

RESUME

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EDUCATION

MA +73.5 Educational Leadership and Higher Education University of Nevada at Las Vegas, NV

BA English Education University of New Orleans at New Orleans, LA

EMPLOYMENT EXPERIENCE

Administration

HYA Associate, Hazard, Young and Attea Associates Present
Education consultant, professional development, developing equitable systems, mentoring executive leadership teams, building strong, positive School Board and Superintendent relationships, strategic planning and professional development at all levels of the organization

Chief Executive Officer and Founder, Paseo United, LLC (est. 2018) Present
Education and Business consultant and research-based systems design

Executive Coach, Women of Color Education Collaborative February 2023 - Present
Coaching and mentoring women of color in executive leadership positions

Superintendent Emeritus February 2023 - Present
Education Research Design Institute (ERDI)

Deputy Executive Director for Research and Policy February 2023 - September 2023
New New York State Conference
of Big 5 School Districts
(5 member districts/3 affiliate districts / 1.3M students)
(46% of NYS students))
Resigned to complete doctoral program at Russell Sage College

School Superintendent City of Albany, NY August 2017 - January 2023
(9000 students, 1800 employees)
City School District of Albany Albany, NY

School Associate Superintendent Performance Zone 1 January 2017 – August 2017
(24 schools/28,116 students)
Clark County School District Las Vegas, NV

Assist Chief Student Achievement Officer/ Performance Zone 3 June 2012 – December 2016
(21 schools/21,725 students)
Clark County School District Las Vegas, NV

Academic Manager/Assist. Supt. Performance Zone 3 (25 schools/ 24,600 students) Clark County School District Las Vegas, NV	July 2011 – June 2012
Academic Manager/Assist. Supt. Area Service Center 4 (56 schools/66,000 students) Clark County School District Las Vegas, NV	February 2010 – June 2011
Director, Instruction Unit Instruction, Curriculum Clark County School District and Facilities Administration	October 2007 - February 2010
Director, Human Resources SAP software implementation Clark County School District Functional Team Lead	February 2005 - October 2007
Director Human Resources Licensed Personnel Clark County School District Secondary Placement	February 2003 - February 2005
Middle School Principal Bob Miller MS Clark County School District Las Vegas, NV	January 2000 - January 2003
Middle School Assistant Principal Duane D. Keller MS Clark County School District Las Vegas, NV	January 1997 - December 1999
Summer School Site Administrator Las Vegas HS	Summer 1995
Middle School Dean of Students Fremont Middle School Clark County School District Las Vegas, NV	August 1994 - December 1996

Classroom Teacher

Graduate Course Instructor Regis University Las Vegas, NV
Student Teacher Faculty Advisor
Methods of Teaching ELA and Math
Methods of Teaching Special Education
English 10th grade Las Vegas HS Summer School Las Vegas, NV
English 7th grade O'Callaghan Middle School Las Vegas, NV
English 10th grade Western HS Summer School Las Vegas, NV
English 6th, 7th, 8th grade J.D. Smith Middle School Las Vegas, NV
English 8th, 12th; Reading 10th, 11th, and Phys Sci 9th St. Augustine HS New Orleans, LA
English 7th/8th grade Linear Middle School Shreveport, LA

ADMINISTRATIVE JOB RESPONSIBILITIES

Deputy Executive Director for Research and Policy

1. Promote a more equitable and adequate funding system
2. Advocate for the delivery of high quality education at all levels of the organization
3. Interface with local and state legislators and government officials in order to ensure that the legislative priorities are clearly communicated and the impact of the proposed recommendation is understood
4. Develop and follow the status of current legislation
5. Gather supporting and opposing data regarding the current and pending legislation
6. Advocate for the legislative priorities for the Conference of Big 5 School Districts

2022-2023 State Aid Recommendations/Legislative Priorities

- Maintain the Commitment to the Foundation Aid Phase-In and Hold School Districts Harmless from Pandemic Related Reductions in Expense-Based Funding
- Limit Charter School Expansion, Repair the Authorization and Funding Systems, and Enhance Accountability and Oversight
- Expand Special Services Aid for Career and Technical Education (CTE)
- Fully Fund Prekindergarten Programs in High Need School Districts
- Increase School Health Services Funding and Provide Critical Resources to Meet Social Emotional Needs
- Increase Funding for Instructional Materials and Permanently Address the Digital Divide
- Provide Forgiveness for Transportation and Building Aid Filing Penalties
- Provide Additional funding for English Language Learners (ELLs)
- Target Funding for Critical Professional Development
- Reimburse Urban School Districts for Transportation of Pupils Below Current Mileage Limits to Keep Students Safe
- Take Action to Afford School Districts the Ability to Maximize Medicaid Dollars
- Maintain the State Education Department's Oversight for Child Nutrition Programs
- Reject the Permanent Special Education Cost Shift

Responsibilities

1. Effectively monitor the Conference of Big 5 School District legislative bills through the process and track status
2. Develop a resource portfolio to support the Conference of Big 5 School Districts legislative priorities in order to archive research data and data sources aligned with the legislative priorities.
3. Stay abreast of rapidly evolving education issues among federal and state policymakers, within public education policy and research communities, and in the media.
4. Conceptualize, design, and manage research projects to advance the Big 5 legislative priorities.
5. Conduct research and data analyses and develop briefs/summaries to highlight the key matters within various educational research and legislative priorities.
6. Share a variety of quantitative and qualitative research, literature and policy scans, data analyses, convenings, and member engagement/feedback in order to ensure that member districts have the data to assist with the decision-making process.
7. Design and implement effective feedback cycles in order to collect input from member districts.
8. Serve as a resource for public education data, policy and advocacy issues to assist in the decision-making process.

9. Support the executive director and deputy executive director of operations providing a research portfolio which serves to support various legislative priorities.
10. Collaborate closely with the executive director and deputy executive director of operations to ensure streamlined operations, build morale, maintain communications across projects and encourage an inclusive and collaborative work environment.

School Superintendent

1. CEO/senior leader of the City School District of Albany: ensuring the district meets the NYSED requirements
2. Advocate for equity in education at the local and state levels through:
 - a. increased funding to close education gaps among underserved populations,
 - b. removing systemic barriers which challenge meeting the needs of the district,
 - c. equity in instructional practices, access and opportunities for all students
 - d. enhancing student voice and self-advocacy at all levels in the organization
3. Provide Professional Development for District Leadership: Equity, Diversity and Inclusion, Policy and Governance, Effective Leadership, Change Management, controversial topics in education, strategies for addressing challenges, strategic planning, educational designs, blended learning, Unconscious Bias, Normalizing Conversations about Race, School Budgets, Legislative Advocacy
4. Make decisions about educational and extracurricular programs
5. Works with the CFO, Cabinet and school board to create and implement a budget for the district
Establish factors to be considered when developing budgets include staff salaries and training, curriculum development, library and computer resources, instructional materials, extracurricular activities and food and transportation services
6. Assess Student Performance and Achievement
7. Ensure that all schools are meeting goals established by the state and school board
8. Regularly evaluate student achievement
9. Review test scores, grades and attendance to determine if students are satisfying standards and that teachers are successfully implementing curricula and policies
10. Manage school staff, which includes district leadership, principals, assistant principals, teachers and teacher assistants.
11. Monitor process and selection of new hires, interview potential employees and terminate staff if needed
12. Understanding the big picture and daily operations are essential skills for this position
13. Works closely with the Department of Education, legislators and taxpayers
14. Review and decide about the adoption of curricula within each school and the district as a whole
Ensure that curricula meet educational standards established by the state
15. Make decisions and serve as the face of the district
16. Emergency preparedness: inclement weather, bias incidents, school safety concerns, and workplace injuries
17. Have strong interpersonal skills is an essential quality for a school superintendent
18. Develop positive relationships with students, parents, community members, school board members and district employees
19. ALERT Partnership, Inc. Certificate of Appreciation (November 2022)
20. Outstanding Leadership, Dedication and Service to the NYS Capital Region (November 2022)

Civic Engagement

- Black, Puerto Rican, Hispanic, Latino and Asian Caucus Weekend (2019-2023)
- COVID-19 Food Insecurity Outreach Program (300,000+ meals provided)
- City School District of Albany Family Engagement: Outdoor Story Gallery

- Family Engagement Reimagined: Reducing Chronic Absenteeism
- Family Engagement Reimagined: Be Counted Census Campaign City of Albany Policing Reform and Reinvention Collaborative
- City School District of Albany My Brothers' Keeper Fellows Program
- My Brother's' Keeper Legislative Day with Speaker Carl E. Heastie
- City School District of Albany School Renaming Policy and Committee
- NY State Legislature 2020 Joint Budget Hearing Elementary and Secondary Education Panelist
- Capital Region BOCES Superintendent's Legislative Committee Equity in Education
- Legislative Priorities and Advocacy for NYS Deputy Secretary of Education Daniel Fuller, U.S., Representative Paul Tonko, NYS Senator Neal Breslin, NYS Assemblymember Patricia Fahy, and NYS Assemblymember John T. McDonald, III
- NAACP Guest Speaker: Equity in Education: Diversity and Inclusion

School Associate Superintendent (Performance Zone 1) and Assistant Chief Student Achievement Officer (Performance Zone 3)

1. Responsible for meeting the goals of the focus areas and strategic areas of proficiency; academic growth; narrowing achievement gaps; preparing students for college and careers; identifying the value of programs and practices; reducing disproportionality; providing a safe and welcoming climate; and engaging stakeholders in school and Clark County School District-related matters
2. Responsible for compliance with all applicable federal, state, and local laws
3. Provides support, supervision, coaching, and mentoring to a portfolio of twenty-one K-12 principals
4. Provides leadership to school staff in the operation of school organizational teams to provide assistance and advice to the principal and to implement and monitor school improvement processes
5. Serves as the liaison between school principals and the Superintendent or designee; advocating for the needs of schools; and ensuring compliance with requirements from the Superintendent or designee
6. Reviews and approves the plans of operation for schools, including all budgets and school performance plans, and ensures their effective implementation: School Performance Plans, Title Plans, Family Engagement Strategies, EL Master Plan, Read By Grade 3, Strategic Budget, NW Accreditation Plan (HS)
7. Responsible for the performance of schools based upon District and state accountability measures, student achievement and growth measures (formative/summative), and annual surveys of school stakeholders (District-wide surveys, site-based surveys, zone-level surveys): Acuity Assessments, SBAC, increase in AP enrollment and pass rates, increase in graduation rate (88%), increased EL students exiting services (12%)
8. Ensures that schools maintain a positive climate for learning for students, staff, and parents
9. Monitors and ensures the condition of the physical assets including the neatness and cleanliness of the buildings and grounds and the safety, security, and state of maintenance and repair of the buildings, grounds, furnishings, and equipment
10. Provides school principals with support and assistance to meet the requirements of the Nevada Educator Performance Framework
11. Provides support and development to school principals in goal-setting, observation and feedback, conferencing, and identification and collection of evidence
12. Responsible for effective planning, oversight, and control of the expenditure of all allocated

- funds
13. Actively promotes and maintains a relationship of mutual trust, confidence, and respect among all District staff
 14. Maintains an understanding of the issues in the District and is responsible for information disseminated inside and outside the District
 15. Promotes and behaves with integrity in relationships with colleagues, students, parents, the community, and when representing the District
 16. Demonstrates a commitment to transparency and timeliness
 17. Creates and sustains a focus on learning and a culture of continuous improvement, including the effective use of multiple data sources
 18. Aligns curriculum and instruction with resources in a manner that is culturally responsive, strategic and diverse through professional development and progress monitoring: The Equity Framework, Culturally Responsive Teaching, Teaching with Cultural Intelligence
 19. Demonstrates success in improving student achievement for all students
 20. Demonstrates successful leadership experiences in professional development, supervision, and evaluation
 21. Demonstrates effectiveness in planning, scheduling, and allocating resources; reaching logical conclusions and making high-quality decisions using appropriate decision-making processes; and accepting responsibility for actions and consequences
 22. Demonstrates success in exercising good judgment, insight, self-awareness, integrity, and cultural responsiveness when interacting with diverse employees, students, parents, and community members
 23. Seeks and accepts constructive guidance from immediate supervisor and from building-level administrators through systemic zone-level feedback surveys throughout the school year
 24. Demonstrates the ability to communicate effectively with diverse audiences
 25. Responsible for the oversight and implementation of the curriculum, instruction, assessment, progress monitoring process, supervision, and evaluation of school leaders (21 schools/ approximately 20,000 students)
 26. Responsible for the development and implementation of professional development for principals
 27. PZ 3 Building Engaged Schools
 28. Leadership and Self-Deception: Getting Out of the Box
 29. Leverage Leadership: Observation/Feedback Cycles
 30. Equity Framework and Culturally Sensitive Supervision and Teaching
 31. Instruction Unit Leadership Series: Productive Group Work, Making Thinking Visible, Student Centered Coaching, High Impact Instruction, Better Conversations w/ Jim Knight, NEPF, Strategic Budgeting, Professional Growth System and Student Learning Goals

Academic Manager/Assistant Superintendent Area Service Center 4

1. Supervision/Evaluation of 28 of 56 CCSD Area Service Center 4 (ASC 4) schools K-12
2. Conducted classroom observations and targeted the Components of an Effective Lesson, student engagement strategies, and Depth of Knowledge levels
Coordinated with Student Support Services Division and ELL departments in order to address the unique needs of students
3. Collaborated with school administrative and leadership teams regarding the data analysis (i.e. Quality Assurance Framework, School Improvement Plan, School Accountability Report, school profile, AYP data, and student performance data) at the site in order to determine the school's progress toward accomplishing the previous evaluation directions
4. Broker resources and leverage the coordination of various department services to schools in ASC 4

5. Participated and facilitated School Support Teams (SSTs)
6. Conducted Curriculum walks to assess the delivery of instruction in Area 4 schools
7. Participated in NCCAT analysis and site visits of identified Area schools
8. Collaborated with Area 4 schools' Leadership teams regarding the appropriate Targeted Assistance needed based on school/student performance data
9. Facilitated the Differentiated Grading Committee (ASC 4 Cohort II) which included discussion and action plans regarding the value of homework, missing assignments, and the weighting of grades.
10. Attended school leadership team meetings and department meetings
11. Attended student council meetings and activities to support students (fundraising activities, community service efforts, student recognition activities/performances, homecoming activities, etc.)
12. Attended parent meetings (PTA/PTO/Parent Advisory meetings)
13. Participated in Area 4 Leadership Team meetings, Principals' meetings, AP/Deans' meetings, Area 4 PAC meetings, TEACH meetings, Principal Advisory meetings, Just Ask Deans' meetings, and staff meetings

Director, CCSD Instruction Unit

1. Clark County School District Instruction Unit coordinator of 9th Grade Academy/SLC Seminar
2. Nevada State Board of Education Committee Member
 - a. Uniform Grading Policy
 - b. Alternate Assessment for NHSPE in Writing
 - c. Promotion/Retention of Students
3. Clark County School District Instruction Unit liaison to Facilities Division
 - a. Assessed Facility Designs
 - b. Aligned Facility Designs to the Curriculum Needs
 - c. Coordinated New School Openings
 - d. Perfect Schools Committee-Prototype Design
 - e. CEFPI member
 - f. Standards Committee for New Schools
4. Community Liaison
 - a. United Way- Commitment to Education
 - b. Ethnic Recognition Support
 - c. NV PIE – Inclusion Education Practices
 - d. Nevada Partners Fellows Academy
 - e. Communities in Schools
 - f. Urban Chamber of Commerce

Awards and Recognitions

2024 Omega Psi Phi, Fraternity, Inc. NYS Chapters Citizen of the Year Award
2023 The Global Directory of Who's Who
2023 Albany Police Athletic League (PAL) Community Supporter Award
2023 ALERT Partnership, Inc. Albany Bridge Builder Award
2023 518 ElevatED Board Member
2023 ERDI (Education Research and Design Institute) Superintendent Emeritus
2022 - 2024 American Heart Association Board Chairperson
2022 CNYS Black EXPO Community Appreciation Award
2022 Proclamation from the Albany County Executive
2022 NYSCOSS Ignite Guest Speaker
2022 - 2023 Alpha Kappa Sorority, Inc., Delta Mu Omega Vice-President
2021 Alpha Kappa Sorority, Inc., Delta Mu Omega Exemplary Citizen Award
2020 Whitney Young Health Center Exemplary Community Partnership Award
2020 NYS Governor Andrew Cuomo's Reimagining Education Committee
2020 The City of Albany and Albany Police Department Community Policing Collaborative
2020 NYS Big 5 School District Conference Member
2020 Capital Region BOCES Legislative Committee Member
2020 Omega Psi Phi Fraternity, Inc. Nu Tau Chapter Scholarship Cardinal Principle Award
2020 Girl Scouts of Northeastern New York Board Member
2019 Sponsor-a-Scholar Advisory Board Member
2019 Omega Psi Phi Fraternity, Inc. Nu Tau Chapter Women of Color Lifetime Achievement Award
2019 HATAS (Homeless and Travelers Aid Society) Champion of Compassion Award
2019 Finish Strong Leader of Change and Support Award
2018 Capitalize Albany Investments Board Member
2018 Baby Institute Advisory Board
2018 Albany Symphony Orchestra Board Member
2015 Harvard Business School Executive Education Program

REFERENCES

Available upon request