

Ian B. Saltzman, Ed. D.

Education

- 1999 Nova Southeastern University, Ed.D. in Educational Leadership and Administration
- 1992 Nova Southeastern University, Educational Specialist: Educational Leadership and Supervision
- 1989 Florida State University, Master's in Special Education
- 1989 Florida State University, Bachelor's of Science in Special Education
Concentration: Specific Learning Disabilities and Emotionally Disturbed

Additional Educational Experiences

- 2019 Leadership Florida Education Class IV and Executive Selection Committee Member
 - Leadership program focused on opportunities & challenges associated with making Florida a national & global K-12 public education leader
- 2017 National Superintendents Academy
- 2017 Superintendent's Consortium, Washington, D.C.
 - Leadership development program preparing the next generation of school superintendents
- 2014 Harvard University Institute School Turnaround Leaders
 - Develop a theory of action for successfully turning around underperforming schools by creating learning environments that support high levels of achievement for all students & full engagement of all stakeholders
- 2013 Harvard University Institute Strategy in Action
 - Program for senior leaders in a system that focuses on creating a well-defined, tailored & coherent strategy that is centered on the instructional core
- 2012 Darden School of Business Educational Leadership Training
- 2008 Harvard Institute for School Leadership

PROFESSIONAL EXPERIENCE

Regional Superintendent – The School District of Palm Beach County May 2016 – Present

The School District of Palm Beach County is the 11th largest district in the nation serving over 193,000 students. The annual budget is over \$2.9 Billion Dollars & the school district is the largest employer in Palm Beach County with more than 22,000 employees. The Regional Superintendent is responsible for mentorship & supervision of the instructional superintendents & principals as well as administrative oversight & strategic plan alignment for the assigned regional area.

Academic Leadership

- Established continuous improvement model to progress monitor student & school performance throughout the Portfolio & Regional schools
- Designed & implemented data reviews of portfolio schools to determine deployment of specialists
- Executed instructional reviews designed to identify & eliminate barriers to effective instruction
- Increased Proficiency & student growth in portfolio schools in Math by 6% & ELA by 10%
- Increase Composite Graduation Rate for Regional Schools from 87% to 92%
- Responsible for selection & recommendation of Principals & Assistant Principals
- Utilized the Council of Chief State School Officers Professional Standards to support Principals development in leading culture, systems, & instruction

Operational Leadership

- Successfully supervised Regional Area of 58 schools, approximately 5,000 teachers, 62,000 students,
- Supported Safety & Security reviews of school campuses including campus security assessments
- Monitored facilities & maintenance, school food services, & transportation needs for Regional schools
- Reorganized the Regional Office to better align with the district strategic plan
- Led onboarding process for new Instructional Superintendents in the Regional Office for continuity of services
- Served on the Superintendents Executive Cabinet, Cabinet, & Academic Cabinet
- Designed & executed a Regional progress monitoring system to increase school performance

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- Led Regional efforts to support schools & communities during Hurricane Emergencies (preparation, shelter, & post storm phases)
- Maintained a balanced budget

Human Capital Leadership

- Established a strong professional learning community of principals as evidenced by customer satisfaction survey: Overall 95.0% Positive Rating (Strongly Agree/Agree)
- Hired, trained, & monitored a Regional team of 15 to build capacity of school based leaders & staff
- Designed & executed professional development for school based leadership teams

Community Engagement Leadership

- Hold focus group meetings for each school to gather input & inform the Principal selection process
- Organized Community Town Hall Meeting focused on improving attendance in Boca Raton & Delray Beach
- Best Foot Forward of Palm Beach County Board Member
- Attend & participate in Education Advisory Boards in Boca Raton and Delray Beach

Area Superintendent (Area 1 & 5) – The School District of Palm Beach County 2012 - 2016

Executive leader for The School District of Palm Beach County primarily responsible for leading Area schools & ensuring that they meet school district goals & objectives. Supervise Area school principals & Area staff and providing leadership to schools in the planning & development of school improvement initiatives utilizing data analysis & aggressive strategies to enhance school progress.

Academic Leadership

- All Area 1 schools scored an A or B in the states accountability system
- All Area 5 schools scored an A, B, or C in the states accountability system
- Responsible for the selection of Principals & Assistant Principals
- Designed & implemented a data monitoring system for Area schools
- Monitored classroom instruction in Areas 1& 5 schools to ensure alignment to state standards
- Led instructional rounds to build capacity within school-based leadership teams

Operational Leadership

- Area 1 - comprised of 38 schools, 3100 teachers, 40,000 students, a director, academic support team
- Area 5 - comprised of 31 schools, 2800 teachers, 38,000 students, a director, academic support team
- Collaborated to support schools in correcting findings from financial audits
- Monitored school-based crisis plans
- Maintained a balanced budget

Human Capital Leadership

- Established strong support for Area schools as evidenced by the customer satisfaction survey: Overall 95.0% Positive Rating (Strongly Agree/Agree);
- Provided professional development to build Principal and teacher capacity & leadership development
- Monitored & ensured that Area schools had teacher retention strategies in place

Community Engagement Leadership

- Attend & participate in education advisory boards – Delray Beach, West Palm Beach, Boca Raton

Superintendent of Transformation Schools - The School District of Palm Beach County 2011 – 2012

Responsible for working closely with 11 Principals & school-based leadership teams to develop & implement school improvement plans of action for the purpose of improving student achievement, school performance, & leading turnaround efforts at the district's lowest performing schools.

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Academic Leadership

- Supported schools in school improvement and strategic planning
- Designed & implemented data monitoring tools to analyze school data
- Led instructional reviews of school centers & performed over 450 school & classroom walkthroughs to monitor instruction, fidelity of the Florida Continuous Improvement Model & provided feedback to schools

Operational Leadership

- Supervised & supported 11 schools (7 Elementary & 4 Secondary) servicing over 10,000 students
- Led collaborative efforts among State team, Transformation team, & School-based teams
- Monitored school discipline data, absences, truancy, & student reassignments
- Monitored Class Size Reduction, student enrollment, budget trade-offs, & Title 1 budgets
- Coordinated & Monitored School Improvement Grants - 7 schools including 4 school based I-Pad projects
- Maintained a balanced budget

Human Capital Leadership

- Supervised & deployed academic teams to support data driven school needs
- Prescribed, facilitated, & monitored staff development within schools

Community Engagement Leadership

- Served as the direct contact to the State Regional Executive Director
- Attend & participate in the Tri-City Education Advisory Board

Director of School Accountability - The School District of Palm Beach County 2010 – 2011
Responsible for working closely with 24 School Principals & school-based leadership teams to overcome barriers of change and create one strategic plan to increase student achievement in all schools & improved all schools one letter grade

- Supported schools in school improvement and strategic planning
- Designed & implemented data monitoring tools to analyze school data
- Supervised & supported 24 schools (17 Elementary & 7 Secondary) servicing over 35,000 students
- Led collaborative efforts among State team, Transformation team, & School-based teams
- Monitored school discipline data, absences, truancy, & student reassignments
- Monitored Class Size Reduction, student enrollment, budget trade-offs, & Title 1 budgets
- Coordinated & Monitored School Improvement Grants
- Supervised & deployed academic teams to support data driven school needs
- Prescribed, facilitated, & monitored staff development within schools
- Served as the direct contact to the State Regional Executive Director
- Attend & participate in the Tri-City Education Advisory Board

Principal of Lake Worth Community H.S. – The School District of Palm Beach County 2005 – 2010
Instructional leader of a High School with 2500 students, 150 employees, & 65% minority students.

- Led only school to move off FL State Intervene list of a school grade from a “D” to an “A” rating
- Increased the Florida Graduation Rate from 49% to 80%
- Increased student participation in AP courses by 50%
- Increased percent of students reaching college readiness status in reading to 80% & math to 67%
- Established partnership with Florida Atlantic University Outreach Program for Medical Academy students
- Developed new & fostered existing business partnerships
- Worked with all stakeholders to create and implement an effective School Improvement Plans

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Principal of Palm Beach Central High School – The School District of Palm Beach County 2003 – 2005
Instructional leader of a high school with 160 teachers & staff, 2700 students, 50% minority, & 20% Limited English Proficiency.

- Increased school accountability points from a “C” rating to a “B”
- Increased proficiency in Writing to 85%, Reading to 65%, Math to 73%
- Closed the achievement gap & increased the number of AYP criteria met
- Implemented continuous improvement model to strategically target student achievement areas
- Designed a plan to build a high performing culture around continuous improvement
- Worked closely with all stakeholders to develop the School Improvement Plan
- Developed new & fostered existing business partnerships

Principal of Carver Middle School – The School District of Palm Beach County 2001-2003
Instructional leader of a large urban middle school with 90 teachers & staff, 1200 students, 65% African America, 30% White, 5% Other

- Increased school accountability points from a “C” rating to a “B”
- Built comprehensive International Baccalaureate (IB) Program
- Closed the achievement gap & increased the number of AYP criteria met
- Designed a plan to build a high performing culture around continuous improvement
- Initiated collaborative team planning focused on student achievement & differentiated instruction for the lowest 25% of students.
- Developed & implemented effective standards-based Professional Learning Communities
- Worked closely with all stakeholders to develop the School Improvement Plan

Principal of North Grade Elementary School – The School District of Palm Beach County 1997-2001
Instructional leader of an elementary school with 60 teachers & staff, 900 students, 50% Hispanic, 25% White, 25% African American

- Increased school accountability points from a “D” rating to a “B”
- Created and implemented first immersion Dual Language Program in the district
- Implemented continuous improvement model to strategically target student achievement areas
- Executed all daily operations
- Supervised 11 million dollar renovations of South Grade Elementary to new school
- Initiated collaborative team planning focused on student achievement & differentiated instruction for the lowest 25% of students.

ADDITIONAL WORK EXPERIENCES

Assistant Principal Lake Worth Middle School –The School District of Palm Beach County 1993-1997
Logger’s Run Middle School Teacher-The School District of Palm Beach County 1989 -1993

Awards & Recognition

2010 Career & Technical Education Principal of the Year
2009 High School Principal Chair
2008 Career Tech Ed Principal of the Year finalist
2006 Wellington Rotary Many of the Year
2006 Reading Council Literacy Principal of the Year
2006 Guidance Counselor Association Principal of the Year Award