

Paul Schlichtman

47 Mystic Street – 8C • Arlington, Massachusetts 02474

Licensure

Massachusetts Licensure (certificate 296929)
Superintendent/Assistant Superintendent (All Levels)
Voc-Tech Superintendent/Assistant Superintendent (9-14)
Principal/Assistant Principal (PreK-6)(5-8)(9-12)
Supervisor/Director (All Levels)
Early Childhood: Students With and Without Disabilities (PreK-3)
Elementary (1-6)
Mathematics (5-9)(9-12)

Education

Harvard University, Graduate School of Education
Cambridge, Massachusetts (enrolled September, 1989)
Master of Education, 1990
Certificate of Advanced Study, 2007
Qualifying Paper for Doctorate: Bridges for Teachers, A Review of the Literature
Concerning Isolation, Collaboration, and Autonomy: September, 1997

City University of New York, Brooklyn College

Bachelor of Science, 1983
Dual major in Elementary Education and Psychology

Completed **National Institute for School Leadership Executive Development Program** (2009) and
Massachusetts DESE-MASC-MASS **District Governance Leadership Program** (2013)

Public School Experience

Lowell Public Schools, Lowell, Massachusetts

District Coordinator for Research, Testing, and Assessment; Office of Accountability & Strategic Planning
Principal of Record, Rogers Early Learning Center (2013-14 school year)

Responsible for improving student achievement through the analysis, maintenance, dissemination, and reporting of the district's student performance and accountability data. My work focuses on school improvement and accountability. My work supports curriculum revisions, professional development, differentiated instruction, and budgeting decisions.

- Provides support and executive coaching for principals and other administrators on issues pertaining to curriculum, instruction, assessment, and evaluation.
- Serves as the principal for classes operating in the Central Office building (Rogers School).
- Built the Lowell High School master schedule, and conducted a policy and productivity analysis that allowed the district to reduce 25 teaching positions.
- Developed the district's Individual Student Success Plans, and tools for MCAS and district test and benchmark score analysis.
- Developed and designed new standards-based online elementary report cards and progress reports, and aligned the report cards to Common Core standards.
- Developed new teacher attendance reporting protocols that resulted in a 25% reduction of discretionary sick and personal days.
- Developed a series of MCAS analysis tools to permit administrators and teachers to understand systemic and individual patterns of student achievement.
- Trained school and district personnel in data and test score analysis, and the use of data for differentiated instruction.
- Participated in training of school based school improvement teams, and the evaluation of school improvement plans.
- Facilitated the choice of a new student data management system, and coordinated the set-up and implementation of the new system.
- Prepared reports for the school committee, district & school based staff, EQA examiners, and plaintiff attorneys for Hancock v. Driscoll pertaining to performance and accountability data.
- Reviewed and issued recommendations for external academic research proposals for work within the Lowell Public Schools.
- Served on the stakeholder team for our Level 4 (Murkland Elementary) school.
- Served on the District Support Team (district supports and interventions for schools)

2001-Present

Paul Schlichtman

47 Mystic Street – 8C • Arlington, Massachusetts 02474

Public School Experience

Boston Public Schools, Boston, Massachusetts

Coordinator for Research, Assessment, and Evaluation, Madison Park Technical-Vocational High School

- Responsible for the administration of MCAS, Stanford9, and SRI testing throughout the school.
- Collected and reported academic data across four academies.
- Served as a substitute academy dean/assistant dean (principal/assistant principal) and performed various administrative functions, including routine disciplinary actions and suspension hearings.
- Developed a computer-based vocational interest assessment program.
- Taught two sections of MCAS preparation classes.

1998-2001

Site Coordinator & Summer Preparation Coordinator (administrator-in-charge), Madison Park Technical-Vocational High School.

2000 & 2001

Fourth/Fifth Grade Teacher, Samuel W. Mason Elementary School.

1995-1998

Third Grade Teacher, John D. Philbrick Elementary School.

1993-1995

Elementary Writer, Boston Public Schools Curriculum Renewal Team

Summer, 1994

Wallington Public Schools, Wallington, New Jersey

Coordinator of Gifted and Talented Services

1987-1989

South Orange- Maplewood Public Schools, Maplewood, New Jersey

Teacher of Mathematics (Grades 9-11)

1985-1987

Union Public Schools, Union, New Jersey

Teacher of Mathematics (Algebra and Geometry)

1984-1985

New York City Public Schools, New York, New York

Contractual Substitute, District 2, Manhattan

1983-1984

College & Adult Teaching Experience

Statistics Shouldn't Be Sadistic, Arlington, Massachusetts

Tutor for students in graduate-level and advanced statistics courses and consultant on quantitative research methodology for researchers and students from seven New England colleges and universities.

1992-1998

Harvard University, Graduate School of Education, Cambridge, Massachusetts

Teaching fellow, Empirical Methods: Statistics for Research (T. Tivnan) and Psychosocial Development in Childhood (A. Thompson)

1991-1992

Massachusetts Bay Community College, Wellesley, Massachusetts

Adjunct Instructor, Introduction to Psychology and Applied Algebra

1991

New York City Taxi Driver Institute, New York, New York

Instructor and Curriculum Consultant

1984-1990

Paul Schlichtman

47 Mystic Street – 8C • Arlington, Massachusetts 02474

Membership

Arlington School Committee, 2001-2007 and 2012-present

Vice-Chair, 2003-04; Chair, 2004-05 & 2015-16; Secretary, 2002-03 & 2006-07.

Budget Subcommittee Chair, 2003-04; Curriculum Instruction & Assessment Chair, 2002-03 & 2016-17;

Community Relations Chair, 2006-07, 2014-15.

Minuteman Regional Vocational-Technical School Committee, 1997-2001

Massachusetts Association of School Committees

Board of Directors, 1998-2005; President-Elect, 2003; President, 2004; Immediate Past President, 2005

National School Board Association, Federal Relations Network, 2003-2006

Education Commission of the States - Wallace Foundation, Data Driven Decision Making Leadership Issue Group (NSBA Representative), 2005-present

Governor's Advisory Commission on Local Government, 2003-2005

Special Commission to Investigate and Study Middle Education in the Commonwealth of Massachusetts, 2005-2009

Working Group for Educator Excellence (supporting teacher quality legislation in MA.) 2004-present

Commonwealth Readiness Project, Recruiting & Retaining Educators Subcommittee, 2007

Arlington Town Meeting, Elected Representative, 1993-2003, 2006-2018

Arlington Town Democratic Committee, 2000-2020

Lowell School Administrators Association, Negotiating Team, 2009-present

Presentations

Guest on education issues on the David Brudnoy Show (2004), CN8 NiteBeat with Barry Nolan (2003 & 2004), and NECN Newsnight with Jim Braude and Chet Curtis (2004) in role as MASC President

Commentator, The Track Record of Charter Schools in Massachusetts, The Rappaport Institute for Greater Boston, Center for Education Policy Research at Harvard University, and Harvard Graduate School of Education (2014).

Presenter, Skill-BUILDER Webinar – Foundations of Data Use for School Boards, Regional Education Laboratory Northeast & Islands (EDC), Urban School Improvement Alliance (2014).

Discussant, Bridge Event - The Long Now: Local Data in an Era of State Longitudinal Data Systems, Regional Education Laboratory Northeast & Islands (EDC), Urban School Improvement Alliance (2014).

Panelist, Advocacy for School Leaders. MASC/MASS Joint Conference (2012, 2013)

Panelist, Sustaining Systemic Change: Distributed Leadership, Evaluation and Structures MASC/MASS Joint Conference (2013)

Panelist, Budgeting shortfalls: Strategies to confront funding problems when resources don't grow at the same pace. MASC/MASS Joint Conference (2007)

Panelist, Can Selectmen and School Committee Members Play Nice in the Sandbox? Massachusetts Selectmen's Association (MMA) Annual Meeting (2007)

Presenter, Progress in Jeopardy, A Report on Education Funding in Massachusetts; MassPartners (2004)

Moderator, No Child Left Behind, How to Refocus NCLB so it Lives Up to Its Promise, Citizens for Public Schools (2004)

Journalism Experience

Starrett City Sun, Brooklyn, New York

Editor, 1978-1980

Glen Cove Guardian, Glen Cove, New York

Editor, 1977-1978

Suffolk County News, Sayville, New York

Associate Editor, Reporter, 1975-1977