

Ian P. Kelly, Ed.D.

11 Bullard Street Dedham, MA 02026

Education

Boston College , Chestnut Hill, MA Doctor of Educational Leadership	5/2016
Cambridge College , Cambridge, MA Masters of Education - School Administration	1/2005
Frostburg State University , Frostburg, MD Bachelor of Science - Early Childhood/Elementary Education	6/2001

Licensure

Massachusetts License #392353 <ul style="list-style-type: none">• Superintendent/Assistant Superintendent – Professional• Principal/Assistant Principal - Professional• Special Education Administrator - Initial	5/2021
--	--------

Professional Experience

Interim Superintendent

Dedham Public Schools , Dedham, MA <ul style="list-style-type: none">• Lead suburban district of 2,500 students and approximately 400 employees• Provide consultation, supervision, and evaluation for the district's 35 member leadership team• Engage in regular communication and consultation with members of the Dedham School Committee• Develop and maintain effective, collaborative relationships with town department heads and elected boards• Maintain ground level understanding of teaching and learning through building/classroom visits and regular meetings with educators and support personnel• Ensure close working relationship with Dedham Education Association (DEA) to support effective communication and collaborative problem solving• Collaborate with School Committee and School Building Rehabilitation Committee to conduct feasibility study and design educational plan for new elementary school• Support Negotiations Subcommittee through consultation and insight into district practice and procedures through Unit A negotiations• Develop, communicate, and support a comprehensive level service budget reflecting the fiscal state and needs of the district• Establish systems and structures to improve and streamline internal workflows and communications to better support teaching and learning	12/2022 - Present
---	-------------------

Assistant Superintendent

Dedham Public Schools, Dedham, MA

7/2016 – 12/2022

- Provided strategic vision and direction for all elements of curriculum, instruction, assessment, and professional development PK-12
- Re-structured existing human resources to provide focused leadership through PK-8 Curriculum Coordinators, Special Education Team Leaders, and Directors for our Counseling and Health Services departments
- Developed, secured support for, and implemented comprehensive instructional coaching model in the PK-8 span
- Established systematic assessment and data systems to ensure universal screening measures, effective use of student performance data, and informed instructional and programmatic decisions
- Conducted thorough needs assessment of all PK-5 core content areas and implemented substantive changes to ensure a rigorous, coherent, and consistent course of study for all students
- Enhanced and elevated educator instructional practices PK-12 through instructional rounds and improvement of the leadership team's supervisory practices
- Advocated for, designed the position of, and secured funding for Diversity, Equity, and Inclusion Officer to lead the district's efforts to ensure a welcoming and culturally competent school system
- Prepared the District for transition to self-operated before and after school care programming to expand access to robust child care and enhance opportunities to extend learning time for at risk learners
- Elevated issues of equity and inclusion as the district's Civil Rights Officer, Title IX Coordinator, and Homeless/Foster Care Point of Contact
- Ensured effective communication with and support of Policy, Budget, and Negotiations Subcommittees
- Worked directly and effectively with Dedham Education Association (DEA) leadership to ensure open communication and collaborative problem solving
- Wrote grants, developed programs, and monitored all activities funded by Title I, Title IIA, Title III, and Title IV
- Served as point of contact for all DESE audits and public-school monitoring activities

Principal, Bennett-Hemenway Elementary School

Natick Public Schools, Natick, MA

7/2008 – 6/2016

- Lead high achieving suburban elementary school of 640 students and 80 faculty
- United constituencies to develop shared mission, vision, values, and goals
- Designed and executed rigorous, district-wide teacher search process
- Lead and facilitated professional learning communities at the district and building levels
- Developed and implemented support systems to ensure high levels of teacher learning, growth, and retention
- Researched and implemented innovative technology practices and tools to enhance student engagement and learning
- Facilitated teacher lead review and revision of existing teaching practices resulting in a 20% gain in student achievement over a 3 year period

- Implemented social media and Web 2.0 platforms to enhance communication with all constituents
- Used multiple metrics and effective data analysis practices to target and track school improvement efforts
- Practiced effective short and long range fiscal planning for the building
- Provided ongoing support and consultation for principals new to the district

District Response to Intervention (RtI) Coordinator, Grades K-12

Natick Public Schools, Natick, MA

10/2011 – 7/2013

- Designed and executed program quality assessment for existing RtI structures and practices
- Used PQA information to develop a strategic plan with central administration
- Provided on-site consultation to building administrators to ensure continuity of RtI model
- Collaborated with regular education, special education, and related service providers to ensure understanding and effective implementation of RtI model
- Revised DCAP to reflect current, research-based practices, incorporate the DESE MTSS, and solidify district interventions across the RtI model

Assistant Principal, The Newman Elementary School

Needham Public Schools, Needham, MA

7/2006 – 7/2008

- Lead suburban elementary school of 750 children and 100 staff
- Designed and implemented a differentiated professional development program for teachers and support staff
- Supported the professional growth of faculty through the supervision and evaluation process
- Refined teacher support team using Response to Intervention theories and practices
- Provided student body with clear behavioral expectations, guidance, and support
- Lead school crisis team in formulating and implementing emergency procedures
- Developed and taught research-based, remedial mathematics program for at-risk students in grade 4
- Collaborated with School Council and other community organizations to enhance academic program
- Coordinated all MCAS scheduling, test administration, and DESE reporting
- Devised and managed building budget

Title I Director

Needham Public Schools, Needham, MA

8/2004 – 6/2006

- Instructional leader and coach for Title I staff
- Designed and implemented school wide Literacy Team
- Established and maintained open, effective communication with parents and teachers
- Collected and analyzed data to build needs based adult education programs
- Developed and managed Title I budget

- Coordinated Title I services with local private schools
- Maintained programmatic compliance with State and Federal regulations
- Prepared documentation for Coordinated Program Review

3rd and 5th Grade Teacher

John Eliot School, Needham, MA

8/2003 – 6/2006

2nd Grade Teacher

Harvard Kent Elementary School, Charlestown, MA

9/2002 – 6/2003

2nd Grade Teacher

Ocean View Elementary School, Norfolk, VA

8/2001 – 6/2002

Related Experience

School Committee Member

Holliston Public Schools, Holliston, MA

5/2013 – 5/2015

- Superintendent evaluation subcommittee: supported the committee in understanding and implementing the new DESE educator evaluation system
- Budget subcommittee: provided ongoing support and consultation to committee members in developing successful budgets for FY 2015 and FY 2016
- Communications subcommittee: leveraged strategic planning and digital communication skills to support the committee in revamping overall approach to public relations
- Contract negotiations: successfully negotiated three-year successor agreement with the Holliston Federation of Teachers
- Established strong relationships with finance committee, board of selectmen and other town officials
- Worked closely with the superintendent to understand and resolve challenging student and family situations