

Vallerie Coath Cave, Ph.D.

PROFESSIONAL CREDENTIALS

<i>National Aspiring Superintendents Academy</i> AASA, The Superintendent's Association	Feb 20-21
<i>The Executive Leadership Academy</i> Harvard University School of Management	March 2019
<i>Doctor of Philosophy (Ph.D.) in Education</i> Walden University, Minneapolis, Minnesota Ph.D. in Education: Leadership and Curriculum/Instruction	May 2006
<i>Leadership Endorsement</i> Charleston Southern University Elementary/Middle School Leadership	May 2003
<i>Master of Education (M.Ed.) Early Childhood Education</i> University of South Carolina, Columbia, South Carolina Honor Graduate	May 1989
<i>Certified Corporate Paralegal</i> National Center for Paralegal Training, Atlanta, Georgia	December 1983
<i>Bachelor of Science (BS) Political Science-Criminal Justice</i> Baptist College at Charleston, Charleston, South Carolina	May 1982

PROFESSIONAL EXPERIENCE

<u>ASSOCIATE SUPERINTENDENT</u> K-12 School Transformation and Innovation Savannah-Chatham County Public Schools Savannah, Georgia	June 2020-Present
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- Provide leadership and direction to ensure that all schools achieve high academic performance.
- Oversee the efficient delivery of non-instructional pupil services
- Ensure implementation of the district's curriculum and instructional practices. • Provide leadership and direction for Principals and their leadership teams.
- Understand the Board policies, communicate guidelines inherent in those policies, and oversee implementation of the policies.
- Manage and support implementation of the strategic plan initiatives related to the operation of the schools.
- Oversee design and implementation of all school-based program changes including cluster based signature programming.
- Establish priorities and set measurable goals for achievement by schools. • Assist Principals with ensuring that school improvement plans are aligned to the needs of the schools.
- Assist Principals with responding to issues, problems, and concerns at the school sites.
- Assist the Principals with assessing, planning, and implementing training for principals and other instructional staff.
- Monitor school budgets and provide guidance to staff on managing resources to support the district's goals.
- Coordinate with Teaching & Learning to ensure that curriculum, assessments, and instructional practices are aligned to state standards.

EXECUTIVE DIRECTOR

July 2019- June 2020

K-12 School Transformation and Innovation Savannah-Chatham County Public Schools Savannah, Georgia

- Builds system-wide capacity to support dramatic transformation efforts, particularly in targeted Transformation schools.
- Provides subject matter expertise in the areas of school and district-wide curriculum development, professional development, assessment tools, and teaching and learning.
- Develops and implements a robust performance monitoring system, including data collection tools and processes through which data will be analyzed and disseminated.
- Monitors school progress (incl. fidelity in implementation, results, and project budgets) to promote heightened accountability for transformation schools; determining implementation milestones and academic benchmarks; creating clear performance indicators for external partners.



- Recruits and vets potential supporting partners which includes managing the request for proposal (RFP) process for external partners and developing memoranda of understanding (MOU) between the school district and partners as needed.
- Secures necessary staffing and operational flexibility needed for the implementation of transformation efforts/strategies in all Transformation schools.
- Responsible for continuous supporting, developing, and reviewing school improvement plan(s) and over 3 million dollars in budgets.
- Coordinates with the Division of Academic Affairs to develop and present required progress reports for all Transformation school.
- Identifies funding opportunities for the district's turnaround initiatives including developing and writing grant application.

EXECUTIVE DIRECTOR

July 2015- July 2019

**For Elementary/K8 School Governance
Savannah-Chatham County Public Schools
Savannah, Georgia**

- Coordinate all governance, management /leadership aspects of the elementary and K8 schools for continuous school improvement.
- Supervise and Evaluate 15 K-5 and K-8 Principals aligned with the Georgia LKES Standards.
- Supervise Impact K-8 School Improvement Team.
- Provide supervisory, leadership and guidance for Teacher Specialist for Balanced Literacy and Science in K-5 Schools.
- Lead the District Wide Implementation for Balanced Literacy.
- Design, monitor and support Turnaround Implementation for Brock and Shuman Elementary Schools.
- Supervise, plan and monitor the Elementary Alternative Learning Program.
- Plan, monitor and support the School Based Health Care Partnership with Curtis V. Cooper Primary Health Care.

SUPERVISOR

2011- Present

**Contributing Faculty Member/University
Walden University, Minneapolis Minnesota**

- Contributing Faculty Member for Reading Endorsement Program.
- University Supervisor for Teacher Preparation and Principal Preparation Programs.
- Contributing Faculty Member Early Childhood Education.



VICE PRESIDENT FOR BUSINESS DEVELOPMENT

January 2015-June 2015

Edutone Corporation

Wetumpka, Alabama

- Responsible for the development, sales, management, implementation and consulting support for all Alabama G.R.I.D. (Gateway to Resources for Instructional Decisions) customers.
- High Level Consulting Support Services to include: Data Analysis for Summative and Formative Assessments, Curriculum Design and Implementation, Technology Integration, Standards Based Instruction, Principal Coaching for Instruction, Leadership and Accountability Matrix, Formative Assessment Design and Implementation Process.

DIRECTOR OF CONSULTING SERVICES

June 2010 –January 2015

Information Transport Solutions

Wetumpka, Alabama

- Delivered training to senior, district and school-level leadership regarding the concept of C.A.R.E (Culture-Accountability-Results-Excellence).
- Delivered training on a standards-based culture vs. the bell curve reemphasizing the role of time in meeting and exceeding performance standards in a standards-based culture.
- Provided training and strategies to senior level and central office staff in sharing student achievement accountability and responsibility with school-based leadership (principals, assistant principals).
- Provided training to district and school-based leadership on the concept and power of 90/70/100 as expectations for student performance.
- Provided training to Principals and Assistant Principals in developing high performance instructional leadership teams at each school that assume full responsibility in creating the ideal teaching and learning environment; is accountable for a process of continual school improvement that is teacher-led, not administrative driven; understands the student performance data drives the instructional design and decisions; and develops prescriptive strategies to assist all students in meeting and exceeding performance standards.
- Provided training to district and school-based leadership on M.A.G.I.C. (Making Achievement Gains in Classrooms)—a four step, data-driven model.
- Provided training to district and school-based leadership on developing effective pre/posttest exams aligned to Alabama performance standards, the development of common benchmark assessments, and how to use to effectively differentiate and change instruction.
- Provided training to senior staff, central office, principals, assistant principals, and instructional leadership teams on progress monitoring through the use of the 45 Day Action Plan process.



- Examined current curricular sequence control and promotion requirement policies to ensure promotion requirements are tied directly to the academic core.
- Collaborated with district and school-based leadership teams to develop student achievement incentives.

PRINCIPAL

July 2006 - May 2010

**Risley Early College Academy
Risley Middle School
Altama Elementary
Brunswick, Georgia**

- Established a vision and purpose for the system/school in collaboration with stakeholders.
- Identified system-wide/school wide goals and measures to advance the vision.
- Provided for systematic analysis and review of student performance and school effectiveness.
- Implemented an evaluation system that provides for the professional growth of all personnel.
- Documented evidence of planning for differentiation of instruction, interventions based on data analysis of student achievement, and the results and impact on student achievement.
- Collaborated with local college to implement the professional development school model on school campus.
- Established a vision and purpose for the system/school in collaboration with stakeholders
- Identified system-wide/school wide goals and measures to advance the vision.
- Provided for systematic analysis and review of student performance and school effectiveness.
- Implemented an evaluation system that provided for the professional growth of all personnel.
- Documented evidence of planning for differentiation of instruction, interventions based on data analysis of student achievement, and the results and impact on student achievement.

DIRECTOR FOR SPECIAL ACADEMIC PROGRAMS

January 2005- June 2006

**Beaufort County School District
Beaufort, South Carolina**

Provided leadership for, directed, implemented and managed the following academic programs, teacher leaders and teachers for the district:



- ***English To Speakers of Other Languages***

1. Researched, planned, managed and created the curriculum model for the newcomer program called ‘Gateway.’”
2. Developed and managed the instructional delivery model to accommodate the increase of Non-English Speakers from 110 students in 2000 to 1851 students in 2005.
3. Presented data to board of education to justify the expansion of program from 6 teachers to 64 currently in less than five years.
4. Created and provided instructional leadership for the model for Sheltered Instruction for Middle School Limited English Proficient students.
5. Initiated, provided leadership, set guidelines and managed the delivery system for the Spanish for School educators training for the school district. Served over 300 teachers and administrators.
6. Supervised, directed and provided leadership for ESOL teacher leader.
7. Served on State Advisory Board for the establishment of LEP education initiatives in the state of South Carolina.

- ***Gifted and Talented***

1. Designed and/or selected appropriate instructional modifications for gifted students and coordinated these activities with teachers as appropriate.
2. Ensured professional growth through graduate courses, meetings, attending state and national conferences, reading professional literature, and exchanging ideas among the district staff.
3. Designed, managed and coordinated the Masters in Gifted Education Cohort Group of 52 teachers.
4. Designed, managed and implemented the summer academic gifted program in the district.
5. Ensured the implementation of all federal and state regulations for gifted education in grades 1-12, serving 3552 students.
6. Secured a variety of services through community resources and agencies to meet the needs of exceptional students.
7. Developed and monitored modified strategies for the students in coordination with the basic and gifted teachers as appropriate.
8. Provided professional development training annually to basic education teachers on the characteristics of the gifted learner.
9. Collaborated with teachers to evaluate the performance of the gifted student.
10. Participated on in-school staffing and screening process as appropriate.
11. Participated on evaluation teams for gifted students as appropriate.



12. Worked with classroom teachers in understanding the goals and objectives of the gifted program where appropriate.
13. Ensured to establish and maintain open lines of communication with students and their parents concerning the broad academic and behavioral progress of all assigned students.
14. Analyzed data and compile reports for appropriate local and state educational agencies.

- ***Reading Recovery***

1. Supervised the intervention model and daily instructional delivery model for the district.
2. Provided leadership for the teacher leader for reading recovery.
3. Evaluated program effectiveness.
4. Assessed student progress for continuance or redesign.

- ***Reading First***

1. Managed a 3 million dollar budget for the implementation of the Reading First Grant in grades K-3 in two elementary schools.
2. Ensured that Federal regulations for Reading First are followed and implemented in the district schools.
3. Ensured the effectiveness of the program by conducting classroom observations, holding teacher conferences and providing effective feedback on instructional practices regarding reading instruction.

- ***Migrant Education***

1. Ensured that all Federal regulations regarding migrant education were adhered to.
2. Trained teachers in the curriculum design used for the migrant summer program.

- ***21st Century Learning Programs***

1. Researched and supervised grant implementation of district-wide, after school and summer programs.
2. Managed the distribution of funding for all summer programs.

- ***Advanced Placement***

1. Coordinated advanced placement teacher certification and professional development



- for the district.
2. Facilitated the articulation between middle and high school for design of Pre-AP program.
 3. Managed the enrollment and testing for the AP program.
 4. Supervised the implementation of vertical teaming in the high school.
- ***Single Gender Education***
 1. Researched, designed and led the implementation of Single Gender Education classes in Beaufort County School District Middle Schools.
 2. Facilitated the ongoing monitoring, assessment and parent component for the single gender education implementation.
 - ***SACS***
 1. Coordinated the process for schools seeking and continuing accreditation through the Southern Association of Colleges and Schools.
 2. Represented the school district at all state level trainings and meetings regarding accreditation.
 3. Participated on state SACS review team.

LEAD ADMINISTRATOR

2000-2004

**St. Helena Early Learning School's Education
Specification Committee - Beaufort County School District
Beaufort, South Carolina**

- Led and supervised members of the St. Helena Early Learning Educational Specification Committee to design the curriculum and school with a Reggio focus. The Education. Specification Committee consisted of parents, teachers, district staff, community members, consultants, engineers, contractors and architects charged to build and design the new St. Helena Early Learning School, a \$6.8 million facility (Beaufort County Bond Referendum 2000).
- Collaborated with Clemson University, Rubber Wholesalers, Director of Early Childhood, and GMK to write and secure a \$100K grant for asphalt paving and rubber flooring for playground and parking lot.

EDUCATIONAL CONSULTANT-TRAINER

2001-2003

**Aha! Process
Highlands, Texas**



- Trained groups of educators nationwide on issues regarding economics and poverty as it relates to learning.
- Training Groups included: Toledo, Ohio Public Schools, Dayton, Ohio Public Schools, Georgetown County, South Carolina Public Schools, Columbus, Georgia Public Schools, Richland II Public Schools, Columbia, South Carolina.

CERTIFIED TRAINER

2000-2005

**Center for Child Care and Career Development
Greenville, South Carolina**

- Trained and taught educators as a part of quality enhancement component of the First Steps Program for the state of South Carolina.

PROGRAM SUPERVISOR FOR CULTURAL DIVERSITY

1999-2005

**Beaufort County School District
Beaufort, South Carolina**

- Provided leadership, supervised, implemented and managed English to Speakers of Other Languages (ESOL), Social Studies, Foreign Language and Multicultural Education Programs for the school district.
- Researched, designed and directed the implementation of the “Gateway,” an English intensive immersion program for immigrant students.
- Implemented the Open book on-line learning program for the advancement of second language learners.
- Led and facilitated the revising of the Beaufort County Power Standards alignment with the South Carolina Academic Standards.
- Taught cultural diversity course for induction teachers.

ADJUNCT PROFESSOR

1999-2007

**Beaufort Campus of Wheelock College
Boston, Massachusetts**

**Technical College of the Low Country
Beaufort, South Carolina**

- Provided instruction to college students in the associate, bachelor and master’s programs for elementary and early childhood education.
- Provided instruction to college students in the early childhood credentialing program.
- Taught day care providers as a part of the ABC accreditation program
- Courses to include: *Literacy and the Young Child, Human Growth and Development, Creative Writing, Curriculum and Instruction in the Elementary School, Teaching*



Reading in the Elementary School, Reading in the Content Area, The Diverse Learner, Positive School Guidance, and Introduction to Education

ADMINISTRATIVE INTERN/ASSISTANT PRINCIPAL

1998-1999

**St. Helena Elementary School
St. Helena Island, South Carolina**

- Provided leadership for 4th and 5th grade curriculum.
- Worked with a core of teachers to focus on areas of instruction needing improvement.
- Assisted principal with staff evaluations.
- Responsible for discipline for 4th and 5th grade students
- Facilitated a successful learning environment and maintained positive relationships with students, parents and teachers.
- Coordinated the testing process for a cluster of seven schools.
- Supervised the collection, administration and distribution of all secured state tests.
- Revised the Beaufort County Creative Writing curriculum standards for alignment with South Carolina Curriculum Standards. Standards were adopted and implemented district-wide.

CLASSROOM TEACHER (4TH AND 5TH GRADE)

1994-1998

**St. Helena Elementary School
St. Helena Island, South Carolina**

- Educator for 4th and 5th grade students.
- Directed after school program for gifted and talented students.
- Directed the Choraliers (girl's choir).
- Provided intensive leadership for the school-wide Exemplary Writing Program.
- Provided staff development training on creative writing.
- Presented at national, state and local conference.

CLASSROOM TEACHER (1ST GRADE)

1989-1994

**Allendale Primary School
Allendale, South Carolina**

- Educator for 1st grade students.
- Created, in collaboration with other educators, benchmark tests for first grade in reading, math, science and social studies.
- Directed summer remediation reading program.
- Wrote and received \$5000 grant for students to produce a monthly newspaper.



PARALEGAL

1983-1988

**Thomas O. Lawton, Attorney At Law
Allendale, South Carolina**

- Provided assistance to three attorneys.
- Researched and reviewed laws and/or cases to assist attorneys.
- Administered depositions.
- Prepared briefs for trial.
- Interviewed clients to establish basis for attorneys.

PROFESSIONAL CERTIFICATIONS

South Carolina Professional Certificate

Certificate Area: Early Childhood Education
Reading Recovery Trained and Certified
District Administration
Elementary/Middle School Supervisor/Principal
Gifted and Talented Endorsement
Superintendent K-12

Georgia Professional Certificates

Certificate Area: Early Childhood
Elementary Education
Reading Endorsement (First District RESA)
Leadership K-12
Gifted Endorsement (First District RESA)
Superintendent K-12
Certified Harvard School of Business Leading and Learning Executive
Leadership Institute
Certified Curriculum Instruction Management Auditor

PRESENTATIONS

- Moving from a Toxic to a Positive School Culture; Changing the School Culture as an Essential Part of School Improvement
- Transformational Leadership: A Leader's Perspective
- Assistant Principal Leadership Academy Designer and Facilitator
- Points to Consider and Monthly Reminders: Leadership Imperative
- Growth Mindset and Leading the Way Everyday



- School Improvement the Impact TEAM Approach to Change
- Data Driven Culture in the Making
- Lowndes County MEGA Day presenter on Standards Based Classrooms/Differentiation
- Black Belt Dropout Summit Presenter
- Instructional Leader/Low Country HUB
- Instructional Leader/CSRA HUB
- Presenter National Blue-Ribbon School Conference
- Presenter Superintendent's PCS - Monroe, Louisiana
- Presenter-"Teaching Writing in Early Childhood Education"-Beaufort County
- Presenter-National Multiage Conference-Columbus/Cincinnati, Ohio
- Presenter-Multicultural Conference-St. Helena Elementary School
- Presenter-South Carolina Association of Elementary and Secondary Education Act Administrator
- Presenter South Carolina Black Educators Conference
- Presenter Georgia Association for Supervision and Curriculum Development

HONORS/AWARDS

- National Aspiring Superintendent's Leadership Academy
- Georgia Medical Society Heroes in Health Care Honoree
- 2015-2019 led six schools in removal from State Identified list of Underperforming Schools
- Achieved two National Green Ribbon Schools from US Department of Education
- Achieved All Star for Learning Elementary School
- Granted three Personalized Learning Grants from Georgia Department of Education
- Early College recognized as One of Top 16 Schools in Georgia by Georgia Partnership for School Excellence
- Transformational Leadership Award presented by Information Transport Solutions
- South Carolina School Teacher Incentive Award Winner – 5 years
- Beaufort County Education Foundation Grant Recipient
- Writer for Creative Writing Standards for Beaufort County
- Leadership Council at Disney Leadership Institute

AFFILIATIONS

- America Association of School Administrators
- Association for Supervision and Curriculum Development
- President-Elect Georgia Association for Supervision and Curriculum Development
- Executive Board Member Georgia Association for Supervision and Curriculum Development
- Teachers of English to Speakers of Other Languages
- National Association for the Education of the Young Child



- National Education Association
- National Association of School Administrators
- Georgia Association of Educational Leaders
- Georgia Middle School Association
- National Association for Gifted Education

COMMUNITY INVOLVEMENT

- Habitat for Humanity Builder
- Keynote Speaker for Anniversary Celebration
- Keep Beaufort County Beautiful Campaign
- Relay for Life Supporter
- Keynote speaker for Bringing School and Community Together
- Graduation Speaker Brunswick Job Corps Center
- Grace Chapel AME Church - Direct Senior and Inspirational Choir
- Grace African American Episcopal Church Conference Planner