

Albuquerque Public Schools / Superintendent Online Application

McIntyre, James - AppNo: 4999

Date Last Submitted for Job ID 1099:
2/23/2020

Personal Data

Name: McIntyre DR James P
(Last) (First) (Middle Initial)
Other name(s) under which transcripts, certificates, and former applications may be listed:

Other: (Last) (First) (Middle Initial)

Email Address:

Postal Address

Permanent Address

Number & Street:

Work Address

e

Current Personal Data

Current Employer:	University of Tennessee
Current Position:	Assistant Professor & Director, Center for Educational Leadership
Years in Position:	3.5
Enrollment:	~25,000
Number of Staff:	9,400
Annual Budget:	\$1.2B
Current Gross Income:	
Type of District/Organization:	
Most Recent Degree From:	University of Massachusetts
Degree Earned:	Ph.D.

Past Salary Disclaimer

All past salary information may be voluntarily provided. It is at the applicant's discretion whether to include this information.

* Continue?

Yes

Sunshine Notification

FLORIDA: Florida Sunshine Statutes ensure open records for all Florida School Boards. A submission becomes public at the time of submission. OHIO: If requested under the Ohio Public Records Law, the Board of Education and/or its agent, Hazard, Young, Attea & Associates (HYA) are legally obligated to release to any requester, including the press, any application and related material either started or completed for this position. Applicants need to be aware that Hazard, Young, Attea & Associates (HYA) receives all application material as prepared by the applicant, even prior to an applicant's formal submission of the application. If an applicant prefers to complete the application prior to having it available for public scrutiny under the Ohio Public Records law, the applicant can choose not to select any specific search while completing the application, and then adding the search(es) for which one desires to be considered upon completion of the application. If there are any questions relative to this, please feel free to contact Therese Meyer in the HYA office at 847-724-8465.

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Sunshine Notification continued

* Sunshine Notification. Continue?

Yes

Military

If you are applying for a position in Oregon, please answer the following: (optional for all other applicants)

Are you a qualified military veteran? Click the box if yes.

-

If you are applying for a position in Oregon, please answer the following: (optional for all other applicants)

Are you a qualified disabled military veteran? Click the box if yes.

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Albuquerque Disclaimer

* New Mexico's Inspection of Public Records guidelines do not permit confidentiality in the application process for a school superintendent. Thus, all submitted applications are subject to public records requests. (Letters of reference in particular are specifically not subject to public records requests.) Candidates for this position are advised to consider this before submitting their application.

Yes

Administrative Experience

Employer and Position Title	Location: City, State	Dates: From - To	Primary Supervisor/Board Pres.
University of Tennessee, Asst. Professor & Director, Center for Educational Leadership	Knoxville, TN	08/16 Present	Dr. Patrick Biddix - Dept. Head

Significant accomplishments in this position:

Faculty member in the Department of Education Leadership and Policy Studies in the College of Education, Health and Human Sciences. As Director of the Center for Educational Leadership, responsible for a variety of high quality educational leadership development activities, including:

- Direct CEL's flagship Leadership Academy for aspiring school administrators, an intensive, immersive 15-month principal preparation residency program, with exceptional results:
 - o 100% successful completion rate
 - o 97% placement rate immediately in school administrative positions
 - o 93% retention rate in Tennessee school leadership positions
 - o Approximately 30% of graduates are individuals of color
 - o A recent external analysis showed Academy graduates achieving better performance evaluation scores and better academic outcomes for students than their peers
- Develop and manage the successful AsPIRE rural school leadership initiative, which was awarded the National Rural Education Association's 2018 Exemplary Practices Award.
- Facilitate the state-wide Tennessee Rural Principals Network.
- Raise more than \$1.5 million in grants, donations, and other revenue for CEL.
- Teach graduate level courses on various school leadership topics.
- Offer professional learning opportunities for school administrators in Tennessee.
- Provide leadership coaching and support to school superintendents in several states.

Reason For Leaving:

Last Annual Salary: _____ Last Annual Gross: _____ Enrollment: 25,000 District Type: _____

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Admin Experience Continued

Employer and Position Title	Location: City, State	Dates: From - To	Primary Supervisor/Board Pres.
Knox County Schools, Superintendent	Knoxville, TN	07/08 07/16	See references for 4 School Board Chairs
<p>Significant accomplishments in this position:</p> <p>Leader and chief executive of the public school district for Knoxville, Tennessee and its surrounding metropolitan area, with approximately 60,000 students 8,000 employees and a total budget of more than \$450 million. Responsible for overall leadership and direction of the third largest school system in Tennessee, with an emphasis on instructional improvement and increased student achievement.</p> <p>Developed a detailed five-year strategic plan Excellence for All Children, and its successor plan, Excellence for Every Child and ensured a disciplined focus in meeting both implementation goals and student achievement objectives, including:</p> <ul style="list-style-type: none"> - Earned Exemplary School District status in 2015, one of only 12 exemplary school systems in Tennessee, and the only large metropolitan school district to ever earn this distinction. - Increased the four-year high school graduation rate from 79.3% in 2008 to 90.3% for the class of 2016. - Opened a successful new STEM high school that is rated one of the best schools in the state. - Established a successful new career-themed magnet high school on the campus of a local community college, in partnership with higher education and industry. - Launched an aspiring principal's Leadership Academy in partnership with the University of Tennessee. - Started a successful non-traditional high school in a local shopping mall in partnership with the Simon Youth Foundation. The Paul Kelley Volunteer Academy has now graduated more than 1,000 students who were at risk for dropping out. - Initiated a new performance-based compensation initiative, which awarded more than \$5 million to teachers for great instruction, strong academic outcomes, and leadership roles. - Supervised the effective implementation of the state's new developmental teacher performance evaluation system, the Tennessee Educator Acceleration Model (TEAM). - Created a new peer evaluation role (Lead Teacher) to support the effective implementation of Tennessee's ground-breaking teacher performance evaluation system. - Secured grants of more than \$35 million, including the federal Teacher Incentive Fund, Tennessee's Race to the Top, the Bill & Melinda Gates Foundation's Smarter Spending initiative and the Innovation Acceleration Fund to support innovative instructional practices. - Convened a community-wide Disparities in Educational Outcomes Task Force to address educational equity, achievement gaps, and disproportionalities in student discipline. - Oversaw consistent, strong growth in student academic achievement and learning by a variety of measures, including Tennessee Comprehensive Assessment Program (TCAP), Tennessee Value-Added Assessment System (TVAAS), high school graduation rates, narrowing of achievement gaps, increased AP course and exam taking, and other metrics. <p>Reason For Leaving: Had a successful eight year tenure as Superintendent. Time was right personally and professionally f</p> <p><u>Last Annual Salary:</u> <u>Last Annual Gross:</u> <u>Enrollment: 60,000 District Type: K - 12</u></p>			

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Admin Experience Continued

Employer and Position Title	Location: City, State	Dates: From - To	Primary Supervisor/Board Pres.
Boston Public Schools, Chief Operating Officer	Boston, MA	05/06 07/08	Carol R. Johnson / Elizabeth Reilinger

Significant accomplishments in this position:

- Led a major long-term strategic planning effort for all units in the operations division.
- Increased efficiency and accountability by developing measurable key performance targets for all operations departments.
- Improved customer service and value to schools as demonstrated by significant positive movement on every single indicator in Boston's annual principal survey on operations.
- Effectively managed several major crisis situations, including a catastrophic school bus incapacitation and a threatened teacher union strike.
- Enhanced collaboration between Boston Police Department and Boston Public Schools(BPS) leading to an increase of 40% in assigned police officers.
- Oversaw the development and implementation of a sustainable technology plan that will ensure a new laptop computer for every teacher in the BPS every four years.
- Supervised the development of several facilities master plan scenarios for the BPS after substantial quantitative and geographic analysis.
- Drove effort to increase percentage of BPS teachers considered "highly qualified" under the No Child Left Behind Act to more than 93% of all teachers.
- Played a lead role in teacher union contract negotiations, resulting in a widely praised four-year agreement.
- Developed and negotiated the "Superintendent's Schools" initiative, a \$10 million reform effort for underperforming schools

Reason For Leaving: Accepted Superintendent position in Tennessee

Last Annual Salary: Last Annual Gross: Enrollment: 56,000 District Type: K - 12

Boston Public Schools, Budget Director / Deputy CFO	Boston, MA	07/99 05/06	John P. McDonough
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Significant accomplishments in this position:

- Balanced eight consecutive Boston Public Schools annual budgets.(end of year expenditures did not exceed revenues)
- Increased alignment of financial resources with educational priorities, thereby supporting significant and sustained growth in student achievement outcomes.
- Effectively managed cost cutting and expenditure control efforts during the Boston Public Schools' worst fiscal crisis in more than two decades (FY2004).
- Crafted a 200+ page annual policy and budget document for the Boston Public Schools that made fiscal and policy information more accessible to stakeholders and the general public.

Reason For Leaving: Promoted to COO

Last Annual Salary: Last Annual Enrollment: 56,000 District Type: K - 12

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Admin Experience Continued

Employer and Position Title	Location: City, State	Dates: From - To	Primary Supervisor/Board Pres.
Boston Public Schools, Budget Consultant / Analyst	Boston, MA	01/98 07/99	John P. McDonough
Significant accomplishments in this position: Supported the development of annual budget, as well as fiscal analysis and reporting.			
Reason For Leaving: Promoted to Budget Director Last Annual Salary: _____ Last Annual Gross: _____ Enrollment: _____ District Type: _____			
Children's Hospital, Institute for Community Inclusion, Researcher	Boston, MA	01/97 12/97	Dr. William Kiernan
Significant accomplishments in this position: Supported projects related to inclusion of persons with disabilities in educational settings.			
Reason For Leaving: Accepted position at Boston Public Schools Last Annual Salary: _____ Last Annual Gross: _____ Enrollment: _____ District Type: _____			
Boston Univerisity, Coordinator of Student Services and Academic Counselor	Boston, MA	11/93 08/96	Catherine Lysy
Significant accomplishments in this position: Coordinated scholarship programs, new student orientations, workshops, and other student services. Provided academic advising for students and evaluated credits for applicability to degree programs.			
Reason For Leaving: Began Ph.D program Last Annual Salary: ~\$26,000 Last Annual Gross: ~\$26,000 Enrollment: _____ District Type: _____			
Canisius College, Admissions Officer	Buffalo, NY	08/89 08/92	Penelope Lips
Significant accomplishments in this position: Member of admissions committee and traveled extensively to recruit students.			
Reason For Leaving: Accepted HS teaching position. Last Annual Salary: ~\$23,000 Last Annual Gross: ~\$23,000 Enrollment: _____ District Type: _____			

Professional Experience

Employer and Position Title	Location: City, State	Dates: From - To	Primary Supervisor/Board Pres.
Vincent Gray Alternative High School, Teacher	East St. Louis, IL	08/92 08/93	Mark Osbourne
Significant Accomplishments at this position: Taught English, anatomy, and physical education to a diverse group of students facing economic and academic challenges. Differentiated instruction to balance a wide variety of ability and grade levels in each class due to alternative setting.			
Reason For Leaving: Moved back to Boston, MA Last Annual Salary: _____ Last Annual Gross: _____			

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Education

High School Attended: Malden Catholic HS (Malden, MA)

Colleges, Universities and Technical Schools Attended:

Name and location	Major	Degree	Date Conferred
MA - University of Massachusetts, Boston	Public Policy	Ph.D.	05/2003
MA - Boston University	Urban Affairs	Master of Urban Affairs	01/1996
NY - Canisius College	Education Administration	Master of Science	05/1992
MA - Boston College	English	Bachelor of Arts	05/1989

List honors, awards or distinctions:

AWARDS

John H. Tunstall Outstanding Faculty Award 2019
Nominated by students and peers for excellence in teaching, research, and community service

Student Organization Faculty Advisor of the Year 2019
University of Tennessee award for work as faculty advisor to the Volunteers Tutoring Club

Tennessee Outstanding Superintendent of the Year 2009, 2010, 2011, 2014
Awarded by the Tennessee state PTA

Life Achievement Award 2013
National Congress of Parents and Teachers (National PTA)

National Excellence in Educational Leadership Award 2012
University Council on Education Administration

Please list your professional memberships - please indicate leadership roles you may have had with any of them.

* Tennessee Organization of School Superintendents (TOSS) - Executive Board Member

* Leading Innovation for Tennessee (LIFT) Education - Founding Member

* Council of the Great City Schools - Co-Chair, Safety & Security Key Performance Indicator National Project (2007)

Please list your community and civic memberships and participation.

BOARDS OF DIRECTORS

Knoxville Area Urban League 2013 - Present
(Appointed Vice Chairman in 2020)

Tennessee Organization of School Superintendents (TOSS) 2011 - 2016

YMCA of East Tennessee 2010 - 2016

Boys and Girls Clubs of the Tennessee Valley 2009 - 2016

Project GRAD Knoxville 2008 - 2016

The Great Schools Partnership 2008 - 2016

Please list any publications you may have, including your doctoral and/or master's dissertations, if appropriate.

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Please list major presentations made to national, state or regional audiences. (continued)

TESTIMONY:

United States Senate 2015
Committee on Health, Education, Labor and Pensions

Invited by Chairman Lamar Alexander to testify at a hearing organized as a roundtable discussion to solicit input for the development of the Every Student Succeeds Act.

U.S. House of Representatives 2013
Committee on Education and the Workforce
Sub-Committee on Early Childhood, Elementary & Secondary Education

Invited to testify on the importance of effective teacher performance evaluation systems and our successful experience in Knoxville with Tennessee's TEAM evaluation model.

Tennessee General Assembly (Legislature)
Joint Committee on Education 2018
Testified regarding the University of Tennessee's successful principal preparation efforts and partnership with the state in the Tennessee Transformational Leadership Alliance.

Tennessee General Assembly (Legislature)
House Committee on Education 2012
Invited to testify regarding Knox County Schools' implementation of Tennessee's new teacher performance evaluation system.

Please list significant workshops or conferences which you would like to highlight.

Selected Workshops:

Presenter: "Enhancing Equity: Collaboration between a Local Education Fund and a Large Urban School District", The Education Trust Annual Conference, Washington, D.C. November 2007.

Presenter: "Aspiring Leader Experiences in a Full Time and Online Internship." Paper Presented at the University Council for Education Administration Conference, Houston, Texas, 2018.

Certifications

Do you hold the appropriate certificate for this position?

Yes

Type	State	Certificate Number	Expiration Date	Active?
Superintendent	MA		N/A	Yes
Practitioner Teacher w/ Superintendent Endorsement	TN		08/31/2021	Yes
Beginning Administrator	TN		08/31/2020	Yes

Please list all of the endorsements and/or verifications documented on your teaching/administrative certificate(s):

Superintendent

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Open Ended Questions

For Albuquerque Public Schools / Superintendent:

1. Please share why you are interested in this position and your unique qualifications for it.

I am applying for the position of superintendent of the Albuquerque Public Schools because I believe that my professional experience and demonstrated success as an educational leader would make me an excellent fit to lead New Mexico's largest public school system at this exciting time in its history.

From 2008 until 2016, I had the honor of serving as the superintendent of the Knox County Schools, the public school district of Knoxville, Tennessee and its surrounding area, which educates approximately 60,000 students in 90 schools. Through this experience, and my prior tenure in the Boston Public Schools in Massachusetts, I have developed skills and expertise that would be invaluable in leading the Albuquerque Public Schools to achieve its ambitious educational goals. Specifically, I have learned how to effectively lead a complex educational organization, how to create and execute a transformational strategic plan, how to focus on both equity and excellence, and how to galvanize the efforts of educators and stakeholders around the most critical work: outstanding instruction and high-level learning for every student in every classroom, every day. During my time as superintendent in Knoxville, because of significant gains in student academic success and narrowing of achievement gaps, the Knox County Schools was named an Exemplary school district by the state in 2015. Our school system was one of only 12 districts (out of 146) awarded this recognition, and the only large metropolitan school district to ever earn this distinction in Tennessee.

As a professor at the University of Tennessee, I currently manage the Center for Educational Leadership, a highly regarded hub for school and district leadership development and support. In this role, I have provided leadership coaching to school district executives and superintendents in several states. This work has been a powerful opportunity to understand the challenges in different educational contexts, and to reflect on what strategies and solutions best enable student learning in our public schools. I believe this unique experience would be a tremendous asset in serving as superintendent of schools in Albuquerque.

The leadership, teachers, and staff of the Albuquerque Public Schools have worked diligently to provide a high quality education to their students, and the school board has articulated a deep commitment to educational equity, innovation, and excellence. This is exactly the type of environment where I aspire to serve again as a district leader and continue to have a positive impact on the lives and future opportunities of young people. At your convenience, I would welcome a conversation about why my background and experience would make me an ideal candidate for the position of superintendent. Thank you for your consideration.

For Albuquerque Public Schools / Superintendent:

2. Please list the five accomplishments in your professional career of which you take the greatest satisfaction and why you do so.

Five professional accomplishments in which I take the greatest satisfaction would include:

1) Leading the Knox County Schools to Exemplary school district status. During my seventh year as superintendent in Knoxville, Tennessee, because of significant gains in student academic success and narrowing of achievement gaps, the Knox County Schools was named an Exemplary school district by the state in 2015. Our school system was one of only 12 districts (out of 146) awarded this recognition, and the only large metropolitan school district to ever earn this distinction in Tennessee. This designation was a wonderful reflection of the hard work and commitment of so many people in our community, teachers, parents, students, administrators, stakeholders and partners; and a tremendous validation of the disciplined execution of our strategic plan.

2) Radically increasing high school graduation rate. One of the academic progress metrics that I am most proud of from my eight years leading the Knox County Schools was a remarkable 11 percent increase in our high school graduation rate. Over the same period, we also saw the proportion of graduates scoring a 21 or better on the ACT increase, reinforcing that it was a meaningful and rigorous diploma. Four years later there is a number that still sticks in my head: 443. Because our graduation rate rose from 79.3% in 2008 to 90.3% in 2016, we graduated 443 more students in 2016 than we would have under the old graduation rate. That is 443 kids who have the opportunity for a radically different life trajectory because of the hard work of so many people in our schools and our community. 443. That, to me, is what makes this really hard job of being a superintendent worth doing.

3) Earning the Tennessee Outstanding Superintendent of the Year Award from the Tennessee PTA four times. Each year, the

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Question Continued

Tennessee PTA recognizes one superintendent (out of 146) as their Tennessee Outstanding Superintendent of the Year. I was honored to be that single leader in four out of eight of my years as Superintendent of the Knox County Schools. This recognition was so meaningful to me not only because this award acknowledged the exceptional work we were doing for children in Knoxville's schools, but also because as an educator and a parent with two sons who have attended the Knox County public school system, the PTA is one of the educational support organizations I admire most.

4) Leading a classroom as a teacher. Perhaps the most satisfying experience in my professional career, on a personal level, was the time I spent teaching academically struggling students at Vincent Gray Alternative High School in East St. Louis, Illinois. Being a first year teacher trying to educate tough kids who had dropped out or been expelled from the traditional comprehensive high school was definitely a challenge, but one that I willingly embraced and enjoyed. The students, while their lives were often impacted by poverty, violence and no small amount of chaos, were generally very bright young people with great abilities and potential. It was a joy to see them succeed: a well written poem or a high grade on the respiratory system test may have been the first taste of academic success they had experienced in many years. Ultimately, it was a year when I felt good about the academic progress my students had made, but also felt good about all that I had learned: about the art and science of teaching, about how young people learn and grow, about the nature of urban challenges, about myself. It was, and is, an experience that I carry with me still today, and that has defined a life's work for me.

5) Serving a successful leadership coach for school superintendents around the country. As part of my role as Director of the Center for Educational Leadership at the University of Tennessee, over the past two years, I have had the great privilege to work with and support six sitting district superintendents, and five district level "c-suite" executives in nine states. Leadership coaching requires a very different skill set than leading a school system, but it has provided me with the opportunity to enhance my ability to ask questions that catalyze careful thought, to facilitate reflective practice, and to further expand the capacity of committed school district leaders. Leadership coaching has been a rewarding endeavor, both as a supporter of excellent leadership in public school districts, and also as a way for me to continue to grapple with and address the challenges continually faced by school district leaders seeking to make a difference in the lives of young people.

Language Skills

Do you know any language other than English? No

Professional References

	Reference 1	Reference 2
Name:	Thomas Deakins	Lynne Fugate
School/Org:		
Current Position:	Former Chair, Knox County Board of Education / IT Consultant	Former Chair, Knox County Board of Education / City Councilor / CEO, Girls Scouts (East TN)
Home Phone:		
Cell Phone:		
Work Phone:		
Mailing Address:		
Email:		
Relationship to Candidate:	Former School Board Chair	Former School Board Chair
Years Known:	12	12

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Professional References cont.

	Reference 3	Reference 4
Name:	Doug Harris	Indya Kincannon
School/Org:		
Current Position:	Former Chair, Knox County Board of Education / CEO Harris Restaurant Group	Mayor, City of Knoxville
Home Phone:		
Cell Phone:		
Work Phone:		
Mailing Address:		
Email:		
Relationship to Candidate:	Former School Board Chair	Former School Board Chair
Years Known:	8	12

General Information

List any additional information which will support your candidacy.

Are you presently under contract? Yes
When does contract expire? 7/31/2020
Have you ever failed to have your contract renewed, be rehired, been asked to resign a position, or resigned to avoid termination? No
If yes, explain.
Have you ever had a credential or certificate revoked, suspended or annulled in any state, territory or foreign country? No
If yes, explain.
Where did you hear of our vacancy?

Referrals

How did you hear about employment with us?

HYA Website		
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Legal Information

1. Are you eligible to work in the United States? Yes
2. Have you ever been convicted of a felony or misdemeanor involving a sex offense or a controlled substance? No
If yes, explain, giving dates:
3. Have you ever had any indicated finding of child abuse filed in your name? No
If yes, explain, giving dates:
4. Have you ever been convicted of any crime? No
If yes, explain, giving dates:

Confirmation

I authorize the organization(s) to which I am applying and Hazard, Young, Attea & Associates, Ltd. to contact my references or any other references deemed necessary to ascertain the merits of my candidacy for this position. I authorize references to discuss my application and/or release information concerning me, and agree to hold them, the District, and the consultants harmless for providing and/or utilizing any information requested and/or provided.

I also request that my application and interest in the administrative position remain as confidential as possible under the applicable laws of the state. I understand that my candidacy may become a matter of public record when I am presented to the Board. I further understand that elements of my resume may be available to the public and the news media at such time. However, I request that reasonable effort be taken to maintain the confidentiality of this application and other documents and information which accompany my application for the position for which I am applying. (Note: In some states, such as Florida, there can be no confidential written correspondence. Please call HYA if interested in one of these positions.)

If you answer "yes" to any of the above questions, you must submit official copies of court records including disposition of the case(s).

I hereby affirm that there are no misrepresentations, omissions or falsifications in the foregoing statements and answers, and that the entries made by me are true, complete and correct to the best of my knowledge and belief. I acknowledge that any misrepresentations, omissions or falsifications might be grounds for dismissal if employed for this position.

James P. McIntyre
(agreed online)