



PETER GORMAN
LEADERSHIP ASSOCIATES

Executive Support and Organizational Development Provided by Peter Gorman Leadership Associates for the Mountain View Whisman School District

Peter Gorman Biography

Dr. Peter Gorman, President and Chief Executive Officer of Peter Gorman Leadership Associates LLC, has been recognized nationally as an education leader and for developing outstanding leadership teams. He has more than two decades of experience in education and also has worked as a senior executive in a Fortune 500 company. He is also the Managing Director of Academies for Atlantic Research Partners where he works with Atlantic's National Superintendents Academy delivering intensive instruction on the academic, political, legal and logistical complexities—and the demanding realities—confronting school leaders today.

His career began as a second-grade teacher in Orlando, Florida. He worked as a teacher, principal, and district-level administrator in Orange, Seminole and Osceola counties in Florida before becoming superintendent of schools in Tustin, California. In 2006, he became superintendent of Charlotte-Mecklenburg Schools in North Carolina. Under his leadership, the district won the 2011 Broad Prize in Urban Education, which recognizes increases in student achievement and closing of achievement gaps. Thirteen members of the Charlotte Mecklenburg Leadership Team during his tenure have been appointed as superintendents nationally. The book “Within Reach, Leadership Lessons in School Reform” chronicles his time with Charlotte-Mecklenburg Schools and four other books reviewed aspects of his tenure along with numerous articles, research studies, and case studies.

In his role as Executive Vice President of Education Services for Amplify, a division of News Corp, he led nearly 100 team members in the Government Relations, Marketing and Sales areas.

Dr. Gorman graduated from Michigan State University with a bachelor's degree in elementary education. He also holds a master's in business administration from Rollins College in Winter Park, Florida, and a master's and doctorate in education leadership from the University of Central Florida.



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Service Overview

The purpose of Executive Coaching is to help ensure the success of the superintendent and their leadership team by providing an experienced, trusted, knowledgeable, and confidential coach. In this role Peter Gorman will review, assess and as appropriate will:

- Provide strategic advice to increase student achievement, close achievement gaps and increase the graduation rate
- Provide technical advice to implement strategies
- Provide political advice to navigate the cultural, political and relationship issues that may impact achievement of the superintendent's agenda
- Assist with personal strategies to help the superintendent organize their work to maintain balance in this often stressful role
- Help the superintendent think through difficult issues and decisions, anticipate problem areas and provide alternate strategies or perspectives on issues
- Serve as sounding board for new ideas, goal setting and initiative development
- Provide constructive feedback on their skills, behaviors and actions as a superintendent
- Help individuals see their current role in the context of their life and career
- Guide them toward valuable resources
- Serve as a wise and trusted confidante during stressful times
- Work with the superintendent's leadership team as needed to help them develop and more effectively support the superintendent

The Executive Coach

Peter Gorman's professional background includes:

- Successful experience as superintendent of complex school districts of varying sizes, geography, and socioeconomic and demographic makeup
- Business experience at a high level
- Competence in and understanding of the varied responsibilities of the superintendency, as expressed in a variety of leadership situations
- Organizational savvy; ability to transfer experience across organizations
- Ability to zero in on the vital elements of complex problems and summarize succinctly
- Trustworthiness; ability to maintain commitments and confidentiality



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- Strong interpersonal skills, communication skills, and facilitation skills
- Frankness

Responsibilities of the Executive Coach

Peter Gorman will:

- Meet with the superintendent and leadership team as agreed
- Regular telephone and email consultation as needed
- Facilitate a leadership team retreat for the superintendent, if requested
- Assist in preparation for the superintendent's evaluation process, if requested
- Work with the superintendent's leadership team as needed to help them more effectively support the superintendent

Responsibilities of the Superintendent

The superintendent will:

- Meet with the Executive Coach as agreed
- Take advantage of the expertise of the Executive Coach throughout the year via regular telephone and email interactions

Clients and References

Peter Gorman Leadership Associates clients include large and small school district leaders and teams from across the country from Florida to California and as well as numerous education related corporations, foundations and leadership development organizations.

A list of selected clients includes:

- Atlantic Research Partners
- Audible
- BrightBytes
- Broward County Schools
- California City School Superintendents Association
- Chesterfield County Public Schools (Virginia)
- Chiefs For Change
- Clover School District (South Carolina)
- DeSoto Intermediate School District (Texas)
- Distinctive Schools (Illinois)
- District Administration®
- District of Columbia Public Schools



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- Florence City Schools (Alabama)
 - Hamilton County (Tennessee)
 - Henrico County Schools (Virginia)
 - Hillsborough County Public Schools (Florida)
 - Hobsons/Naviance
 - Hollandale School District (Mississippi)
 - Instruction Partners
 - Kansas City Public Schools (Missouri)
 - LRP Publications
 - Madison Public Schools (New Jersey)
 - Martin County School District (Florida)
 - Mountain View Whisman School District (California)
 - Nash Rocky Mount School District (North Carolina)
 - National Summit For Principal Supervisors
 - Nevada Association of School Administrators (Nevada)
 - New Leaders
 - Pasadena Unified School District (California)
 - Phenix City Schools (Alabama)
 - Pine Lake Preparatory (North Carolina)
 - Russell County School District (Alabama)
 - San Antonio Independent School District (Texas)
 - SchoolSeed The Independent Fund for Greater Memphis (Tennessee)
 - Shelby County Schools (Tennessee)
 - Spring Independent School District (Texas)
 - Spring Branch Independent School District (Texas)
 - Teach For America
 - The Bill & Melinda Gates Foundation
 - The Charles and Lynn Schusterman Foundation
 - The Nevada Association of School Administrators
 - The Robins Foundation
 - The School District of Lee County (Florida)
 - The School District of Palm Beach County (Florida)
 - Virginia Department of Education (Virginia)
- Wichita School District (Kansas)

Fee Structure

Consulting fees for up to 24 days of service provided by Peter Gorman during the 2019- 2020 school year as set forth above are \$45,000. Payment of the retainer will be made in three equal installments.



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Reasonable and necessary travel-related expenses including airfare, lodging, meals and ground transportation incurred by Peter Gorman in performing the above services will also be reimbursed not to exceed \$12,000.