

# RANDY RICHARDS

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## EDUCATION

*M.Ed. Educational Leadership*  
DeVry university, 2015  
*Bachelors, Statistics*  
CUNY Baruch College, 2007

## SKILLS

Coaching & Development  
Strategic Planning  
Public Speaking & Training  
Campus Culture Development  
Accountability Systems  
Data Tracking & Analysis

## PROGRAMS

SRA Reading Mastery K-12<sup>th</sup>  
RMT, RMSE, Open Court  
SRA Corrective Reading 3-12<sup>th</sup>  
SRA Connecting Math Concepts  
AEL Certified  
T-TESS Certified  
Get Better Faster Scope & Sequence

## CONFERENCES

HISD New Teacher Academy 2017–20  
HISD Curriculum Camps 2017–20  
CAMT Facilitator, 2018

Strategic district level leader, with **over 12 years of educational experience**, dedicated to the development of quality leaders, equitable educational settings, and transformative systems. Impacting 3 major school districts, **transforming 10+ low performing campuses**.

## EXPERIENCE

Houston ISD

Sep 22 – Present

### **District Teacher Assistance & Review Advisor**

Provide year-1 implementation support of TEA T-TESS appraisal system to **7 campus leadership teams** focusing on the Get Better Faster Scope & Sequence framework to ensure effective implementation aligned to TEA expectations.

- Weekly leadership meetings to provide support with campus classroom observations, rating and evidence alignment
- Determine campus trends based on collected data from campus observation as it aligns to campus focus area
- Increase leader capacity and internalization of T-TESS rubric through one-one, leadership team meeting, PLC planning
- Develop leadership team internalization of Get Better Faster Scope & Sequence through feedback simulations with real-time feedback

The Grain Consulting

Jan 22 – Present

### **Founder and Consultant**

Provide professional coaching and development to school districts via strategic planning, executive administrative support, and the creation of sustainable systems to help drive organizational goal attainment.

- Harris County Department of Education, Houston TX, Principal certification and training
- Richmond County School District, Augusta, GA, **10 assigned campuses, serving over 15K scholars**
  - **Focus Area:** Implementation, professional development and coaching of Reading Mastery and Corrective Reading programs for Kinder through 8th grade special education scholars, at lowest performing campuses.

IDEA Public Schools

Jul 20 – Sep 21

### **Principal in Residence**

Launching campus lead team member, executed implementation of campus academic and culture systems. Facilitated lead team tactical, strategy and data meetings focused on accountability, progress monitoring and necessary pivots for regional success.

- Effectively coached and managed to mastery staff, leading to growth from **40% to 71% scholars on grade level, leading the district within 3 months of assignment**, using elementary reading mastery program.
- Leveraged internal data management systems to progress monitor reading and mathematics data goals to ensure team and self-accountability, determine areas of improvement and need for professional development.
- Designed regional data tracking for mathematics mirroring STAAR components for classrooms, and reading to track lessons and assessments completed per day, leading to increased teacher capacity to execute additional daily lessons.

Houston ISD

Nov 17 – Jun 20

### **Teacher Development Specialist**

Exceptional work with teachers, tier II leaders, and principals to review performance data and development plans. **3 out of 4 campuses assigned removed from Improvement Required list** (Cook ES, Kashmere ES, Wesley ES)

- Collaborated with curriculum department to design and facilitate high need training topics district-wide, aligned to best practices for effective teaching across 50+ campuses.
- Improved teachers' instructional, content, and developmental expertise on an ongoing basis by designed research-based learning opportunities
- Used independent judgment to identify, select, and apply the most appropriate methods as well as provide systemic recommendations to management on areas of significance to the campus, such as PLCs, structures for feedback and

coaching

- Designed and facilitated sessions of the Conference for the Advancement of Mathematics Teaching (CAMT 2018), focusing on best practices of mathematics curriculum and development for K-5 scholars, with over 150 participants

DHI Mortgage

Sep 16 – Jun 17

### **Mortgage Loan Processor**

**Awarded Highest Achieving Processor award, May 2017.** Successfully processed files from credit approval or suspense to closing. Ensured consistent and excellent customer communication and satisfaction.

- Processed challenging loan applications (e.g., first-time borrowers, self-employed applicants and borrowers with problematic credit histories)
- Maintained an average of **over 90% of loans assigned closed by end of each month**

The Emery Weiner School

Aug 15 – Dec 15

### **Algebra Teacher**

Educated students of various academic ranges in pre-algebra and algebra. Designed lesson plans that focused on integrated remediation of concepts as well as parallel challenges for high performing students. Managed intervention program for students scoring at least a grade level below.

- Assessed, analyzed and designed targeted tutorials based on specifically identified domains through analytical software
- Developed unit-based projects that are centered on real-world situations to show students the importance of gaining a solid education and how mathematics correlated with everyday life
- Designed and implemented comprehensive lesson plans meeting both district curriculum and state standards

YES Prep Public Schools, Harmony School of Ingenuity

Jan 13-Jun 15

### **Math Interventionist**

Full class schedule of students in two-tiered math classes each having a different lesson each day. Facilitated excellent classroom culture of increased academic risk-taking, and student achievement. Bolstered achievement in students with significant academic, social and cognitive disabilities.

- Planned and delivered engaging, rigorous lessons, according to students' needs and the provided individualized differentiated curriculum
- Accurately administer individualized education plans for all students with case file
- Successfully integrated technology, direct manipulatives and written skills to improve higher order thinking skills
- Daily small group instruction with students who failed benchmark exams. Modified lesson plans to specifically meet the needs of 6th through 8th grade students based on failed objectives.
- **Focused on students who averaged between 20 and 40 percent on their Mock STAAR, Mathematics exam, and helping to raise their scores by ten percent within a matter of a month**
- Analyzed student data through Eduphoria to create detailed tutorials with individualized objectives for struggling students
- Managed Character Education Math classes that focused on teaching students conceptual and problem-solving thinking skills thus leading to an increase in students test scores within a month's time

Fahari Academy Charter School, Urban Assembly for Applied Math & Science

Sep 10-Nov 12

### **Mathematics Teacher**

Educated 6th grade students through manipulatives, other physical activities, and rotating station activities. Modified curriculum to address the deficiencies recognized within student data. Collaborated with grade level teachers to design action plan for behaviorally challenged students.

- Lead staff development focused on delivery of in class math intervention strategies to over 20 employees
- Conducted ongoing student assessments through self-created tracking program in Microsoft Excel
- Established and fulfilled daily and unit lesson plans, administered tests and evaluations, and analyzed student performance

Cantor Fitzgerald

May 08 - Feb 10

### **Executive Marketing Administrator**

Managed all executive tasks including but not limited to invoicing, calendar management, and expense reports for **7 executive level individuals** including the Managing Director, Global Communications and Marketing.

- Designed and produced monthly organizational communication regarding local and international media relations for all executives