

Rebecca H. Kidwell
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Professional Experience in Education

2021-Present Assistant Superintendent for Curriculum, Instruction, Assessment, & Professional Development, Rockland Public Schools, Rockland, MA

- Led district curriculum review, adoption, and implementation process, including pK-5 *Bridges in Mathematics*, K-4 *Second Step*, and district-designed resources for literacy and writing.
- Met weekly with principals and instructional coaches to create a student-centered coaching model, lead best practices in pedagogy, and monitor curriculum implementation.
- Developed and implemented a year-long District Professional Development Plan for all stakeholders driven by student needs, learner choice, and strategic plan objectives, delivered over fifteen half days and one full day of workshops.
- With the superintendent, led the implementation of the five-year strategic plan developed under the DESE Planning for Success model.
- Developed agendas rooted in the strategic plan for weekly senior leadership team meetings.
- Met monthly with the English Learner Education (ELE) department and provided districtwide PD to support best practices in English Language Development and Sheltered English Immersion instruction during a time of rapid growth for our EL population (now over 11% of all students).
- Expanded English for Speakers of Other Languages (ESOL) programming through the state-funded adult evening school from zero offerings to 48 seats and a waitlist of over 100 residents.
- Researched other districts' experiences and developed transition plans for the consolidation of three K-4 schools and one Integrated Preschool to one elementary school, grades 1-4, and one early childhood center, ages 3-5.
- Wrote and secured competitive state and federal grant funding totalling over \$500,000 over the course of two years.
- Assisted in the application for and maintenance of federal entitlement grants.
- In collaboration with the Director of Pupil Personnel Services, successfully completed state program quality assurance reporting and tiered focused monitoring reviews without significant findings.
- Manage curriculum and professional development budgets (Munis).
- Analyze state and local assessment, discipline, attendance, and achievement gap data to drive curriculum, staffing, and professional development decisions (Edwin, DESE Security Portal, Excel).
- Edited and streamlined the building-based student registration process to ensure accuracy in data collection and compliance with DESE expectations while maximizing our Oct. 1 enrollment numbers (Aspen).
- Presented a comprehensive entry plan, updates on curriculum, and regular data analysis to the School Committee.

2017-2021 Director of Technology & Accountability, K-12, Braintree Public Schools, Braintree, MA

- Provided guidance in data analysis and action planning to the district's leadership team, including principals, academic directors, central office, and school committee.
- Collaborated with school and district leaders to develop action plans to improve schools' and departments' responsiveness to students' and families' needs.
- Led the design, creation, and implementation of a professional development system in cybersecurity, digital learning resources, and best practices in remote and hybrid pedagogy for the 2020-2021 school year.
- Supervised state reporting of student and employee data, including enrollments, demographics, and outcomes (Aspen).
- Managed \$500,000+ dollar technology purchasing budget, including applying for and receiving state grants and ERate funding for technology.
- Researched and proposed network and end-user technology systems for two middle school construction projects.
- Instituted programs and services for improved accessibility to classroom technology for teachers and students, including ClassLink single sign-on/password locker, office hours for students and families, and a reliable borrowing system for school-owned technology.
- Expanded device access for students in the district, providing 1:2 or better ratios (based on building) and ensuring that all students have access to Chromebooks or iPads on a daily basis.
- Improved data systems in human resources (adoption of PeopleAdmin TalentEd), email (migration from Exchange to Gmail), safety (Rave Alerts, Alertus, Classwize, Bark, and ParentSquare), and teaching and learning (Google Workspace for Education, ClassLink).
- Co-chaired the district's Curriculum Board, a team that developed teacher leadership and guided teaching and learning initiatives tied to the district strategic plan, for the preK-12 team.
- Led district's participation (as co-PI) in a National Science Foundation CS for All grant, promoting equitable opportunities and outcomes in coding and computational thinking, in partnership with TERC Educational Research Group.
- Supervised and evaluated Technology staff, including teachers, and Library/Media teachers.

2015-2017 Interim Director of Curriculum & Technology, K-12, Braintree Public Schools, Braintree, MA

- Supervised and evaluated Technology, Library/Media, and English Learner teachers, K-12, as well as technical staff.
- Coordinated K-12 academic directors for English, Mathematics, Social Studies, Science, and World Languages.
- Oversaw continued implementation of a \$1.2 million state grant for network infrastructure.
- Managed and streamlined processes related to a \$.5 million technology purchasing budget, \$.5 million curriculum budget, and \$200,000 professional development budget.
- Managed and streamlined processes for professional development offerings aligned to the district's strategic plan.
- Reorganized and grew technology department staff to support a 1:1 bring-your-own device/district loaner device initiative at the high school level.
- Developed and implemented plans for improved equity in technology access for low-income, minority, and English learner students.

**2009-2015 Director of English, Reading, & English Learner Education (ELE), K-12,
Braintree Public Schools, Braintree, MA**

- Supervised and evaluated English, Reading and English Learner teachers, K-12.
- Led monthly department meetings on issues surrounding literacy instruction and assessment.
- Led data meetings to analyze assessment data in literacy, including Dynamic Indicators of Basic Early Literacy (DIBELS), Massachusetts Comprehensive Assessment System (MCAS), Assessing Comprehension and Communication in English State-to-State (ACCESS), and local assessments.
- Developed action plans based on assessment data, promoting equity and accountability relative to gaps in achievement and growth.
- Designed and led professional development workshops on writing pedagogy, K-12.
- Developed curriculum for courses and programs in English, Reading, and ELE, including leading materials' selection processes at all grade levels.
- Managed the district's Program Quality Assurance (PQA) process for ELE, administered the Title III grant, and served as the Rethinking Equity and Teaching for English Language Learners (RETELL) Liaison to the state.
- Administered and led implementation of the Department of Elementary & Secondary Education (DESE) Professional Practice Improvement grant on cross-content and metacognitive writing in grades 4 & 5, including professional development sessions.

2001-2009 English Teacher, Braintree High School, Braintree, MA

- Designed and taught courses in literature and writing for diverse needs, including English Learners.
- Created a broad portfolio of curricular materials, including projects, guides, and tests.
- Aligned existing curricula with state standards in order to present academically challenging material to students of all grades and backgrounds.
- Represented the school on district-wide Health and Safety, Professional Development and Administrator Search Committees.
- Co-chaired the Teachers' Council and Grading Committee, advisory bodies to administration.
- Mentored teachers new to the English department, assisting them with curriculum and classroom management.

1998-2001 English Teacher, South Middle School, Braintree, MA

- Instructed five sections, including seventh grade English (with SEI) and eighth grade English/Humanities.
- Co-designed and presented *Africa Among Us: Preparing Students for Globalization*, an interdisciplinary humanities unit, at the New England Regional Conference on the Social Studies.
- Designed and implemented a project-based pilot humanities curriculum for the eighth grade year, focusing on the developing American nation and the "coming of age" process for young adult protagonists.

Additional State-Level Professional Roles

2018-2019 **Member, K-6 Digital Literacy and Computer Science Integration Network, Department of Elementary & Secondary Education, MA**

2014-2016 **Partnership for Assessment of Readiness for College and Careers (PARCC) Fellow, Department of Elementary & Secondary Education, MA**

- Designed and presented sessions on PARCC testing format, data, and readiness at state-level meetings.
- Designed and presented over ten school-based, district-based, and regional sessions on English Language Arts PARCC test familiarity and preparation.
- Presented PARCC content and preparation as part of the English Language Arts Collaborative Professional Development Workshop series at Bridgewater State University.
- Presented PARCC content and preparation with a specific focus for English Learners for the ELE Cape & Islands Network.

2014-2016 **RETELL SEI Endorsement for Administrators Instructor, Department of Elementary & Secondary Education, MA**

2015 & 2016 **Presenter, Department of Elementary & Secondary Education Convenings, Marlborough, MA**

- Presented Braintree's work on the Professional Practice Innovation grant and the PARCC Consortium's work on ELA resources at May and September DESE state-wide meetings.

2014 **Member, ELL Advisory Committee for Collaboration and Coherence for the Board of Elementary & Secondary Education, MA**

Education & Licensure

2006-2007 **Master of Education in Organizational Management, Endicott College, Beverly, MA**

1997-1998 **Master of Arts in Teaching English, Boston University, Boston, MA**

1993-1996 **Bachelor of Arts in English/Concentration in Theater Studies, Oberlin College, Oberlin, OH**

Additional graduate coursework in Reading (Bridgewater State University), Writing (Northeastern University), and English Literature (Johns Hopkins University).

1998- Present **Massachusetts Educator License #352700**

- Supervisor/Director Core (English, Professional), Principal/Assistant Principal (9-12, Initial), and SEI Endorsement (Teacher & Administrator)
- Superintendent/Assistant Superintendent (Initial)