

Brian F. Carroll Ed.D

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West Glover, Vermont 05875
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Career Background: Learner advocacy, educational leadership, systems development, curriculum/instruction, staff development, teacher licensing, special education

Overview of Qualifications

- Extensive instructional, supervision and program development background in education
- Knowledge of special education programs, federal law/regulations.
- Effective Educational Leadership.
- Management skills pertaining to budget, mission statement, and strategic planning
- Expertise in responding to Title IX/sexual harassment reports in schools.
- Passionate advocate for students and the efficacy of public education.

Education

Ed.D, Educational Leadership, *University of Vermont*, Burlington, Vermont, 2011

M. Ed, Education, *University of Virginia*, Charlottesville, Virginia, 1993

B.S, Industrial/Organizational Psychology, *University of Mary Washington*, Fredericksburg, Virginia, 1985

Professional Experience

- **Field Supervisor/Education Program** Northern Vermont University/Vermont State University, Johnson, Vermont 2022- present- Provide observation and supervision of teachers in training seeking their educational license.
- **Systems Consultant** CarrollEd Consulting/Blackberry Hill, West Glover, Vermont, 2021- present- Provide school districts and municipal governments expertise regarding effective leadership with mentoring of educators, Title IX procedures, human resources, systems development and student advocacy.
- **Student Services Director** Kingdom East School District, Lyndonville, Vermont June 2010 - 2020- Responsible for high-quality instruction and related services for students with special needs. Provide vision, direction, consultation and supervision to special educators, clinical psychologists, counselors/clinicians, behavior specialists and others to work collaboratively within a comprehensive and collaborative supervisory union structure. Led the creation and implementation of a centralized

model of special education as required by Vermont Act 153. Provide coaching and consultation to principals regarding the administering special education in their schools, supporting social/emotional learning instruction and understanding their leadership role as Local Education Administrator to student IEPs.

- ***Interim Superintendent*** Orange East Supervisory Union, Bradford, Vermont June 2009 – June 2010- Adopted several initiatives involving school governance, examining administrative roles and responsibilities, arranging pre-service professional development, and redesigning school finance systems to improve accounting practices in our business office. Supervised principals and reframed the supervisory union's Administrative Team to a more prominent Leadership Team role for the supervisory union.
- ***Asst. Superintendent for Student Support*** Orange East Supervisory Union, Bradford, Vermont August 2004 - June 2009 Developed and managed comprehensive programs for students requiring classroom-based, targeted, and intensive instructional support in the six schools of the supervisory union. Strengthened schools' educational support systems by directing and supporting school coordinators to consider more responsive classroom supports rather than deficit-model interventions. Significantly improved parent/school relations through proactive approaches that consistently respond to student learning.
- ***Director, Special Programs*** North Country Union High School, Newport, Vermont, September 1999 - June/2004. Managed special services program in a secondary high school; Supervised nine special educators and twenty para educators in providing specialized instruction and academic support to over 160 students with disabilities; Manage a budget of over 1.5 million dollars; Developed a series of mini-workshops for Para educators. Serve as a member of NCUHS management team in supervising daily site operations.
- ***Chief Executive Officer*** P. Buckley Moss Foundation for Children's Education Waynesboro, Virginia, 2/97 -10/99 Developed the vision and managed the mission of a national education foundation providing professional development opportunities to special and general educators. Implemented a national award program that recognizes teachers and schools whose programs effectively use the arts in teaching students with special needs. Organized annual national conferences for educators. Collaborated with several national education organizations in program development. Provided organizational vision, planning, and instructional resources to teachers and established partnerships with education, arts, and community organizations. Spoke and presented to regional and national groups on special education and art educational programs. Developed a national teacher award based on submissions of innovative instruction. Developed criteria for national learning disabilities student scholarship. Chaired review committee for awarding scholarship. Published articles on the arts and education. Developed publication summarizing winners of the annual award as well as all nominated programs.
- ***Education Specialist*** The Council For Exceptional Children Reston, Virginia, 7/94 - 2/97

Developed training conferences and workshops for special and general educators, both regionally and on school site, for an international education association. Consulted with publications and governmental units and served as contributing editor to monthly special education magazines. Managed accreditation activities for continuing education certificates. Provided training to teachers in use of transition curriculum and managed onsite training programs for schools around the United States.

- **Secondary Special Ed Teacher** Orange County Public Schools Orange, Virginia, 1987-1994 Taught Math, Language Arts, and Careers to students with learning disabilities in a rural Virginia High School. Coordinated the individualized education program for 20 students. *Achievements:* Developed a successful supported employment school-to-work program integrating academic/functional skills curriculum with employment training. As a member of a block schedule committee, helped to successfully convert the schedule of classes from 7 to 4 periods a day. Assisted in improving curriculum coordination and communication between middle and high school special education departments.
- **Group Home Manager/Mental Retardation Specialist** Rappahannock-Rapidan Community Services Board Culpeper, Virginia, 1979-1987 Managed daily operations of community group home for adults with mental disabilities. Supervised several counselors in the livings skills instruction program. Served as Therapist/Counselor providing services coordination, family support, and individual/group counseling. *Achievements:* Increased enrollment and designed training curriculum for group home serving individuals with mental retardation. Coordinated successful community placements for over a dozen individuals from state institutions. Created group home to apartment living transition program. Developed a monthly parent support group and a weekly adolescent social group in a middle school.
- **Recreation Leader/Shift Program Supervisor** **Brandon Training School, Brandon, Vermont,** 1973-1979 Developed recreation programs for individuals with mental retardation. Supervised training programs in residences. *Achievements:* Developed a pre-placement program to prepare residents for Community living. Trained dormitory staff in implementing self-care and behavioral programs.
- **Adult Ed /GED Teacher (Part Time)** Piedmont Regional Adult Ed Program, Culpeper, Virginia, 9/93 - 1997 Instructed Adults in preparation for GED or any other personal objectives. Major emphasis on Math and English/Writing skills.

Presentations/Workshop

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- 5/10/2019- Educational Benefit Presentation- Special Educators, Lyndon Institute
- 10/20/2019- Educational Benefit Presentation- Special Educators, KESD
- 4/13/2011- Presentation to CNSU Special Educators, “Advocating for Students with Special Needs Through IEP Compliance”.
- 3/16/2011- Presentation to CNSU Special Educators, “Creating Fidelity within the IEP”.
- 2/9/2011-Presentation to Administrative Team of CNSU- “Educational Support Teams and the Integral Use of Data”.

- 2/23/99 - Workshop and lecture to parents of students in special education, IDEA'97 : Fed. Law) and the Individualized Education Plan (IEP) Process, Madison, Virginia.
- 2/20/99- Presentation at the Virginia Council for Exceptional Children (CEC), The Federal View: Being An Effective Advocate for Children With Disabilities, Roanoke, Virginia
- 7/25/98- Presentation to P. Buckley Moss Society officers, Unlocking the Potential of Children Through Community Partnerships, Bridgewater, Virginia.
- 6/18-20/98- Developed, organized, and hosted Moss Foundation conference, The Creative Mind: Advancing Special Education Through the Arts, Bridgewater, Virginia.
- 7/25/97- Lecture: Describing Volunteer procedures, P. Buckley Moss Society's Chapter Training, Bridgewater, Virginia.
- 4/23/96- Be Someone Special - Presenting special education as a career to classes in a Fairfax Middle School during career day, Vienna, Virginia.
- 3/9/96- Be Someone Special - A presentation to educators at a state special educators association convention-Fairfax, Virginia.
- 2/16/96- Transition to Community - A presentation to educators at a state association convention- Niagara Falls, New York.
- 5/19/94- Cooperative Learning - A workshop given to a Virginia high school faculty.
- 1/25/95- Three-day workshop instructing educators on the implementation of a functional skills K-Adult functional skills curriculum, Life-Centered Career Education- Nashville, Tennessee.

Consultation/Articles

- WAVE: Work, Achievement, Values, & Education, Washington, DC Curriculum Writer- Research and wrote instructional units for middle school curriculum. Published units addressing health and employment (careers) for middle and secondary students, (1996)
- The Arts-An Essential Part of Special Education, CEC Today, The Council for Exceptional Children, Reston, Virginia, February/March, 1999.

Board Appointments

- Board of Directors, East Burke School
2023 to present
- Glover Town Select Board 2013- 2023
- Board of Directors, Parent Education, Advocacy, and Training Center (PEATC), Fairfax, Virginia, 1998-2001
- Board of Directors, Central Valley Court Appointed Special Advocate (CASA), Waynesboro, Virginia, 1998-2000

Other Appointments

- Results Only Program Assessment (ROPA), VT Agency of Education. 2019-present
- Orleans County Restorative Center- Reparative Panel Volunteer, 2019 to present.
- Panelist for VT Agency of Education Peer Review licensing- 2015-present.
- Grant Reviewer, Office of Special Education Projects, Washington, DC- 4/96, 4/99.

Affiliations

- Vermont Council of Special Ed Administrators (VCSEA)
- Council of Administrators for Special Education (CASE)
- Council for Exceptional Children
- Vermont Principals Association (VSA)

Interests/Hobbies Music-jazz, blues, Folk, Sports-golf, basketball, tennis Reading/Travel

References:

1. Dr. Jen Botzjorns
2. Daniel French
3. Jen Barone

January 15, 2014

I have known Brian for the last ten years becoming more closely acquainted with him while serving as his mentor during his interim superintendent position for the Orange East Supervisory

Union (OESU). Our relationship has evolved from periodic contact during my roles as a long-term superintendent and former Vermont Deputy Commissioner of Education to a more professionally focused relationship during his OESU tenure. Brian approached me in 2009 following a Vermont Superintendents' Association workshop as to my interest in serving in a mentor role with him as he was soon to assume interim responsibilities for OESU. I share that as I believe it is indicative of Brian's approach to leadership - thoughtful, reflective, systems - thinking based, student centered and pro-active. Brian took the initiative to seek a level of structured support and guidance from a veteran superintendent to simply increase the likelihood of success for the school system charging him with executive level responsibilities. His want, in part, was to ensure, he stayed ahead of potential issues and to process his anticipated strategies relative to directions he saw as a school system's needs. During that time, Brian has demonstrated his intellect, decision-making ability, awareness of school and community culture and his willingness to advocate for students. His attention to professional development activities responsive to system needs for the professional and support staff was evident from the beginning of his tenure. His efforts to promote a more unified governance approach among the member boards within the supervisory union have been purposeful and successful while still contending with a history of independence among each of the local boards.

Brian is a bright, articulate educator. His background in special education provides him with a rich background in successful school practices related to student learning and instruction as well as strong skill set in conflict resolution. He is willing to take on challenging issues that adversely impact student learning opportunities in a manner that includes communication of the compelling reasons for doing so. He has a healthy systems perspective of the school as an organization – a perspective evidenced in his efforts to successfully advocate for increased support for the OESU business office to ensure continuation of new performance standards for finance management within the SU.

Brian is a compassionate leader, sensitive to the needs and efforts of his colleagues and employees. I have found him to be an individual with a strong work ethic, high standards, unquestionable integrity and a commitment to maximizing the learning of all students. My impression is that he has served the OESU community in a professional and successful manner during his tenure as both associate superintendent and interim superintendent.

His continued leadership role in special education strengthens his background for the superintendency in the Orleans Central Supervisory Union. I fully endorse Brian's candidacy and would be happy to provide any additional information on his behalf.

Sincerely,

Brian C. O'Regan Ed.D. Coordinator, School
Leadership Program Graduate Education
Programs

Submitted: Dec 26, 2013 March 30, 2008

To Whom It May Concern:

This is a letter of support for Brian Carroll's candidacy for the Orleans Central superintendent position. I have known Brian for eight years. We were both members of the University of Vermont's Northeast Kingdom doctoral program in educational leadership and policy studies. During that time, I became well acquainted with his abilities as an educational leader. When he

told me he was going to apply for your superintendent position, my response was very enthusiastic; Brian will make a great superintendent.

I have been very impressed with Brian's focus on the needs of students. He is passionate about making our public education system respond so that all students are given an equal opportunity to obtain a quality education. As an experienced central office administrator, he appreciates the complexities of pushing our system forward to respond in this manner – he is a systems thinker who knows how to build consensus but does not hesitate to use his authority to see necessary improvements implemented.

Brian possesses significant technical abilities in special education, school law, education finance, and public school governance. I have consulted him on more than one occasion to better understand the implications of legislative actions. I have found his advice to be balanced and prudent. He is able to see the human side of complex regulatory requirements, and is fluent in the current political context of Vermont's public education debate. I believe his technical abilities coupled with his political skills will make him an especially able superintendent, and should serve any district very well as they seek to navigate our current regulatory environment.

I also believe Brian possesses essential dispositions to be a successful superintendent. He is able to set his ego aside to work through issues, he is very even tempered, he is committed to the highest standards of ethical public service, and he has an excellent work ethic. Additionally, Brian has solid oral and written communication skills, and his dedication to students and families is exemplary.

In short, I have no reservations whatsoever in giving him my highest recommendation. His capabilities as an educational leader and his working knowledge of the unique culture of the Northeast Kingdom would serve Orleans Central very well as your next superintendent. I encourage you to give his candidacy for the superintendent position serious consideration. Please contact me if I can be of any further assistance in this matter.

Sincerely,

Daniel M. French, Superintendent
Bennington-Rutland Supervisory Union
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