

Professional Portfolio

Robert L. Kirton, Ed. D.

PROFFESIONAL PORTFOLIO

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Robert L. Kirton Ed.D.

“From Risk to Resiliency”

Personal Account

Dr. Robert L. Kirton is the proud product of low-income public housing, where he was raised in a single female-headed household, his father was MIA.

While in school, he did as many young men do today, just enough to get by. Not being challenged trouble was easy to find. During his last year of high school, he became a teen parent and shortly afterwards, a single parent.

His guidance counselors steered him away from college because of grades and more importantly because of his lack of interest in school. They recommended that he try working with his hands.

Kirton credits his mother for providing him with a strong sense of character and a positive attitude in helping him to raise his son. Kirton and his son graduated from South Carolina State University during the same ceremony; Kirton with his Doctoral Degree in Educational Leadership and his son with a Bachelor's Degree in Computer Science.

Kirton firmly believes that their experiences are strong evidence that one can go from being young black boys at-risk in tough situations to become men committed and dedicated to making a difference.

Thus Kirton has resolved to dedicate his work and life to helping others to understand and develop within them that same sense of resiliency.

Professional Account

Dr. Robert L. Kirton has more than 3 decades of dedicated community, military and public education service. He served as a Chief Educational Officer, Executive Director of Schools, Principal, Coach and Teacher. Dr. Kirton now serves as a Professor of Educational Leadership, School Climate Specialist, Author and Motivational Speaker.

Dr. Kirton's documented success includes a cumulative graduation rate above 95%. He has been awarded and implemented more than \$100 Million Dollars in Grants and Resources. The public charter school he established and facilitated with his research graduated 100% of their Black Male Students. He also received the National FBI Directors Award for Community Leadership and Development.

Dr. Kirton is results driven and passionate about student achievement and success and is committed to supporting educational and community leaders.



Certification of Experience
Robert L. Kirton Ed.D.

Qualitative case studies, research studies, federal and state performance indicators and field studies indicate the tools and resources that were used with documented success with students and adult learners from a wide range of backgrounds; the state and federal indicators and results show that they improve attendance, attitude and achievement.

I. Teacher school administrator and district administrator experience

I have served as a Chief Educational Officer, Area Superintendent, Executive Director of Schools, Principal and Administrator for more than 20 years.

My responsibilities at the district level included:

- Supervising, Principals, Curriculum Coordinators, Directors and Program Leaders. I provided leadership and support in school administration, instructional strategies and assessment, curriculum development, professional development, program evaluation and improvement, supervision and evaluation, educational technology implementation and grant development. I supervised the effective and efficient implementation of the educational and instructional programs in compliance with local, state, and federal regulations.
- Working with the administrators in the evaluation of instructional materials, including textbooks, digital resources, library/media acquisitions, and other instructional materials. I provided leadership in developing plans for instructional research; pilot studies for curriculum, instruction, and technology to include new courses of study. I was responsible for assessing results of programs and addressing areas in need of improvement. I assertively sought and applied for appropriate competitive grants. I was also responsible in part for the formulation, planning, and implementation of Federal grants.
- Serving on the Superintendent's Cabinet working cooperatively with all other administrators in school and district-related matters. Leading appropriate professional meetings, maintaining efficient administrative procedures to support the teaching and learning functions of the district. I also performed other duties and responsibilities that were assigned by the Board and Superintendent.

My responsibilities at the school building level included:

- Supervising, evaluating and managing effective and clear procedures for the operation and functioning of the school consistent with the philosophy, mission, values and goals of the district. I supervised instructional programs, extracurricular activities and discipline systems. I was responsible for ensuring a safe and orderly climate, building maintenance, program evaluation, personnel management, office operations, and emergency procedures.
- Working with students, parents, teachers and community leaders as part of measuring progress and gauging behavior and community support. I provided support for teachers in their disciplinary decisions. I supervised and monitored all categories of the school staff, including teachers, counselors and media specialists. I established and promoted high standards and expectations for all students and staff for attendance, attitude and achievement.
- Ensuring compliance with all laws, board policies and civil regulations. I established the annual master schedule for instructional programs, ensuring sequential learning experiences for students consistent with our school's philosophy, mission statement and instructional goals. I supervised the instructional programs of the school, evaluating lesson plans and observing classes. I provided a variety of instructional strategies and materials consistent with research on learning and student growth and development. I supervised in a fair and consistent manner with high expectations, effective discipline and attendance systems consistent with the philosophy, values, and mission of the district.

II. School Improvement Specialist and Consultant

In my professional career as an educator I have been trained on and implemented models of whole school reform, school improvement initiatives and have served as a mentor to many administrator and teachers to include:

Whole School Reform; I led the High Schools That Work Whole School Network reform in Richland School District for more than a decade. High Schools That Work is the nation's largest school improvement initiative for high school leaders and

teachers. More than 1,200 High Schools That Work (HSTW) sites in 30 states used the framework of HSTW Goals and Key Practices to raise student achievement and graduation rates.

HSTW is nationally recognized for its effectiveness and has led to several related school improvement initiatives. Chief among them, Making Middle Grades Work that has helped make SREB states among the first in the nation to implement strategies that help students make stronger academic transitions into high school.

Ripple Effects Advisory Council- Served as lead School Climate and Youth Development Consultant. Provided live Professional Development and ongoing technical assistance for school districts. Wrote and Design RFP For Professional Development, School Climate and School wide use of Ripple Effects for Tier3 intervention, and Tier 2 skill instruction to reduce discipline referrals, both initial and repeat referrals.

Leadership Freedom Consultant and Advisor- Consulted with Principal Owner Lee Ellis, USAF Colonel (Ret) focusing on human behavior assessments and educational leadership. Leadership Freedom is a leadership and team development consulting and coaching and publishing company that provides leadership resources and training.

ViziTech USA Consultant and Advisor- Consulted with ViziTech President, Stewart Rodeheaver, U.S. Army Brigadier General (Ret). Focused on educational issues and developing curriculum and community partnerships. ViziTech USA is an education and training company specializing in 3D technology, augmented reality (AR), and virtual reality (VR) learning programs.

As a School Improvement Specialist and Educational Consultant, I helped clients break away from old barriers, learn new skills, and freed them to work with more passion, energy, and productivity.

III. Educational Leadership and Doctoral Studies

I have served as an adjunct professor with South Carolina State University (SCSU) Educational Leadership Department for more than 14 years. I have served on dissertation committees, field mentor evaluator and on grant writing teams.

As a faculty member of SCSU Ed.D. Doctoral Program in Educational Leadership I prepared educational leaders to serve in a wide range of settings. These include public and private schools, research and evaluation institutions, and educational advocacy organizations. I was a part of a diverse faculty and student body that represent agencies K-12 public schools, private and independent schools, government, and higher education. Some of my students have gone on to become Superintendents, Principals and District Administrators.

I have more than three decades of educational, community and military experience. I have served as a Chief Educational Officer, Area Superintendent, Director of Career and Technology Education, Principal, Coach and Teacher. I'm currently serve as an Educational Consultant and a Professor in Educational Leadership. I am an author, consultant, motivational speaker, a trained Leadership and Teambuilding Facilitator.

My documented success includes a cumulative graduation and placement rate above 90%. I have been awarded and implemented more than \$100 Million Dollars in Grants and Resources. In 2012 the District/Technical College sponsored public charter school I established graduated 100% of their Black Male Students. I also received the National FBI Directors Award for Community Leadership and Development and other local, state and national awards and recognition for my educational contributions.

Evidenced-based programs implemented with results:

- High Schools That Work (HSTW) (more than two decades)
- Carl Perkins Standards (more than two decades)
- Exceptional Graduation and Placement Rates (more than two decades)
- National Dropout Prevention Center
- Leadership Freedom Advisory Team
- Member of Ripple Effects- Scientific Advisory Council

References with K-12 districts that I have provided educational consulting services.

Reference: Alice Ray, CEO Ripple Effects, Lew Brentano, VP
Ripple Effects 1601 Harbor Bay Parkway, Suite 105
Alameda, CA 94502 | 1-888-259-661

Served as lead School Climate and Youth Development Consultant. Provided live Professional Development and ongoing technical assistance at large school districts. Member of the Scientific Advisory Board.

Fulton County Schools
6201 Powers Ferry Road NW, Atlanta, GA 30339
Services Provided: Wrote and Design RFP For Professional Development, School Climate and School wide use of Ripple Effects for Tier3 intervention, and Tier 2 skill instruction to reduce discipline referrals, both initial and repeat referrals.

Clayton County Public Schools
1058 5th Ave
Jonesboro, GA 30236

Services Provided: Professional Development for one-on-one counseling and suspension alternatives at all 28 secondary schools in the district; Live professional development for implementation and ongoing technical assistance.

Burke County Public Schools
789 Burke Veterans Parkway
Waynesboro, GA 30830

Services Provided: Live professional development for implementation of student training software in all secondary schools in the district; Student training software for one-on-one counseling and suspension alternatives and ongoing technical assistance.

Reference: Dr. Chris Harris, Superintendent Warren County School System
1253 Atlanta Hwy, Warrenton, Ga 30828
Phone: (706)465-3742
Services Provided: DNA Needs Assessment, Professional Development,
School Climate and Culture Assessment. Developed Parents as Partners Module.

Reference: Chandra Tyson, Principal Rosenwald High School,
Bay District Schools 924 Bay Avenue;
Panama City, FL 32401
Phone: 850-767-4580
Services Provided: DNA Needs Assessment, Professional Development,
School Climate and Parent Workshop Speaker.

Reference: Harrison Conyers, Principal Performance Learning Center
Charlotte Mecklenburg Schools
2300 W Sugar Creek Rd
Charlotte, NC 28262
P: 980-343-1118
Services Provided: Professional Development, School Climate and
Culture. Administered DNA Leadership Behavior Instrument. RTI Tier I -3 in an
alternative school setting. Graduation Speaker.

Please see my Statement of Qualifications, Bio and Vita for additional information.
(Appendix A).

Portfolio of Programs - Robert L. Kirton, Ed.D.

(click on images for details)



ROMC is an innovative high school, located on Midlands Technical College Beltline Campus. It reflects a creative and dynamic collaboration between secondary and post secondary educators, as well as community and business partners.

As Chief Educational Officer and Designer I developed a diversified range of clusters, majors, virtual and dual enrollment programs for students to have flexible options to obtain a certificate, diploma or degree. The school continues to provide scholarships for early college credit, paid internships, workplace mentors, service learning and other motivational experiences and activities that help students to learn in a real world setting with an above 90% graduation and placement rate.



Heyward Career and Technology serves the 8 high schools in Richland County School District One and offers majors programs and academic support for the 16 Cluster of Study in Academics and Art, Business and Marketing, Engineering and Industrial Technology, and Health and Human Services.

As Executive Director of Schools I established a Business and Industry Advisory Committee hired a new Principal/Director, redesigned the entire educational footprint and developed cutting edge industry certified programs. The center continues to provide students (approximately 1,050 daily) with academic and technical skills that will prepare them for successful 21st Century careers and postsecondary opportunities.



The Challenger Learning Center is an exciting, hands-on simulated space science environment where students and educators work in teams to solve real-life math, science, and technology problems during a space flight simulation. The Center serves students throughout Richland School District One, the State and Southeast Region.

As Executive Director of Schools I hired a new Flight Commander, developed partnerships with museums, science centers, schools, universities and communities across North America. The Challenger Center for Space Science Education continues today to explore new teaching techniques, learning environments and instructional programs.



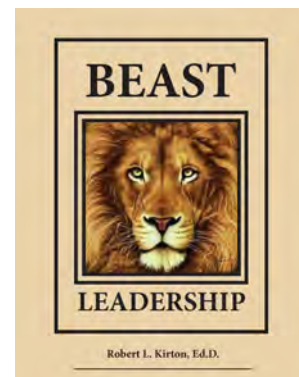
The Alternative Programs and Hearing Board overhaul built the capacity of staff to provide research-based positive student behavior supports that are district and school-wide, classroom-based, and individually-focused, helping students at risk get back on track matriculating to the next grade level and graduation.

As Executive Director of Schools I developed and renovated the alternative programs to provide students with character education, leadership development and the generic skills set needed to prepare students for successful transition from the District's Alternative Programs back to their home school moving to the next grade level, graduation and life-long goals.

Programs Designed/Implemented



THE BROTHERHOOD OF ACHIEVERS DETERMINED AND DEDICATED



ROBERT L. KIRTON Ed.D.

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Columbia, SC 29201

(P) (855) 518-1777

Email: Kirton@DNAsupport.us

Education:

Doctor of Education in Educational Administration
South Carolina State University, Orangeburg, South Carolina
December 1999

Educational Specialist in Educational Administration
Special Cognate in Special Education Administration
South Carolina State University, Orangeburg, South Carolina
December 1998, GPA: 3.5

Master of Education in Educational Administration
University of South Carolina, Columbia, South Carolina
May 1996, GPA: 3.5

Bachelor of Arts in Interdisciplinary Studies
University of South Carolina, Columbia, South Carolina
December 1993, GPA: 3.3

Associate of Business in Business Management/Marketing
Midlands Technical College, Columbia South Carolina
November 1984 GPA: 3.5

Maintenance Certificate, United States Navy "A" School
Memphis Tennessee, June 1979 Top 10%

South Carolina Residential Builders Commission
Licensed Residential Builder # Upon Request

Career Experiences:

2012 - Present

Chief Educational Officer

DNA Educational Solutions and Support
Greensboro, Georgia

Provide consultation and support services for educational leaders

Areas of Focus:

- Leadership & Teambuilding
- Innovative Program Development
- Facilities & Technology Development
- Targeted Resource Development

2012 - Present

Youth Development & School Climate Consultant

Ripple Effects Whole Spectrum Intervention System
San Francisco, California

Provide consultation and support services for clients

Areas of Focus:

- Member of Scientific Advisory Council
- Certified National Trainer
- Youth Development & School Climate

2012 - Present

Certified Leadership Behavior Consultant

Leadership Behavior DNA™
Atlanta, Georgia

Provide consultation and support services for clients

Areas of Focus:

- Leadership & Teambuilding
- Executive Coaching
- Leadership Behavior DNA Trainer

2004 - 2012

Chief Educational Officer-Executive director

Richland One Middle College
Richland One Middle College Foundation
Columbia, South Carolina

Supervisor: Richland One Middle College Board of Directors

- Supervise principals/dean and other administrative support personnel
- Develop and manage budgets and grants
- Interact and communicate with various groups and individuals to include students, parents, board and foundation members, college district administrators, business and community leaders

2009 - 2012

Executive Director of Schools/Area Superintendent

Richland County School District One
Columbia, South Carolina

Supervisor: Dr. Carlos Smith, Assistant Superintendent

- Supervise principals, directors and coordinators
- Coordinate secondary education programs for the district
- Develop innovative curriculum and programs
- Develop and manage budgets
- Interact and communicate with various groups and individuals to include the superintendent, district administrators, principals, board members, business and industry leaders and the general public

2000 - 2009

Director/Career and Technology Education

Richland County School District One
Columbia, South Carolina

Supervisor: Dr. Carlos Smith, Assistant Superintendent

- Supervise district consultants and other administrative support personnel
- Coordinate career and technology education programs for the district
- Curriculum Development and Support
- Develop and manage budget
- Interacts and communicates with various groups and individuals to include the superintendent, district administrators, principals, board members, business and industry leaders and the general public

1999 - Present

Contributing Adjunct Professor

South Carolina State University
Orangeburg, South Carolina

Supervisor: Dr. Frederick Evans, Dean

- Professor of Record Educational Leadership
- Served on Doctorial Committees
- Served as Field Mentor
- Planned and taught Technology for Administrators
- Planned and taught School Building Planning
- Planned and taught Educational Policy and Law
- Planned and taught Personnel Administration
- Assisted with writing and implementing grants

1997 - 2000

Principal

Heyward Career and Technology Center
Richland County School District One
Columbia, South Carolina

Supervisor: Doris Baskett / Executive Director

- Responsible for the day-to-day operations of the technology center
- Provide supervision for faculty and staff
- Develop and managed the budget
- Provide staff development
- Coordinate occupational programs with the district
- Supervise assigned professional and clerical personnel

1995 - 1997

Assistant Principal

Eau Claire High School - Richland County School District One
Columbia, South Carolina

Supervisor: Willis Charles / Principal

- Responsible for vocational education and Tech Prep
- Coordinated student activities
- Responsible for discipline
- Responsible for public relations
- Responsible for a safe environment
- Assisted in supervision of staff
- Assisted with curriculum and instruction

1992 - 1995

STEPS Coordinator - Job Coach/Teacher

Olympia School - Richland County School District One
Columbia, South Carolina

Supervisor: Pat Brown / Principal

- Established the Student Training Employment Programs (STEPS)
- Coordinated the activities of the vocational staff.
- Taught employment skills to students from ten districts.
- Published STEPS curriculum manual
- Wrote and implemented several grants
- Presented and conducted workshops locally, statewide and national

1990 - 1992

Master Class I Instructor/Teacher

Lower Richland High School - Richland School District One
Columbia, South Carolina

Supervisor: Titus Duren / Principal

- Planned and taught Industrial Technology.
- Planned and taught Building Construction
- Planned and taught Cabinetmaking
- Expanded and improved pre-vocational programs

1988 - 1991

Trades Craftsman

South Carolina Educational Television Columbia, South Carolina
Supervisor: Tommy Kiesler

- Performed building construction and skilled maintenance tasks
- Electrical
- HVAC
- Plumbing
- Carpentry

1982 - 1991

Superintendent/Foreman

Midlands Human Resources
Columbia, South Carolina
Supervisor: George Huggins

- Supervised and coordinated the activities of construction crews
- Restored and Remolded Low-income and elderly housing

1978 - 1981

Aviation Maintenance Mechanic United States Navy

- Performed duties in aviation maintenance
- Aviation Structural Maintenance

Credentials/Certificate - Grade A Endorsements:

- Principal (High)
- Supervisor (High)
- Vocational Director
- Prevocational
- Building Construction
- Cabinet Making

Professional Organizations:

- ❖ Ripple Effects Scientific Advisory Council 2016
- ❖ Midlands Business and Educational Alliance Committee 2014
- ❖ Richland One Community Coalition ROCC
- ❖ 100 Black Men of Greater Columbia 2009
- ❖ Education and Economic Development Act Committee 2007
- ❖ Black Achievers Determined to be Different (BADD) 2002
- ❖ South Carolina Vocational Directors Association (SCVDA) 1997
- ❖ South Carolina Alliance of Black School Educators (SCABSE) 1996
- ❖ South Carolina Association of School Administrators (SCASA) 1996
- ❖ Council for Exceptional Children Since 1995
- ❖ South Carolina Youth Workers Association (SCYWA) 1994-1998 Vice President 1996/President 1998

Grants (Partial Listing):

- 2012 School Improvement Grant
- 2012 Early Connections Grant
- 2011 Early Connections Grant
- 2011 S C School Improvement Grant
- 2011 Project Lift Grant
- 2010 S C School Improvement Grant
- 2010 Supplemental Educational Services Provider
- 2010 Education and Economic Development Act Grant
- 2009 21st Century After School Grant
- 2009 City of Columbia Empowerment Zone Grant
- 2009 Fast Track Grant
- 2008 City of Columbia Empowerment Zone Grant
- 2007 SC Charter School Dissemination Grant
- 2007 SC Youth Work Association Grant
- 2005 Partners In Education Grant
- 2004 National Tech Prep Demo Grant
- 2003 SC Charter School Grant
- 2000 Student Training Employment Programs (STEPS) Grant

Workshops/Conferences (Partial Listing):

- 2016 National Title One Conference Houston
- 2016 National Youth Alternative Conference
- 2016 National Alternative Education Association
- 2015 AGC Educators Conference Augusta Georgia Conference
- 2015 High Schools That Work National Conference
- 2012 South East Black Male Summit
- 2011 Richland One Close the Achievement Gap Conference
- 2011 South Charter School Presentation
- 2010 Project Adventure Executive Workshop Presentation
- 2010 Benedict College Mentoring and Service Learning Conference
- 2010 Richland One Close the Achievement Gap Conference
- 2010 S C Association of Black Educators
- 2009 21st Century State Conference
- 2009 High Schools That Work Annual Conference
- 2009 S.C AME State Conference
- 2009 S C Association of Black Educators
- 2009 Southern Growth Policy Board Conference
- 2008 High Schools That Work Annual Conference
- 2008 S C Association of School Administrators
- 2008 National Tech Prep Network Annual Conference
- 2008 S C Association of Black Educators Conference
- 2007 S C School Board Association Conference
- 2004 The Citadel, College of Graduate & Professional Studies “Contextual Learning”
- 1999 National Tech Prep Network Annual Conference
“Innovative Tech Prep Strategies for the New Millennium”
- 1997 Education South Carolina State University Annual Special Education Workshop

I have presented and conducted state, national, and international workshops dealing with current educational issues. I have also written and implemented more than 100 Million in grant proposals in the areas of school improvement, innovative education, motivational counseling, behavioral intervention, special education, career and technical education, leadership and team building. References and documentation are available at your request.

Professional Enrichment (Partial List):

2011-12 National FBI Director' Community Service Award
2011-12 State of South Carolina FBI Community Leadership Award
2010 Richland One Community Coalition ROCC Award
2007 Southern Growth Policies Innovator Award
2004 South Carolina Occupational Information (SCOIS) Career
Development Award 2000-Present Midland Educational Business Alliance
(MEBA) Governing Board 1999 South Carolina 2020 Vision for Career and
Technology Education Contributor 1993-1994 SC Council for Exceptional
Children Vocational Educator of the Year
1993-1995 Richland County School District One Special Needs Advisory Committee Member

Research/Programs/Publications:

2015 "Beast Leadership Corporate Professional Development Module"
2014 "The Beast and the Least" Adventure/Diversity/Leadership Book
2013 "Project Build USA" Character and Community Service Curr
2012 "The Brotherhood Mentor and Character Challenge Curriculum
1999 "African American Male Achievement."
1996 "The Impact of Tech Prep."
1997 "A Study of Conflict Resolution in High Schools."
1995 "A Study of School-to-Work Transition services."
1993 "A Study of Technology Integration in the classroom."

SCSU Educational Leadership Courses taught multiple times 1999-Present

EAM 731 School Community Relations
EAM 736 Personnel Administration
EAM 737 School Building Planning
EAM 738 Schools and the Law
EAM 799 Planning and Managing Educational Technologies
EAM 821 Educational Leadership
EAM 834 Policy Formulation and Analysis in Educational Administration
EAM 843 Law and Educational Policy
EAM 849. Analysis of Planning Models in Education

Innovative Educational Programs Established

Challenger Learning Center - The Challenger Learning Center is an exciting, hands-on simulated space science environment where students and educators work in teams to solve real-life math, science, and technology problems during a space flight simulation. Partnering with museums, science centers, schools, universities and communities across North America, The Challenger Center for Space Science Education continues to explore new teaching techniques, learning environments and instructional programs.

Heyward Career and Technology Center (HCTC) - Heyward Career and Technology serves the high schools in Richland County School District One and offers eighteen programs in Business and Marketing, Engineering and Industrial Technology, and Health and Human Services. We provide students (approximately 1,050) with technical skills that will prepare them for successful careers and postsecondary opportunities. Each program benefits from an advisory committee that provides input on curriculum, equipment, recruitment and job opportunities.

Richland One Middle College (ROMC) – ROMC is an innovative high school, located on Midlands Technical College Beltline Campus. It reflects a creative and dynamic collaboration between Midlands Technical College and Richland School District One, as well as community and business partners.

Mobile Electronics Program – Collaboration between Best Buy and Heyward Career and Technology Center's Electronics and Automotive Tech programs. Students learn automotive electronics applications through mobile trainers.

Motorsports Certificate – Developing a program of study around the Motorsports industry (NASCAR, NHRA) partnered with the North Carolina Motorsports Association. This program will cover all aspects of Motorsports except driving the cars.

High Schools That Work (HSTW) - National high school whole school reform initiative.

Making Middle Grades Work (MMGW) - National middle school whole school reform initiative.

Technology Centers That Work (TCTW) - National career and technology center whole school reform initiative.

Richland One Works (ROW) – School based enterprise system for special needs students.

Academy of Engineering (AOE) – National Academy Foundation and partnership with Project Lead The Way. Columbia High has the only AOE in South Carolina.

Academy of Finance (AOF) - National Academy Foundation at Columbia and Dreher high schools.

Academy of Information Technology – The Columbia High academy is in their year of planning and will be reviewed during the spring of 2010.

Special Skills:

- ❖ Certified Ripple Effects Trainer
- ❖ Certified Leadership Behavior Consultant
- ❖ HSTW Team Leader
- ❖ Grant Writing Skills
- ❖ Project Adventure Ropes Certified
- ❖ Technology/Multimedia Skills
- ❖ Presentation Skills
- ❖ Communication/interpersonal Ckills
- ❖ Conflict Resolution skills
- ❖ Teambuilding
- ❖ Carpentry/Cabinetmaking
- ❖ Electrical
- ❖ Plumbing
- ❖ HVAC

Summary: Achievement of various positions in leadership and accountability are due to professional dedicated work ethics, self-motivation, and special qualities for quick learning and problem solving.

References: **Available upon request**