



**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 serves as Superintendent in Residence for the District Administration® Leadership Institute and National Superintendents Academy delivering intensive instruction on the academic, political, legal and logistical complexities confronting school leaders today. He is also 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 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.



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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.

### **Service Overview**

The purpose of Executive Support and Organizational Development is to help ensure the success of the school district 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 political 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 the leadership team members 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 and also for leadership team members
- 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
- Assist with personal strategies to help the leadership team members organize their work to maintain balance in this often stressful role
- Work with the superintendent's 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



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- 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

### **Responsibilities**

Peter Gorman will:

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

The Superintendent and leadership team members will:

- Meet with Peter Gorman as agreed
- Take advantage of the experience and expertise of Peter Gorman 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:

- Audible
- Atlantic Research Partners
- The Benwood Foundation
- Berkeley Heights Public Schools (New Jersey)
- Bright Bytes
- Broward County Public Schools (Florida)
- California City School Superintendents Association
- Chesterfield County Public Schools (Virginia)
- Chiefs for Change
- Clarke County School District (Georgia)
- Clover School District (South Carolina)



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- Denver Public Schools (Colorado)
- DeSoto Intermediate School District (Texas)
- Distinctive Schools (Illinois)
- District Administration ®
- District of Columbia Public Schools (District of Columbia) DC Public Education Fund
- East Aurora School District 131 (Illinois)
- Ector County Independent School District (Texas)
- Educate Texas
- Everett Public Schools (Washington)
- Florence City Schools (Alabama)
- Hamilton County (Tennessee)
- Helena Public Schools (Montana)
- Henrico County Public Schools (Virginia)
- Henry County Schools (Georgia)
- Hillsborough County Public Schools (Florida)
- Hobsons/ Naviance
- Hollandale School District (Mississippi)
- Instruction Partners
- Kansas City Public Schools (Missouri)
- Laurel School District (Mississippi)
- LRP Publications
- Madison Public Schools (New Jersey)
- Martin County School District (Florida)
- Mississippi Bend Area Education Agency (Iowa)
- Mountain View Whisman School District (California)
- Nash Rocky Mount School District (North Carolina)
- Nevada Association of School Administrators (Nevada)
- New Leaders
- Pasadena Unified School District (California)
- Petersburg City Schools (Virginia)
- Phenix City Schools (Alabama)
- Pine Lake Preparatory (North Carolina)
- Providence Public Schools (Rhode Island)
- Public Education Fund Chattanooga
- Russell County School District (Alabama)
- San Antonio Independent School District (Texas)
- SchoolSeed The Independent Fund for Greater Memphis (Tennessee)
- Shelby County Schools (Tennessee)
- Spring Branch Independent School District (Texas)



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- Spring Independent School District (Texas)
- Teach for America
- The Bill & Melinda Gates Foundation
- The Charles and Lynn Shusterman Foundation
- The Robins Foundation
- The School District of Lee County (Florida)
- The School District of Palm Beach County (Florida)
- Virginia Association of School Superintendents (Virginia)
- Virginia Department of Education (Virginia)
- Wichita School District (Kansas)

**Fee Structure**

Consulting fees for up to 16 days of service provided by Peter Gorman during the 2020- 2021 school year as set forth above are \$30,000. 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 May 17, 2020**