

# SCOTT TAYLOR, ED.D.

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taylorleadership.net

## EDUCATION

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|------|------------------------------------------------------------------------------------------------------|
| 2008 | Doctor of Education, Educational Leadership<br>Teachers College, Columbia University                 |
| 1996 | Masters of Education, Educational Administration<br>Graduate School of Education, Rutgers University |
| 1991 | Bachelor of Arts, English<br>Livingston College, Rutgers University                                  |

## CERTIFICATIONS

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Spertus Institute Leadership Certificate in Combating Antisemitism  
New Jersey School Administrator  
New Jersey Principal and Supervisor  
New Jersey Secondary Teacher of English

## HONORS

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| 2018      | Middlesex County Superintendent of the Year                                                                                                                                                                |
| 2017      | Excellence in Educational Leadership Award- University Council for Ed Admin                                                                                                                                |
| 2013      | Paul Harris Fellow- Rotary International                                                                                                                                                                   |
| 2012      | Edudemic “20 Education Admin Blogs You Should Start Following Right Now”<br>(“Leading Successful and Dynamic Schools” <a href="http://successfulschools.blogspot.com">successfulschools.blogspot.com</a> ) |
| 2004      | NJASCD Outstanding Young Educator Award                                                                                                                                                                    |
| 2002      | Geraldine R. Dodge Foundation Leadership Fellow                                                                                                                                                            |
| 1999      | Kappa Delta Pi, International Honor Society in Education                                                                                                                                                   |
| 1997      | Columbia University academic scholarship                                                                                                                                                                   |
| 1995      | Reverend Gerald Flanzbaum Scholar<br>(Study of Holocaust history and issues at Yad Vashem- Jerusalem, Israel)                                                                                              |
| 1993      | NJASCD Outstanding Program Award recipient,<br>(Implementer of block schedule and team-teaching techniques)                                                                                                |
| 1991      | Paul Robeson Scholar                                                                                                                                                                                       |
| 1987-1990 | Livingston College Honors Program                                                                                                                                                                          |

## LEADERSHIP EXPERIENCE

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2023-present

### **Chief Program Officer- YM&YWHHA of Washington Heights & Inwood**

- Expanded and currently lead the implementation of both revenue-generating and New York City-funded early childhood development programs,
- Planned and currently lead the implementation of a workforce development program to provide 150 Northern Manhattan residents livable wage health-care related jobs
- Facilitate the implementation of summer youth employment programs that provide internships and work-study opportunities for 1,050 young adults who reside throughout New York City
- Facilitate the implementation of after-school programs for children ages 11 and older in three Northern Manhattan schools as part of the New York City COMPASS program
- Facilitate the implementation of early childhood programs, including a nursery school and pre-K classes for three and four-year-olds
- Facilitate the implementation of a summer day camp for 650 participants based in Pearl River, New York
- Facilitate implementation of Jewish life programs, including cultural performances such as Songs of Solidarity and lectures at the Norman E. Alexander Center for Jewish Life

2021-2023  
(August)

### **Superintendent- Township of Union Public Schools**

- Used distributive leadership model to assist in the management of 7,500 student PreK-12 district operations with budget of approximately \$155,000,000
- Developed and facilitated specialized strategic planning process that engaged 74 members of the local community and school district that led to identification of three long-range goals and 85 long-range action steps (<https://bit.ly/unionstrategicplan>)
- Created and implemented community communication system, including monthly newsletter ([taylornotes.net](http://taylornotes.net)) and bi-weekly phone message updates using SchoolMessenger
- Created dual enrollment program with Union College (previously Union County Community College)
- Implemented new budget-planning process that led to increased reserves and enabled retention of all support staff, faculty, and leadership positions
- Created Washington Elementary School Social-Emotional Decision-Making Laboratory
- Created position titled Coordinator of Restorative Practices (RP) and implemented first phase of shift to integrating RP in code of conduct for high school
- Created mentorship program that matches older students with younger students in middle and high schools called “My Farmer’s Keeper”
- Facilitated safety and security evaluation process in collaboration with Stonegate Associations ([stonegateassociates.net](http://stonegateassociates.net))
- Facilitated equity-building actions supported by Dr. Edward Fergus ([sasn.rutgers.edu/about-us/faculty-staff/edward-fergus](http://sasn.rutgers.edu/about-us/faculty-staff/edward-fergus)) and Ms. Elizabeth Riley Williams ([dashriley.com](http://dashriley.com))

2015-2021

**Superintendent- Highland Park Public Schools**

- Used distributive leadership model to assist in the management of 1,600 student PreK-12 district operations
- Developed and facilitated *Highland Park Success for All* program to foster cultural competence, restorative practices, and discipline equity
- Featured on local, regional, and national news outlets for co-development of progressive policy to recognize and support students' gender identity needs
- Detracked academic classes, including middle school math and high school social studies and English based on the research of Carol Burris and modeling of best practices
- Facilitated creation of social justice units based on Teaching Tolerance Anti-Bias Standards for all K-12 English language arts and social studies curricula
- Instituted the Bartle Social-Emotional Decision-Making Laboratory
- Reformed discipline protocols and policies to include restorative practices as supplement for punitive response to behavior problems
- Implemented high school-level Sources of Strength
- Created common-language and structured curricula for all K-12 social-emotional learning strategies
- Developed and facilitated specialized strategic planning process that engaged members of the local community and school district that led to identification of 11 long-range goals and 88 long range-action steps (<http://pathway.hpschools.net>)
- Led inclusion of school district in Rutgers Labor-Management Collaborative
- Implemented a comprehensive communication system to regularly interact with the local and school communities via semi-weekly Honeywell instant alerts, weekly e-newsletter, and semi-monthly community advisory committee meetings
- High school ranked 17 in New Jersey and 397 in the nation by U.S. News and World Report in 2018 (44 in 2015)
- High school listed on College Board AP Honor Roll in 2018 and 2019
- Middle school awarded Jefferson Award for Public Service

2013-2015

2010-2013

**Assistant Superintendent and Superintendent- Kenilworth Public Schools**

- Used distributive leadership model to assist in the management of all 1,400 student PreK-district operations
- Supported a collaboratively developed strategic plan that aligns professional development, financing, and accountability with district goals and six core initiatives that support the goals
- Formed District Evaluation Advisory Committee that developed a "home-grown" teacher evaluation system (one of 13 New Jersey Department of Education-approved tools)
- Established community advisory groups that meet monthly to inform about concerns and to support the district's strategic plan
- Facilitated dramatic rankings increase in all six categories of the New Jersey Department of Education Annual School District Performance Report
- Personally designed, created, and implemented new district website based on input from

district stakeholders

- Featured by District Administration Magazine as a District of Distinction for its after-care programs
- Featured in *The New Republic* and on WNYC's *The Takeaway* as implementer of nation's first school-wide use of StopIt anti-cyberbullying mobile application
- Led community in the development of district goals and a District Initiative Plan that aligned professional development, funding, and accountability with six core initiatives
- Led creation of small learning academy, Kenilworth Scholars' Academy
- Led District Evaluation Advisory Committee through collaborative decision-making process to identify teacher evaluation model and plan support and implementation for faculty
- Developed district assessment program that includes formative assessment tools and district-instituted benchmarks
- Led development of a "data warehouse" using student information system, Genesis, to store student performance information
- Featured in *District Administrator Magazine* as user of Twitter to communicate with faculty and staff
- Developed Five Year Curriculum Revision Cycle and District Curriculum Committees
- Served as District Title I Officer, Affirmative Action Officer, and NCLB Coordinator

2005-2010

**Supervisor of Curriculum, Instruction, & Technology- Little Silver Public Schools**

- Developed *Middle School Writing Profile* system to improve writing instruction
- Implemented balanced literacy framework, including the *Fountas and Pinnell* assessment system and guided reading strategies with leveled library support in the K-5 language arts program
- Implemented *Fish! Philosophy* to elevate district character education program
- Created and instituted the *Little Silver Technology Academy*
- Implemented curriculum development process using *Understanding by Design model* and based on *Curriculum Mapping* protocol
- Introduced and implemented district's *Collins Writing* program
- Monitored all Instruction and Program aspects of NJQSAC
- Created regional professional development hub to generate revenue
- Produced all professional development institutes and academies for the district
- Produced district Professional Development Plan and Mentoring Plan
- Developed and support instructional and informational technology solutions for three facilities in the district
- Responsible for all *NJSMART* reports and train administration on *EdAnalyzer*
- Served as grant officer (including NCLB), 504 officer, and district test coordinator
- Chair of middle school principal and district supervisor of special services selection committee

- 2002-2005      **Principal- Monmouth County Vocational Schools, Monmouth County Academy of Allied Health and Science**
- Led a *United States Blue Ribbon*, *New Jersey Best Practices* and *Star School*, *New Jersey Governor's School of Excellence*, and *Intel School of Distinction* program (31 faculty and 290 students)
  - Facilitated accreditation process with Middle States Comm. of Secondary Schools
  - Facilitated creation of comprehensive crisis management plan
  - Fostered and created local, regional, and state community partnerships
  - Managed all facility matters, including HVAC, construction, and repair needs
- 2001-2002      **Principal- Manalapan-Englishtown Regional Schools, Lafayette Mills Upper Elementary School**
- Supervised 600 students, 75 faculty, and one assistant principal
  - Featured in the *Asbury Park Press* for Chamber Music Society of Lincoln Center partnership
  - Supported balanced literacy program
  - Co-steered district audit of all special education programs
  - Built educational technology program, emphasizing videography and telecommunications instruction
- 1998 (February)-2001      **Assistant Principal- Manalapan-Englishtown Regional Schools, Manalapan-Englishtown Middle School**
- Led a program for 1320 students and 120 faculty/staff
  - Managed all discipline referrals from faculty/staff
  - Implemented school and district-wide workshops regarding *educational technology, computer applications, constructivist teaching techniques*
  - Created and facilitated special school-wide events and programs, including "Bagels and Books"

## **ADJUNCT PROFESSOR EXPERIENCE**

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- 2009- present      **Adjunct Professor- Rutgers University Graduate School of Education**
- Teach *Communication and Leadership, Supervision of Instruction, Administration of Primary and Secondary Schools, Curriculum and Instruction, Secondary School Curriculum Development*
- 2015- present      **Adjunct Professor- Montclair University**
- Teach *Differentiated Supervision, Advanced Seminar on Educational Issues- Ethics, Research for School Improvement, Curriculum, Instruction, and Assessment, Using Research for School Improvement*

- 2016- present      **Co-Creator/Instructor- Academy for Social-Emotional Learning in Schools**
- Teach *SEL 301*, capstone course that leads to College of Saint Elizabeth/Rutgers University certification
- 2015      **Adjunct Professor- Kean University**
- Taught *Public School Administration II*

## TEACHING EXPERIENCE

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- 1992- 1998  
(February)      **Teacher of English/Computer Applications- Monmouth County Vocational Schools, High Technology High School**
- Co-developed *United States Blue Ribbon, New Jersey Best Practices* and *Star School* programs
  - Implemented lessons for full-time 70-minute block schedule
  - Integrated technology in aspects of a liberal arts curriculum
  - Constructed 9th Grade Level computer software curriculum
  - Constructed cross-curricular 9th Grade level humanities curriculum
  - Constructed 11th, 12th Grade English and World Literature curricula
  - Implemented district-wide workshop regarding *multiculturalism, ITIP lesson planning* and *alternative assessment*

## PROFESSIONAL ORGANIZATION AFFILIATION

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- 2016- 2021      **President- Middlesex County Association of School Administrators**
- 2018- 2020      **Task Force Member- New Jersey School Board Association Mental Health Task Force**
- 2014- 2020      **Educational Outreach Advisory Committee- George Street Playhouse, New Brunswick**
- 2011- 2020      **Executive Board of Directors- New Jersey School Development Council**
- 1998- 2019      **Board of Directors- New Jersey Association for Supervision and Curriculum Development**
- 1993-2001      **Board of Directors- Brookdale Center for Holocaust Studies**

## PUBLICATIONS AND FACILITATED PRESENTATIONS

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- 2021      Equity Leadership Network- Presenter: "Policy and Kids: Protect, Enable, Provide, Love"
- 2019      Educational Services Commission of New Jersey- Presenter: "Gender Identity in Schools"
- 2019      Association for Supervision and Curriculum Development- Presenter: "Building an SEL Professional Learning Community for School Leaders: The Power of Collaboration and Mentorship"

2019	Graduate School of Applied and Professional Psychology- Presenter: “Fostering Academic Motivation in the Middle and High School: How to Promote a Growth Mindset and Conditions for Meaningful Learning Experiences”
2019	Manville School District- Presenter: “Social-Emotional Strategies you can use in the Middle and High School Classroom Right Now”
2018	New Jersey School Development Council- Presenter: “Student Sexual Identity and Effective School District Practices”
2018	Springfield-Platteview (Nebraska) Community Schools- Presenter: “Making Sure Kids Feel Connected: Creating Socially and Emotionally Rich Schools Right Now”
2017	New Jersey School Boards Association Conference- Presenter: “Beyond the Bathroom Debate- An Expansive Trans Student Rights Policy”
2017	New Jersey School Development Council- Presenter: “Creating a Socially and Emotionally Rich Middle and High School Classroom: Tools of the Trade for Teachers to use Right Away”
2017	Rutgers University Graduate School of Education- Presenter: “Gender Identification Protection Policy: About More Than Just Bathrooms”
2016	Educational Leadership in Action: A Casebook for Aspiring Educational Leaders (Routledge, 2016)- Chapter Author: “Monitoring Performance”
2015	The Guarini Institute for Government and Leadership Lecture Series- Presenter: “Paradigm Shifts in Teacher Preparation: Update to Proposed Legislative Changes”
2015	New Jersey School Development Council Aspiring Leaders Program- Presenter: “Preparing the Board of Education Meeting”
2014	New Jersey Association of School Administrators Seminar- Presenter: “Building Your District’s Leadership Capacity: Managers to Instructional Leaders”
2014	Common Core Leadership Summit with ASCD, CCSSO, and the New Jersey State Department- Panelist: “Achieving the Core: Samples of Successful Implementation”
2010-present	Leading Successful and Dynamic Schools ( <a href="http://www.successfulschools.blogspot.com">www.successfulschools.blogspot.com</a> )- Blogger: Edudemic’s “20 Education Administrator Blogs You Should Start Following Right Now”
2013	George Lucas Educational Foundation ( <a href="http://www.edutopia.org">www.edutopia.org</a> )- Featured Blogger
2013	New Jersey School Boards Association Conference- Presenter: “Preparing for the Coming Leadership Crisis: It Begins in Schools”
2013	New Jersey Association of School Administrators Spring Conference- Presenter: “Teacher Practice Evaluation: The Administrator’s Role as Educational Leader”
2011	Education World ( <a href="http://www.educationworld.com">www.educationworld.com</a> )- Featured Blogger

2011	New Jersey Association of School Administrators- Presenter: "Using a Distributive Leadership Model to Guide a District Professional Learning Community Program by Incorporating the Three Pillars of Success"
2010	Rutgers Institute to Improve Student Achievement's High School Network- Panelist: "Using the Power of Relationship Building to Foster Teacher Leadership"
2008	Teachers College, Columbia University dissertation- "High School Principals' Perspectives on Curriculum Reform Policy: A Qualitative Examination Exploring How Nine New Jersey High School Principals Relate to Option Two"
2001-2007	New Jersey Journal of Supervision and Curriculum Development: Editor
1996	ITEA's Selected Readings- "Telecommunication: Assisting in School Communication"
1996	NASSP's Newsleader- "Block Scheduling: Effective Tool For Improving Classroom Atmosphere"
1995	New Jersey Journal of Communication- "Report From The Field: A Communications Network at Work in a New Jersey High School"
1995	National Consortium for Specialized Schools of Mathematics, Science, and Technology- "Telecommunication- The New Face of School Communication,"
1995	PBS Publications- "Witness to Holocaust- Teacher Preparation Materials"

## **REFERENCES**

**(ADDITIONAL REFERENCES AND CONTACT INFORMATION PROVIDED UPON REQUEST)**

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Ms. Anne Gowen- Board of Education, Highland Park Public School District  
 Mr. Mark Krieger- Board of Education, Highland Park Public School District  
 Mr. Mark Finkelstein- Superintendent of New Jersey Educational Services Commission  
 Dr. Mary Curran- Associate Dean, Rutgers University Graduate School of Education  
 Dr. Penelope Lattimer- Assistant Commissioner for NJDOE (retired)  
 Dr. Maurice Elias- Professor of Psychology, Rutgers University