



PETER GORMAN
LEADERSHIP ASSOCIATES

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

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 three decades of experience in education and also has worked as a senior executive in a Fortune 500 company.

He provides executive support and organizational development for school district senior leadership teams and school boards across the nation. He is the author of the book "Leading a School District Requires Clarity, Context, and Candor: An Aligned System to Increase Student Achievement at Scale" and contributing editor of "Board & Administrator" writing the lead column monthly. He is cofounder of The Forum For Educational Leadership which is training the next generation of school district leaders and Chief In Residence for Chiefs For Change working to build a pipeline of Future Chiefs for states and districts.

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. Twenty-three 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



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from Rollins College in Winter Park, Florida, and a master's and doctorate in education leadership from the University of Central Florida.

Service Overview

The purpose of Executive Support and Organizational Development is to help ensure the success of the superintendent and leadership team by providing an experienced, trusted, knowledgeable, and confidential facilitator and 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
- Share technical advice to implement strategies
- Provide advice to navigate the cultural, political and relationship issues that may impact achievement of the school district's agenda
- Develop the internal capacity of the organization to address challenges
- Help 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 the skills, behaviors and actions
- Guide them toward valuable resources
- Serve as a wise and trusted confidante during stressful times
- Help individuals see their current role in the context of their life and career
- Work with the leadership team to help them develop and more effectively support the superintendent

Background

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



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Responsibilities

Peter Gorman will:

- Meet with the superintendent and leadership team members as agreed
- Regular telephone, videoconference, and email consultation as needed

The Superintendent and leadership team will:

- Meet with Peter Gorman as agreed
- Take advantage of the experience and expertise of Peter Gorman throughout the year via regular telephone, videoconference, 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:

- Audible
- Arlington Public Schools (Virginia)
- Atlantic Research Partners
- Banquete Independent School District (Texas)
- Beaverton School District (Oregon)
- Berkeley Heights Public Schools (New Jersey)
- Boulder Valley School District (Colorado)
- Bright Bytes
- Broward County Public Schools (Florida)
- California City School Superintendents Association
- Cambridge Public Schools (Massachusetts)
- Capital Region BOCES (New York)
- Chesterfield County Public Schools (Virginia)
- Chiefs for Change
- Cincinnati Public Schools (Ohio)
- Clarke County School District (Georgia)
- Clear Creek Amana Community School District, (Iowa)
- Clover School District (South Carolina)



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- Community Foundation of Texas (Texas)
- Denver Public Schools (Colorado)
- DeSoto Intermediate School District (Texas)
- Distinctive Schools (Illinois)
- District Administration ®
- District of Columbia Public Schools, DC Public Education Fund (District of Columbia)
- East Aurora School District 131 (Illinois)
- Ector County Independent School District (Texas)
- Edmonds School District (Washington)
- Educate Texas
- Everett Public Schools (Washington)
- Farmington Municipal Schools (New Mexico)
- Florence City Schools (Alabama)
- Frederick County Public Schools (Virginia)
- Fulton County Schools (Georgia)
- Guilford County Schools (North Carolina)
- Hackensack Public Schools (New Jersey)
- Hamilton County (Tennessee)
- Hanover County Public Schools, (Virginia)
- Helena Public Schools (Montana)
- Henrico County Public Schools (Virginia)
- Henry County Schools (Georgia)
- Hillsborough County Public Schools (Florida)
- Hobsons/ Naviance
- Hollandale School District (Mississippi)
- Indianapolis Public Schools (Indiana)
- Instruction Partners
- Isle of Wight County Schools (Virginia)
- Issaquah School District 411 (Washington)
- Kansas City Public Schools (Missouri)
- King George County Schools (Virginia)
- Kirkwood School District (Missouri)
- Laramie County School District 1 (Wyoming)
- Laurel School District (Mississippi)
- Lawrence Public Schools (Kansas)
- Lorain School District (Ohio)
- Los Lunas Schools, (New Mexico)
- LRP Publications
- Madison Public Schools (New Jersey)



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- Martin County School District (Florida)
- Marysville School District (Washington)
- Mississippi Bend Area Education Agency (Iowa)
- Montgomery County Public Schools (Maryland)
- Mountain View Whisman School District (California)
- Nash Rocky Mount School District (North Carolina)
- National Math Improvement Project
- National Summit For Principal Supervisors
- Nevada Association of School Administrators (Nevada)
- New Leaders
- New Mexico Public Education Department (New Mexico)
- New York City Public Schools (New York)
- NOLA Public Schools (Louisiana)
- North Colonie Central Schools (New York)
- Office of the State Superintendent of Education (District of Columbia)
- Orange Beach City Schools (Alabama)
- Orange County Public Schools (Florida)
- Pasadena Unified School District (California)
- Petersburg City Schools (Virginia)
- Phenix City Schools (Alabama)
- Pine Lake Preparatory (North Carolina)
- Plano Intermediate School District (Texas)
- Poudre School District (Colorado)
- Prince William County Schools (Virginia)
- Providence Public Schools (Rhode Island)
- Public Education Fund Chattanooga (Tennessee)
- Orange Beach City Schools (Alabama)
- Ozark City Schools (Alabama)
- Rush Henrietta Central School District (New York)
- Russell County School District (Alabama)
- San Antonio Independent School District (Texas)
- Sarasota County Schools (Florida)
- Schenectady City School District (New York)
- SchoolSeed The Independent Fund for Greater Memphis (Tennessee)
- Shelby County Schools (Tennessee)
- Spring Branch Independent School District (Texas)
- Spring Independent School District (Texas)
- Stafford County Schools (Virginia)
- Teach for America
- Texas Education Agency (Texas)



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- The Belk Foundation (North Carolina)
- The Benwood Foundation (Tennessee)
- The Bill & Melinda Gates Foundation
- The Charles and Lynn Shusterman Foundation
- The Robins Foundation (Virginia)
- The School District of Lee County (Florida)
- The School District of Palm Beach County (Florida)
- Tukwila School District (Washington)
- University of Virginia Darden/Curry Partnership for Leaders in Education (Virginia)
- Virginia Association of School Superintendents (Virginia)
- Virginia Department of Education (Virginia)
- Visalia Unified School District (California)
- West Point Public Schools (Virginia)
- Wichita School District (Kansas)

Fee Structure

Consulting fees for up to 16 days of service provided by Peter Gorman during the 2024-2025 school year as set forth above are \$48,000. Payment of the retainer will be made in three equal installments.

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 \$8,000.

Proposal Provided April 29, 2024