
Ericilda Xiomara Herman Ed.D.

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Superintendent

With 10+ years in educational leadership, excelling in whole child development, student athletics, finance, and budget management. A skilled communicator with empathy, I've elevated instructional leadership as Insular Superintendent, coaching for success and reducing 9th-12th pre-summer school retention by an impressive 56% from 4 years prior.

WORK EXPERIENCE

USVI Department Of Education • August 2015 - January 2024

Insular Superintendent

- Implemented clear governance structure and accountability measures, leading to sustained growth in 2 years.
- Strengthened relationships with all stakeholders through effective communication and collaboration resulting in improved student success
- Conducted walkthroughs & provided feedback to school leadership teams to increase accountability for student learning.
- Increased Level 4 (advanced) ELA scores by 19% and math proficiency by 14% in 1 year, impacting equity and student success.

Acting Insular Superintendent

- Increased proficiency for 30% of targeted Grade 4-6 students after implementing 1:1 intervention pilot program for Math & ELA in 1 year.
- Collaborated with stakeholders to foster a safe and open environment focused on student and staff well-being, resulting in a decrease in disciplinary incidents.
- Utilized public relations expertise to foster positive relationships with media outlets, resulting in improved communication and understanding among stakeholders.

Deputy Insular Superintendent

- Successfully led an inclusive, comprehensive strategic planning process that advanced organizational goals and ensured long-term sustainability.
- Led data chats with principal, resulting in improved student achievement and engagement.
- Increased PreSchool programs from 2 into 5 in 3 years resulting in increased enrollment and student success.

District Director Of Curriculum & Instruction

- Led a team of administrators and staff in using data analysis to create authentic learning environments and programs that result in overall continuous improvement.
- Oversaw federal programs and encumbered over 90% of federal funds towards improving teacher instructional practice and programs for the whole child.

District Director Of Professional Development

Program Manager For Professional Development

Ricardo Richards Elementary School • August 2011 - August 2015

Teacher

Adult Education Program (Night School Instructor) • September 2014 - June 2015
Science & Social Studies GED Instructor

EDUCATION

Doctor Of Education In Educational Leadership

Walden University

Master Of Science In Math And Science Education

Walden University

Bachelor Of Arts In Elementary Education

University Of The Virgin Islands

CERTIFICATIONS

Certified Public Manager

University of the Virgin Islands • June 2022

SKILLS

Exceptional financial acumen in managing approximately \$92 million in federal Consolidated Grant Application, Education Stabilization I & II, and American Rescue Plan Act funds allocated .: Financial Literacy, Grant Management, Grant Writing, Strategic Planning

Strong experience in developing and implementing comprehensive strategic plans with short-term and long-term metrics, driven by data-driven decision-making.: Comprehensive, Data Driven, Innovation, Lead Others, Planning Process, Team Player

A visionary leader dedicated to innovative initiatives that address the unique needs of students, improve instructional programs, and elevate student achievement.: Best Practice, Curriculum Development, Education Reform, Integrity, Organizational Changes, Proven Ability, Visionary

VOLUNTEERING & LEADERSHIP

Zeta Phi Beta Sorority Incorporated