

Dr. Joanne Menard

DISTRICT LEADERSHIP

Assistant Superintendent for Curriculum & Instruction, Holliston Public Schools, 2021-current

- Collaborates with district curriculum coordinators/curriculum leaders on the development and management of UbD curriculum alignment and mapping documentation
- Collaborates with district curriculum coordinators and staff on curriculum reviews
- Worked with consultants, central administration, and stakeholders on the creation of district strategic plan and equity audit
- Develops and implements a comprehensive, system-wide professional development program for staff that is tied directly to district's strategic plan
- Runs district Professional Development Council and utilizes PD feedback to drive future offerings
- Acquires and oversees competitive and entitlement grant resources to provide financial support to the entire educational system
- Approves all staff courses and summer work
- Develops/implements orientation and mentorship program for new teachers and mentor training program
- Creates/maintains teacher evaluation tracking system
- Attends/presents at all School Committee meetings
- Oversees home school students to assure policy compliance
- District English Language Learner Coordinator
- Liaison to School Committee's Policy and Budget Subcommittees

BUILDING LEADERSHIP

Principal for Turners Falls High School/Great Falls Middle School, Gill-Montague Regional School District, 2019-2021

- Created School Culture and Climate Club where students had voice and choice in positive changes
- Helped to create positive school culture and climate as evident from student survey data
- Collaborated with outside organization to provide multi-year social justice & equity PD for all staff
- Convinced DESE to take TFHS/GFMS off a Turn Around Plan due to my creation of School Improvement Plan which included rigorous application of curriculum
- Wrote successful Innovation Pathways Designation & grant with MassHire & counselor
- Worked with teachers to create Program of Studies and new, innovative classes and opportunities for all students
- Produced community and staff Smore newsletters
- Held principal chats at school and in the community to share information/receive feedback
- Ran staff, curriculum coordinator, and team leader meetings collaboratively with staff
- Created, with staff input, yearly budget
- Responsible for teacher evaluations
- Created new school wide data system/dashboard - used to drive decision making
- Actively participated in school and community events

Principal for Petersham Center School, Petersham School District, 2015-2019

- Created innovative scheduling and Tier 2 supports that resulted from the 25% to 48% in MCAS scores
- Collaborated with Police Chief and Nurse on Crisis Management and Reunification Plans
- Created bi-monthly community newsletters and weekly staff newsletters on Smore platform
- Responsible for creating all state reports
- Presented at every School Committee meeting
- Created/maintained school budget
- Responsible for all staff evaluations & student discipline
- Tracked/analyzed school wide data to drive instruction and purchase of resources
- Created/implemented all professional development
- Created scheduling: state mandated testing, classroom and specialists, IEP delivery grid services

- Created/implemented STEAM focused after school enrichment program, Character Education program, Citizen of Month program, "Caught Being Good" program
- Mentored new teachers & head instructional coach
- Collaborated with teachers in Professional Learning Communities
- Ran all 504 and Student Support Team meetings, attended all IEP meetings
- Helped created first North Quabbin EdCamp

STEM Curriculum/Instructional Coach for Medway Public Schools, 2013-2015

PROFESSIONAL/ORGANIZATION LEADERSHIP

DESE Influence 100 Cohort 4 member, 2022-current
Athena/MASS Assistant Superintendent Institute, 2021-current
ACCEPT Assistant Superintendent Job Alike, 2021-current
MTSS DESE Academy, 2022-current
DESE Curriculum Implementation Team, 2023-current
TECCA Assistant Superintendent Job Alike, 2021-current
Tri-County Superintendent Roundtable, 2021-current
TECCA Board of Trustees, 2022-current
University of Hartford Graduate Research/Creativity Symposium Presenter, April 2023
Ed Policy Chair for Massachusetts School Administrators' Association (MSAA) Board of Directors, Fall 2018-June 2021
New England Educational Research Organization (NEERO) Conference Presenter, April 2021
Leader of Regional Principals Group for MSAA, Secondary Principals 2019-2021, Elementary Principals 2017-2019
Massachusetts Governor's STEM Advisory Council, 2013-2015
MetroWest STEM Networking Committee, 2013-2015

TEACHING EXPERIENCE

Consultant/Adjunct Faculty Member for French River Education Center, 2009-2013
Science Department & Team Chair for Spencer-East Brookfield RSD, 2012-2013
Sci-Tech, STEM, Science, Math Teacher for Spencer-East Brookfield RSD, 2005-2013
Science/ELA Teacher for Wachusett Regional School District, 2002-2005
English Teacher for Language Institute, Seoul, South Korea, 1990-1992

BUSINESS LEADERSHIP

Sales Manager for Waste Management, Columbus, OH, 1990
Sales Manager for Browning-Ferris Industries, Columbus, OH, 1989-1990
Sales Manager for TCI Publishing, Columbus, Ohio, 1987-1988

NON-PROFIT LEADERSHIP

President of The Junior League of Worcester, MA, 2002-2003
Vice-President Communications of The Junior League of Tulsa, OK, 1998-1999
Volunteer of the Year of The Junior League of Tulsa, OK, 1997-1998
Fund-Raising Supervisor for Cystic Fibrosis Foundation, Columbus, OH, 1985-1987

EDUCATION

Ed.D. in Educational Leadership, University of Hartford, May 2023
CAGS in Educational Leadership, Fitchburg State University, January 2008
M. Ed. in Elementary Education, Anna Maria College, December 2002
B.S. in Marketing, The Ohio State University, June 1985

MASSACHUSETTS EDUCATOR LICENSURES (CERTIFICATE #376964)

Supt./Asst. Superintendent (All levels); Principal/Assistant Principal (6-12); Principal/Assistant Principal (5-8); General Science (5-8); Elementary (1-6); SEI-Admin