

# Timothy J. Sullivan, Jr.

## HARTFORD EDUCATIONAL LEADER

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- Life-long resident of the city.
- 27 years as an educator in Hartford/CREC, serving as a teacher, assistant principal, principal and assistant superintendent.
- Consensus builder who cultivates strong relationships with a cross section of stakeholder and empowers parents, students, staff and community members through shared decision making.
- Built and led one of Hartford's most successful schools.
- Winner of the 2010 C.A.S. Connecticut Principal of the Year Award.
- Board Member – Mayor Mike's Foundation for Kids.
- Parent of a Hartford Public Schools graduate and husband of a retired Hartford Public Schools teacher.

## EDUCATION

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<b>University of Hartford</b>	<b>Bloomfield, CT</b>
<ul style="list-style-type: none"><li>• Earned Administrator and Superintendent certificates through studies in Education Leadership</li></ul>	
<b>Wesleyan University</b>	<b>Middletown, CT</b>
<ul style="list-style-type: none"><li>• Masters of Arts in Liberal Studies conferred 1998</li></ul>	
<b>Wesleyan University</b>	<b>Middletown, CT</b>
<ul style="list-style-type: none"><li>• Bachelor of Arts conferred 1987</li></ul>	

## PROFESSIONAL EXPERIENCE

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<b>Capitol Region Education Council</b> <i>Hartford, CT</i>	<b>2012—Present</b>
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### Assistant Superintendent for Operations

- Serves on the district leadership team contributing to the development of a strategic plan to operate 17 high quality schools serving 8,500 students from 86 towns.
- Supervises the \$141 Million budget development process including revenue projections, staffing and deficit mitigation.
- Responsible for the development and maintenance of the 10 year enrollment, facility and finance projections used for long term strategic planning.
- Serves as the point person for personnel issues including layoffs, employee dismissal, workman's compensation, DCF investigations, payroll/benefits issues and union concerns.
- Leads efforts pertaining to the Sheff settlement including plaintiff communication, RSCO Lottery, marketing, partnership relations, enrollment projections and facility needs.
- Serves as the lead client for school construction projects in the district, provides advice and support to principals and the school construction team and has served on the school building committee for 12 school construction projects totaling \$751,931,958.
- Manages crisis response and incident management in the district.

- Serves as a member of select sub-committees, including the Equity/Race committee, the Mission/Vision/Core Values committee, the Magnet School sustainability think tank, the Educator Diversity committee and the CT Coalition for Magnet Schools committee.
- Serves as the division representative on the agency wide security team responsible for the development of security standards, practices and protocols designed to provide a secure environment for staff and students.
- Leads the college and career initiative facilitating the implementation of a developmental guidance curriculum focused on preparing students for success in college and career.
- Develops and delivers professional development to principals covering topics related to strategic planning, operations, marketing and professional skill development.
- Leads the district's efforts in the Human Resources Department. Developed and implemented a recruiting and hiring process for the positions of teacher, assistant principal and principal, and works with CREC's Director of HR in the areas of staff dismissal, union relations, grievance resolution, MOU negotiation and implementation of the AppliTrack system.
- Supervises the development and implementation of a long range plan to introduce varsity sports to the five high schools, while expanding the middle school athletic program.
- Supervises delivery of operational supports in the areas of Technology, Transportation, Facilities, Security, and Food Services.

## **Hartford Public Schools**

**1989 – 2012**

*Hartford, CT*

### **Principal Latino Studies Academy at Burns (2012)**

- Served as school's principal with the task of stabilizing and normalizing the school.
- Engaged the school community as active partners in the school's operations through the reconstitution of the School Governance Team.
- Developed \$6.3 Million budget with the School Governance Team that restored extra-curricular activities and field trips.
- Created and led a community clean up the school day.
- Led the principal search process.

### **Principal Classical Magnet School (2004–2012)**

- Served as school's first principal, moving the organization from a program to a fully operational school with 700 students and an \$8 million budget.
- Created and implemented a School Governance structure, which included staff, parents and students elected by the respective constituencies responsible for budgeting, hiring of teachers, implementation of School Improvement Plan, and school policy decisions in the areas of discipline, curriculum and instruction.
- Served as a principal representative on several district-wide committees including the Teacher Contract Negotiation Team in 2007 and 2010, Student Based Budgeting, Teacher Evaluation Revision, Traveler's Leadership Academy, School Governance, Student Information Systems Selection and Principal Selection.
- Provided district principals with professional development in the areas of budgeting, teacher evaluation and visionary leadership.
- Created and implemented Hartford's first Host Magnet tuition model in conjunction with the school's governance team.
- Served as president of the district magnet principal's cohort to assure effective communication between magnet schools, the district and the Connecticut Association of Inter-district Magnet Schools.

- Created, implemented and managed community partnerships with the Hartford Stage Company, Connecticut Historical Society, St. Francis Hospital, Trinity College and Hartford Children’s Theater and resident artists to extend student learning opportunities beyond the school walls.
- Created and supervised a school which places the primary focus on the development and preparation of students for life beyond school and nurtures all aspects of the child’s growth.
- Created and supervised the implementation of the core curriculum scope and sequence for grades 6 through 12 to assure that all students are challenged by a rigorous college prep curricula in each year of their enrollment at Classical Magnet.
- Designed and implemented a rotating block scheduling plan to assure that classroom instruction can support depth over breadth of coverage.
- Designed and implemented heterogeneous grouping plan, assuring that all students have access to a rigorous curriculum.
- Designed and implemented mandatory after school enrichment program to provide all students with a genuine, on-campus experience beyond the core curricula.
- Designed and implemented a peer visit program for teachers to conduct 1,000 semiformal visits per year to promote professional dialogue around teaching and learning.
- Designed and implemented uninterrupted common planning time for interdisciplinary grade level teams.
- Designed and implemented student advisory program to ensure that all students have an adult with whom they can build a personal connection.
- Designed and implemented college visitation program for students in grades 6 thru 12 to support the mission of preparing all students for acceptance to a four year college.
- Designed and implemented a rubric system to measure the school’s adherence to the Mission and Expectations at the individual student level.
- Personally conducted over 1,000 twenty minute teacher observations over three years to assure teacher fidelity to the Paideia Instructional model.
- Led the school through initial NEASC accreditation which was granted in September 2010.
- Oversaw the design and completion of a \$36 Million construction project to assure that the facility would support teaching and learning.
- Presented to the Yale School of Management Education Leadership Conference on School Governance Teams.
- Educational Theater Association National Administrator Award winner 2009.

***Classical Magnet School Recognitions/Accomplishments:***

- 85% of graduates accepted to four year colleges from 2006-2012.
- Improved percentage of students scoring at or above AYP proficient level between 2005 and 2011.
- 2009 Magnet Schools of America School of Distinction.
- 2009 U.S. News and World report Best High Schools in America (Bronze).
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**District Scheduler for Secondary Schools (2003—2004)**

- Served on the re-districting committee for the Hartford Public Schools reviewing enrollment and capacity projections.
- Designed and supervised the scheduling process of 5,000 students at Weaver, Bulkeley and HPHS.
- Met with principals and leadership teams to develop a schedule which supported the various learning missions.

**Assistant Principal of Bulkeley High School (2001—2003)**

- Created and Implemented Hartford’s first Afternoon School program for overage-under credited youth.
- Served as Co-Chair of NEASC Steering committee.
- Supervised the Small Learning Communities grant implementation.

**Teacher of History Weaver High School (1989—2001)**

- Developed the Coalition of Essential Schools teaming model.
- Served as A.P. US History Teacher.
- Coached State Championship teams in football and Indoor track.
- Winner of the “Committed Adult to Children in Hartford” award.
- Winner of the “Coca-Cola Outstanding Educator” award.