, and coordinated the implementation of the new system.• Prepared reports for the school committee, district and school based staff, EQA examiners, and plaintiff attorneys for Hancock v. Driscoll pertaining to performance and accountability data.• Reviewed and issued recommendations for external academic research proposals for work within the Lowell Public Schools.• Served on the District Improvement Team.• Served on panel review team for three Lowell elementary schools. <p>2001-Present</p>

**Public School
Experience**

Boston Public Schools, Boston, Massachusetts

Coordinator for Research, Assessment, and Evaluation, Madison Park Technical-Vocational High School

- Responsible for the administration of MCAS, Stanford9, and SRI testing throughout the school.
- Collected and reported academic data across four academies.
- Served as a substitute academy dean/assistant dean (principal/assistant principal) and performed various administrative functions, including routine disciplinary actions and suspension hearings.
- Developed a computer-based vocational interest assessment program.
- Taught two sections of MCAS preparation classes.

1998-2001

Registrar (part-time stipend position), Boston Adult Technical Academy

- Developed and implemented the master schedule for the school.
- Worked with staff to develop systems for the reporting of student academic data.

2000-2001

Site Coordinator & Summer Preparation Coordinator (administrator-in-charge), Madison Park Technical-Vocational High School.

2000 & 2001

Fourth/Fifth Grade Teacher, Samuel W. Mason Elementary School.

1995-1998

Third Grade Teacher, John D. Philbrick Elementary School.

1993-1995

Elementary Writer, Boston Public Schools Curriculum Renewal Team

Summer, 1994

Wallington Public Schools, Wallington, New Jersey

Coordinator of Gifted and Talented Services

1987-1989

South Orange- Maplewood Public Schools, Maplewood, New Jersey

Teacher of Mathematics (Grades 9-11)

1985-1987

Union Public Schools, Union, New Jersey

Teacher of Mathematics (Algebra and Geometry)

1984-1985

New York City Public Schools, New York, New York

Contractual Substitute, District 2, Manhattan

1983-1984

**College & Adult
Teaching Experience**

Statistics Shouldn't Be Sadistic, Arlington, Massachusetts

Tutor for students in graduate-level and advanced statistics courses and consultant on quantitative research methodology for researchers and students from seven New England colleges and universities.

1992-1998

Harvard University, Graduate School of Education, Cambridge, Massachusetts

Teaching fellow, Empirical Methods: Statistics for Research (T. Tivnan) and Psychosocial Development in Childhood (A. Thompson)

1991-1992

Massachusetts Bay Community College, Lexington, Massachusetts

Adjunct Instructor, Introduction to Psychology and Applied Algebra

1991

New York City Taxi Driver Institute, New York, New York

Instructor and Curriculum Consultant

1984-1990

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Membership

- Arlington School Committee, 2001-2007**
Vice-Chair, 2003-04; Chair, 2004-05; Secretary, 2002-03 & 2006-07.
Budget Subcommittee Chair, 2003-04; Curriculum Instruction and Assessment Chair, 2002-03; Community Relations Chair, 2006-07.
- Minuteman Regional Vocational-Technical School Committee, 1997-2001**
- Massachusetts Association of School Committees**
Board of Directors, 1998-2005
President-Elect, 2003
President, 2004
Immediate Past President, 2005
- National School Board Association, Federal Relations Network, 2003-2006**
- Education Commission of the States - Wallace Foundation, Data Driven Decision Making Leadership Issue Group (NSBA Representative), 2005-present**
- Governor's Advisory Commission on Local Government, 2003-2005**
- Special Commission to Investigate and Study Middle Education in the Commonwealth of Massachusetts, 2005-2009**
- Working Group for Educator Excellence (The Teachers²¹ Group sponsoring H451/S284) 2004-present**
- Commonwealth Readiness Project, Recruiting & Retaining Educators Subcommittee, 2007**
- Arlington Town Meeting, Elected Representative, 1993-2003, 2006-2012**
- Arlington Town Democratic Committee, 2000-2012**
- Lowell School Administrators Association, Negotiating Team, 2009-present**

Presentations

- Guest on education issues on the David Brudnoy Show (2004), CN8 NiteBeat with Barry Nolan (2003 & 2004), and NECN Newsnight with Jim Braude and Chet Curtis (2004)
- Panelist, Budgeting shortfalls: Strategies to confront funding problems when resources don't grow at the same pace. MASC/MASS Joint Conference (2007)
- Panelist, Can Selectmen and School Committee Members Play Nice in the Sandbox? Massachusetts Selectmen's Association Annual Meeting (2007)
- Presenter, No Child Left Behind, Grappling with Adequate Yearly Progress; MassINC (2004)
- Panelist, Science Technology Engineering and Mathematics (STEM) Summit II, Sturbridge MA (2005)
- Presenter, Progress in Jeopardy, A Report on Education Funding in Massachusetts; MassPartners (2004)
- Moderator, No Child Left Behind, How to Refocus NCLB so it Lives Up to Its Promise, Citizens for Public Schools (2004)
- Frequent presenter on calculating foundation budgets and Public school aid distribution, Massachusetts Association of School Committees (2002-2005)

Other Professional Experience

- Starrett City Sun, Brooklyn, New York**
Editor, 1978-1980
- Glen Cove Guardian, Glen Cove, New York**
Editor, 1977-1978
- Suffolk County News, Sayville, New York**
Associate Editor, Reporter, 1975-1977