



Devon Q. Horton Ed.D

Profile

Eager to lead a community of educators and learners who have the desire and passion to make a difference in today's society. Dedicated to driving a culturally responsive learning community where the achievement gap is closed by providing equitable opportunities to all students regardless of zip code, gender or race. A Transformational Leader who operates with a sense of urgency to create dramatic, systemic and rapid change.

- Dissertation Topic: The Turnaround Leader: How they use their training to turnaround the lowest performing schools.

Education

Chicago State University, Chicago, IL

Ed.D in Educational Leadership

Date conferred – December 2018

Chicago State University, Chicago, IL

Master of Arts in Educational Leadership

Date conferred – August 2005

Jackson State University, Jackson, MS

Bachelor of Science in Elementary Education

Date conferred – May 2000

Honors and Certifications

Kappa Delta Pi Honor Society Member

Growth and Learn Teacher Evaluation Illinois

Growth and Learn Admin Evaluation Illinois

Recipient of Racial Harmony ELITE Leaders Award Fall 2016

Certified Curriculum Management Solutions Auditor 2017

Recipient of Illinois Board of Education "Those Who Excel Award" "Office of School Turnaround"

Recipient of Illinois Board of Education "Those Who Excel Award" "Teacher Residency"

Professional Experience

Jefferson County Public Schools, Kentucky

Student Population: 101,000

Budget: \$1.6 Billion

Demographics: White 48%- Black 38%- Hispanic 12%

Chief of Schools

June 2018 - Current

- Leading in the creation and build out of JCPS's teacher residency program. Targeting cohorts of 30 minority residents starting summer 2020.
- Serving as one of district team members leading in the design and creation of the districts own police force. Prioritizing unique training for new officers in the areas of racial equity and restorative practice.
- Leading the redesign of the districts behavior Alternative schools in partnership with Big

Picture.

- District wide Implicit Bias training for all certified staff
- Supported the build out and implementation for mental health counselors at every school in the district.
- Spring 2019 Decreased suspension rates district wide by 13% in first year. Notably reducing suspensions by 15% for African Americans and 54% at the elementary level.
- December 2018, Led the successful instructional planning and implementation for district wide growth on winter MAP assessment with NWEA. Leading Jefferson County Public Schools to have the highest student growth results in the nation in its second year of implementation.
- July 2018, led my team of Assistant Superintendents to create the 6 systems of instruction in which every school had to build a system in each of the instructional areas: Standards alignment-Data usage-Instructional framework-Progress monitoring and review of student work- Academic & Behavior support and Walkthrough tool for teacher and Administrator feedback.
- July 2018, Developed the Collaborative Calibration visit process and protocol for weekly MIRACLES team building walkthroughs. Zone Assistant Superintendents and School support Assistant Superintendents will visit four schools every Wednesday to assess the districts Big Three Pillars: Backpack of Success, Racial Equity and Culture and Climate. Systems will also be reviewed to check for alignment with success indicators.
- September 2018, Developed monthly Vital Signs Data Deep dives to gather, analyze and action plan for all schools.
- Leading the implementation of the district wide racial equity policy. Organizing leadership book study on Black MALE(D) for all Principal, Assistant Principals and counselors. Providing guidance for each and every school to construct an Equity Plan and post on their school websites.

East St. Louis School District 189, Illinois

Student Population: 6,000

Budget: \$100 Million

Demographics: White 1%- Black 98%- Hispanic 1%

Deputy Superintendent

July 2014 – June 2018

- Successfully led East Saint Louis School district to full accreditation with AdvancED 2018
- January 2018, I was invited and currently serve as a member on the State of Illinois Council of Chief State School officers Diverse and Learner-Ready Teachers Initiative team. The goals of this initiative are to:
Achieve greater diversity in the teacher pipeline in states, working towards demographic parity between teachers and K12 students in each state
Ensure all teachers in the pipeline demonstrate culturally responsive practice
Illinois was invited to participate in this initiative based on priorities highlighted in our state's ESSA plan and previous work our state has done in this area. A team of seven individuals, made up of representatives from the following groups:

- Illinois State Board of Education
- Educator Preparation Providers
- Local Education Agency Leaders
- School-Based Representatives
- Key Stakeholder Representatives

As a team, we will lead, execute work and advance goals around diversifying the teacher pipeline for the next 12 months.

- Launched the Running Start program in district 189. Students who qualified to enroll into SouthWestern Illinois College after their sophomore year of high school. Students attended SWIC for their last two years of high school. After the completion of the two years students received their high school diplomas as well as an Associate's Degree. To date 12 students have graduated with their Associate's Degree and another 30 students are

enrolled into the program for school year 2018-2019.

- Achieved 82.9% to 177.5% of expected growth in NWEA across all cohorts in reading and math from fall 2014 to winter 2017.
- Increased the Advanced Placement enrollment from 30 seats in 2012 to 444 seat in 2017.
- Increased the ACT average score one full point from 15.1 in 2016 to 16.1 in 2017.
- Increased percentage of students enrolling into college within 12 months of graduation from 47% in 2014 to 59% in 2017. In addition, increased college persistence rate from 49% in 2016 to 61% in 2017.
- In the Summer of 2016, I was invited to be a part of the Partnership for Educator Preparation (PEP) Steering Committee. The PEP committee convened to advise the Illinois State Board of Education (ISBE) on the development of measures focused on the improvement of educator preparation programs (EPPs). Through a rigorous research and discussion process, PEP identified a series of indicators and generated a list of necessary data elements associated with each. Having successfully established a framework, ISBE has since partnered with UPD Consulting to investigate a technical solution to support the process of EPPs both contributing to and drawing from a central data repository while analyzing data for program improvement and fulfilling annual reporting requirements. The benefit to participating in this project is that feedback from your institution will help drive the proposed technical solution for ISBE.
- Reached out and connected with Sports Illustrated to come out to East Saint Louis so that they could follow and film the High School Football team. The production went well and 89 Blocks the sports documentary was born. Fox Sports Films documentary executive produced by Sports Illustrated with LeBron James and Maverick Carter's Uninterrupted chronicling the Flyers' 2016 season. The documentary has been nominated for a Sports Emmy.
- Served on a team of three to write and present 4 proposals in four consecutive years to the state of Illinois appropriation committee. Over the four years we were granted our \$20 million. Out of 800 school districts, we were only one of two school districts to be awarded funding.
- Designed and led the writing and buildout for the Teacher School Leader Incentive grant in Spring 2017. US Department of Education awarded district 189 a \$6 million-dollar grant to build out teacher Residency in Partnership with Academy for Urban School Leadership as well as a leadership development program for current and aspiring leaders in partnership with New Leaders for New schools. In addition, the grant also has teacher and leader incentives written into it for student achievement.
- Selected to serve as one of 7 educators from the State of Illinois to evaluate the ACT and the New SAT during a procurement process in the fall of 2015. The evaluation led to a change of state required college readiness assessment from ACT to SAT. The State of Illinois had been making the ACT the state required test for over 10 years before this change.
- Directly supervise all campuses (one comprehensive high school, one charter high school, one alternative high school, two middle schools, five elementary schools and one pre-k center), Special Education, Pupil Services, Data and Assessments, Student Records, Parent and Community Engagement, District Wide Athletics, Career and Technical Education, Teacher and School Leader grant, Title I and District Wide Discipline and Expulsions.
- Created and designed district wide Program evaluation system. Used to evaluate curriculum, consultants and programs.
- Served on the negotiation team during a 21-day teacher's strike that led to teacher's steps being increased from 11 steps to 19 steps, saving the school district \$40 million dollars a year for the next 20 years.
- Directly led in the oversight, build out and implementation of Curriculum and Instruction.
- Key stakeholders throughout the district were selected to be trained in Restorative Practices. Twelve members from the training were selected to be trained trainers. Restorative Practices will be implemented throughout the district. In addition, the student code of conduct was rewritten by the Alternative Placement committee.
- Led in the development of the District Wide Parent University (Implementation school year 2015-2016)

- Designed and implemented the B.A.G program, which is support for **B**ehavior, **A**ttendance and **G**rade issues.
- Established a district wide dashboard in order to make student and staff data readily available to all district level and building level administration (Spring 2015).
- Implemented cohort structures for seniors where they were placed according to ACT and GPA match. Students were supported by cohort managers and each student had to complete 5 college match applications, two scholarships and two community service projects. This resulted in 97% of the class of 2015-2016 & 2017 being accepted into a two or four year college, military or trade school and 25 million dollars in scholarship money. Compared to 5 million dollars in scholarship money from the 10 previous graduating classes.
- Led the district to successfully phase out of the Illinois State Board of Education Focus Monitoring in one year. The district had been under the Focused Monitoring since 2009. The State of Illinois has expectations that by 2016 at least 52% of all special education students will be serviced in the least restrictive environment 80% of their time. 2015
- Developed and implemented the Teacher Development Dialogue (TDD) which is to help administrators support their teachers by providing them with constructive feedback essential to their growth and development as a teacher (not an evaluation). As a result, Administrators are responsible for completing 5 critical tasks throughout the school year.
- Managed four School Improvement Grants (SIG) for the district, leading rapid and sustainable change in all four schools.(\$23 million)
- Led the One to One initiative to have Chromebooks in the hands of all students (K-12th) in the district. Created the budget to finance half of the initiative.
- Created and selected a Lead librarian for the entire school district. This hire led to the district wide development of an official circulation system. District had never had a circulation system.
- Created Administrators Development System using the Interstate school leader's framework. Three times a year building level Administrators will participate in an ADS cycle where they will be shadowed and provided feedback on their strengths and areas of focus. Every ten weeks district administrators from curriculum, operations and pupil services will come together to discuss each campus administrator and create a plan of support that will include individualized professional development.
- Supervised and supported year one of our GEARUP grant. Worked with team to create a summer long academic enrichment program for the classes of 2019 and 2020.
- Recipient of ISAC "College Changes Everything" Award one of three recipients in the state of Illinois.
- Chair District wide curriculum committee and Curriculum Board.
- Created and designed district wide Performance Management system for all schools as well as a Performance Policy for each campus: Academic Excellence Indicator (AEI)

Chicago Public Schools, Illinois

Student Population: 400,000

Budget: \$5.2 Billion

Demographics: White 10%- Black 38%- Hispanic 46%

Principal of Wendell Phillips Academy High School

September 2011 to June 2014

- Successfully led Phillips Academy from a Level III the worst Performing High School in Illinois to a Level I in three years.
- Chicago Public Schools: "Social Media Trailblazer", 2013
- Technology Summit: "Spotlight on Technology Award" for our school's weekly news show "Behind the Paws", 2013
- Mayor Emmanuel: Principal reception for reaching Level 1, 2013
- Operation Push: "School That's beating the Odds award", 2014
- AT&T: Attendance Grant, 14,000.00 Feb. 2014
- AT&T Aspire Grant, 300,000.00 over three years. Fall 2014
- Developed High functioning Near Peer AFFINITY program that received the Aspire grant.
- Phillips was selected by AUSL to be a model High school to host visiting school districts

- from across the country
- Successfully designed and implemented a Leadership curriculum and course for all student grades 9th -12th.
- Reduce suspension rates by 17% in one year. 2014
- First year after finishing SIG grant, redesigned Phillips Academy into three components: Academy for Young Men, Academy for Young Women and Honors Academy.
- Increased College persistence rate by 10% three classes in a row
- Increased the number of Advanced Placement course offerings from 5 to 11.
- Graduation rate increased by 30% in three years.
- 95% of the class of 2014 were accepted into a two or four year college/university
- Over 90% of the class of 2012, 2013 and 2014 completed their financial aid
- Balanced school budget after cuts of \$3.6 million (2013)
- Created and established an Academic Skill Center.
- Developed and implemented an Accelerated summer enrichment program for high school students. Students were able to obtain up to three academic credits over their entire high school life.
- Class of 2017 had a Freshman on track rate of 78%, an 18% increase.
- Successfully partnered with two organizations T.A.G and Working Bikes to provide the children of Bronzeville community and feeder elementary schools with 500 free bikes. May 2014 (Phillips Academy)
- Phillips served as a Training Academy for a yearlong teacher residency program for AUSL. 2013
- One of the Primary writers of the SIG grant for Phillips Academy 2010 (5 million) and 2014(5 million)
- Led Phillips Academy to successfully phase out of the Illinois State Board of Education Focus Monitoring. Phillips was put under Focus Monitoring for one year. The state of Illinois has expectations that by 2016 at least 52% of all special education students will be serviced in the least restrictive environment 80% of their time. 2013

Assistant Principal of Wendell Phillips Academy High School

June 2010 to September 2011

- Illinois Education department: “Academic Improvement Award” 2011
- Supervised Robotics team that qualified for state finals
- Led Junior class to achieve the highest growth from year to year in CPS.

Assistant Principal & Teacher of Benjamin E. Mays Elementary

July 2005 to June 2010

- Co-led in the developing and implementing of Chicago Public Schools first Single Gender Middle school concept
- Co-led in the departmental structure for grades 6th through 8th.

Teacher of Bouchet Academy Elementary

July 2000 to June 2005

Additional Skills

- Proficient with Microsoft and Google Applications
- Proficient with DOMO Dashboard and able to build out real time dashboards for district and building use.

Presentations and Panels

Horton, D. (October 2018) Served as team member for the city of Louisville By Any Means Conference. Harvard University.

Horton, D. (August 2018) Presenter for Transforming Data with Intelligence conference 2018 Anaheim, California. Former deputy superintendent for the East St. Louis School District 189 shared how he created a data culture. I presented how our Office of School Turnaround team used data and user-friendly representations to dramatically improve academic performance in one of the nation’s most challenging school systems. East St. Louis District 189 was recently honored

with a top-level award by the Illinois State Board of Education for their implementation of this revolutionary, data-driven academic improvement program.

Horton, D. (March 2018) Guest speaker for DOMOPALOOZA 2018 in Salt Lake City Utah. Carolynn Daskalakis, Global Director Customer Advocacy for DOMO interviewed me to discuss how our district was using data and DOMO to Turnaround 189.

Horton, D. (Feb. 15, 2017) Presenter for Every Student Succeeds Act Conference. Topic Cycles of Iteration- Inspect what you expect. Chicago Illinois

Horton, D. (November 2016 to November 2018) Selected to represent the State of Illinois in the National Turnaround Academy. Washington D.C and Phoenix Arizona

Horton, D. (June to December 2016) Served as member of P20 Statewide team to evaluate higher education teacher preparation programs.

Horton, D. (September 2016) Served as co presenter for Advance Illinois “Performance Management, Champaign, IL.

Horton, D. (August 30, 2016) Served as panelist on National Webinar for the development of district’s “Future Leaders” program. Sponsored by Wallace Foundation.

Horton, D. (Nov. 5th 2015) Served as guest panelist for a series through Education Weekly on Personalized Instruction, Chicago.

Horton, D. (Fall 2015) Selected by State Superintendent to serve as one of seven members to assess the College Entrance Exam for the State of Illinois and to evaluate both the ACT and SAT as the mandatory statewide exam for all 11th grade students.

Horton, D. (June 2015) Graduation Speaker for Mays Academy commencement ceremony.

Horton, D. (July 2015 San Francisco, Jan. 2016 New Orleans and May 2016 Chicago) Accepted to Serve in the Superintendent Leadership Institute cohort 4 for GEAR UP. Focus of this institute is to provide a stronger foundation for creating a “College Going Culture”. Sponsored by Broad Academy.

Horton, D. (May 2015) Served as panelists “All Lives Matter” Racial Harmony presents “The Education Connection” Help citizens understand and appreciate the importance of education in the alleviation of socio-economic inequities.

Horton, D. (March 2015) Participated in presenting proposed spending plan (5.4 million) to the State of Illinois House of Appropriations for East Saint Louis school district 189. **Senate Bill 1**

Horton, D. (March, 2015) Guest Lecturer to a cohort of Educational leadership students. Spoke and presented about the difference between school level and district level budgeting. Skyped into Dr. Laosebikan graduate course on school finance at Chicago State University.

Horton, D. (May, 2014). Keynote Speaker Chicago State University Student Teacher Luncheon.

Horton, D. (March, 2014). “Imagining the schools you want and how to get them” Panelist and presenter. “Success at a Turnaround High School: How it was done” Prezi presentation. Educator conference for District, School level administration and Teachers. Chicago State University, Chicago IL.

Horton, D. (Feb. 2014). “Using PASSAGE to Improve School Culture & Outcomes”. Learn how Phillips leveraged SIG funds and their partnership with AUSL to transform the school moving from an 18 year probation High school (Level 3) to the only neighborhood high school level 1 in the entire school district. Powerpoint Presentation. Illinois NCLB conference for District, school

level and EMO/CMO's. Sheraton Hotel, Chicago, IL.

Horton, D. (March, 2014). "Sustainability Practices for school Turnaround/Transformation"
The requirement for sustainability of all SIG grants has been a large stress factor for administrators (building and district level). This session will share ideas, tools, and examples that have propelled Phillips to a track of sustainability and improvements for years to come. Practitioner-based and researched sustainability ideas that will, during tough economic times, benefit every school administrator. Power Point. Illinois NCLB conference for District, school level and EMO/CMO's. Sheraton Hotel Chicago, IL.

Horton, D. (June, 2013). "Creating Conditions for Effective Lead Turnaround Partners"
Leadership Institute, will describe how partnership conditions differ in Chicago and North Chicago, and suggests ways SEA's can work with LEA's and partners help create the conditions required for success. PowerPoint. State Development Network, School districts, EMO's/CMO's from across the country were in attendance. Hyatt Regency Chicago, IL.