

**Janice M. Brown, Ed.D.**  
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Kalamazoo, MI 49006  
(269) 998-4799

## **PROFESSIONAL EXPERIENCE**

### **Trustee-The Kalamazoo Promise**

#### **Executive Director-The Kalamazoo Promise**

2008 to present

*Provide leadership to the Kalamazoo Promise using this scholarship program as a catalyst for economic development and community transformation.*

- Leverage The Kalamazoo Promise for community transformation
- Align services to youth serving agencies
- Participate in board work and development of support groups that serve youth
- Provide holistic services in support of youth
- Engage the community in the work of the Promise
- Support state and national Promise efforts

### **Superintendent: Kalamazoo Public Schools, Kalamazoo, Michigan and Spokesperson for The Kalamazoo Promise**

2000-2008

*Provide leadership for an urban district focusing on high levels of literacy and numeracy for all students*

- Direct and implement the district's School Improvement/Strategic Plan
- Facilitate the work of the Board of Trustees
- Provide administrative direction, innovation and vision
- Align curriculum standards
- Develop an approved annual budget
- Implement support systems for all students to reach The Kalamazoo Promise

### **Executive Director of Curriculum and Instruction, Kalamazoo Public Schools; Kalamazoo, Michigan**

1997-2000

*Provide leadership focusing on increased student achievement through a systemic change process impacting all curriculum areas*

- Align curriculum standards, benchmarks and district assessment for all content areas PreK -12
- Lead the implementation of the district Strategic Plan
- Implement the recommendations of the Curriculum Audit
- Oversee Instructional budget, Magnet budget of \$6,000,000.00
- Direct the integration of technology into all areas of the curriculum
- Facilitate and support KPS administrative and teaching staff
- Develop and implement the district staff development plan

### **Principal: Glencairn-Marble Educational Unit and Marble Elementary School**

East Lansing Public Schools, East Lansing, Michigan

1993-1997

*Provided leadership along with an associate principal, for the operation and management of two K-5 suburban elementary schools*

- Facilitated community involvement and governance
- Evaluated and coached professional and support staff
- Supported a continuous process of school improvement at both schools
- Created opportunities for continuous improvement, change and growth
- Served teacher and support personnel for increased student achievement

### **Principal: Kettering Elementary School**

Willow Run Community Schools, Ypsilanti, Michigan

1991-1993

*Served and promoted educational leadership for students and all staff members of an urban elementary school*

- Developed a shared vision for change to become an Essential School
- Restructured time, human and other resources as necessary
- Fostered parent and community involvement at all phases
- Managed school budget and resources

**Coordinator: School Improvement Office**

Michigan Department of Education, Lansing, Michigan  
1987-1991

*Coordinated and provided leadership for the implementation of School Improvement within the Department and among Michigan's local and intermediate school districts.*

- Developed and managed school improvement grants
- Coordinated state-wide training programs
- Facilitated and led the State School Improvement Team and the School Improvement Council
- Created budget for the School Improvement Office and secured outside resources
- Prepared intermediate school districts for their role in school improvement
- Trained, presented and provided technical assistance to districts and professional organizations

**Consultant: Migrant Education**

Michigan Department of Education, Lansing, Michigan  
1986-1987

*Consulted with Michigan's 60 local migrant education programs*

- Designed and approved applications and budgets
- Held state-wide training, monitored for program compliance, provided technical assistance
- Served as leader for state-wide advisory groups related to curriculum and parent participation

**Consultant: Ingham Intermediate School District, Mason, Michigan**

1984-1986

*Consulted with 12 local districts and three intermediate districts in the implementation of long-range school improvement programs and plans*

- Provided technology, research and other information regarding the best practices in school improvement
- Conducted building and intermediate school district training in school improvement activities
- Visited schools to discuss school improvement issues, review plans, provide resources and conduct training

**Instructor: Michigan State University, Grand Valley State University, Lansing Community College**

Lansing, Michigan

1978-1991

*Developed and taught courses in administration and leadership*

Law Personnel	Management	Human Resource Management	Communications
Supervision	Organizational Development	Special Education Issues	

**Administrative Assistant: Indiana Association of Elementary School Principals**

Bloomington, Indiana

1979-1981

*Assisted the Executive Director of the Association with services to principals throughout Indiana*

- Edited newsletter, articles and publications
- Planned state-wide conferences
- Provided on-site visits and technical assistance in special education

**Curriculum Resource Consultant: Grand Rapids Public Schools**

Grand Rapids, Michigan

1973-1978

*Coordinated and provided leadership for Grand Rapids Public Schools' 35 elementary resource rooms programs in special education.*

- Demonstrated teaching strategies during visitations
- Developed and monitored lessons, classroom management and student achievement

**Teacher: Grand Rapids Public Schools**

Grand Rapids, Michigan

1970-73

*Taught urban elementary and middle school special education students*

- Delivered lessons in K-6 curriculum, all content
- Promoted safe and nurturing environment
- Improved achievement for all students

## **EDUCATION**

Doctor of Education..... School Administration, Urban Studies, Special Education, Indiana University, Bloomington, Indiana, 1981  
Master of Arts ..... Special Education, Michigan State University, East Lansing, Michigan 1974  
Bachelor of Arts..... Liberal Arts, Mentally Handicapped, Michigan State University, East Lansing, Michigan 1971  
Associate..... Grand Rapids Junior College, Grand Rapids, Michigan, 1969

## **CERTIFICATES & LICENSES**

- Curriculum Auditor 2001
- Walk-Through Trainer 2007
- Administrator Certificate, Elementary Endorsement, State of Michigan
- Approval, Special Education, Mentally Handicapped, K-12, State of Michigan
- Certificate, Malcolm Baldrige Trainer and Participant, 2010

## **BOARDS & COMMITTEES**

- Communities in Schools-Kalamazoo
- Fabri-Kal Education Committee
- Kalamazoo Community Healing Centers
- Kalamazoo Symphony Orchestra
- Kalamazoo Air Zoo
- The Learning Network of Greater Kalamazoo (to 2013)
- Kalamazoo Center for Youth and Community (to 2014)
- The Gilmore International Keyboard Festival
- Mentor- Big Brothers, Big Sisters
- Southwest Michigan Innovation Center Managing Director
- Western Michigan University, Lee Honors College

## **AWARDS/RECOGNITIONS**

- ATHENA Award bestowed by the Kalamazoo Regional Chamber of Commerce
- Glass Ceiling Award bestowed by the Kalamazoo Network (promoting women in business)
- Region VII Superintendent of the Year bestowed by Michigan Association of School Administrators
- Winners' Circle Award, bestowed by Michigan Association of School Administrators
- Woman of Achievement bestowed by Kalamazoo YWCA
- Katie Couric Show, CBS
- The Today Show
- Good Morning America
- CNN
- Wall Street Journal, front page
- USA Today
- The New York Times Magazine
- Various national, state and local print media, radio and TV

**Consultant Services/Presentations**-LaCrosse, WI; Buffalo, NY, Milwaukee, WI; Ann Arbor, MI; MI PTA; Michigan Foundations; Muskegon, MI; Michigan Colleges Association; Goodwill of SW Michigan; Local Kiwanis; Kalamazoo Rotary; Wabash, IN; El Dorado, AK; Hartford, CT; French Lick, IN; Lumina Foundation; Michigan College Access Network; National College Access Network; Campaign for Free College Tuition (examples)

