

MELISSA SPASH, Ed.D

SUMMARY

Proven educational leader committed to creating equitable, inclusive, and positive student experiences through collaboration, instructional excellence, and a relentless focus on results.

EXPERIENCE - EDUCATION

DEPUTY SUPERINTENDENT / LAWRENCE PUBLIC SCHOOLS

January 2023 – Present / Lawrence, MA

- Develop strategic short- and long-range plans, goals, and priorities for the district
- Advance the district vision together with the school board, union, faculty, students, families, and community
- Serve as primary supervisor and evaluator for district principals
- Serve as Chief Academic Officer responsible for development, implementation, and evaluation of teaching and learning throughout the district
- Manage and strategically allocate districtwide funding and procurement for teaching and learning materials, professional development, and programs using both chapter 70 and grant funds.
- Lead the school budget planning process to ensure financial transparency, resource allocation, and the drafting of actionable school-based goals
- Cultivate and recruit staff for leadership positions in collaboration with District Leadership Team
- Serve on District Literacy Leadership Team, School Autonomy Framework Management Committee, and Labor/Management Working Committee, and School Building Committee

ASSISTANT SUPERINTENDENT OF TEACHING AND LEARNING / LAWRENCE PUBLIC SCHOOLS

July 2021 – January 2023 / Lawrence, MA

- Led Curriculum and Instruction, Multilingual Learner, and Visual and Performing Arts Departments
- Guided strategic planning for Diversity, Equity, Inclusion, and Belonging which included a district Equity Audit, hiring an Executive Director, and developing a framework for equity work with stakeholders
- Mobilized and led the district's turnaround plan directive to develop and implement a School Autonomy Framework, a data-based tool to guide transparent decision-making and equitable distribution of resources
- Developed and launched a Strategic Literacy Plan; rolled out Science of Reading professional learning series with job-embedded coaching; early results show educator training is driving increased student scores.
- Developed a differentiated professional development series based on School Quality Review results targeted at improving pedagogy
- Prepared and delivered presentations to the Lawrence Alliance for Education Board

PRINCIPAL, GRADE 9 / LAWRENCE HIGH SCHOOL

July 2019 – June 2021 / Lawrence, MA

- Led teams through significant organizational change by promoting academic rigor, and inclusive and participatory roles of staff, students, and families
- Instituted transition meetings with nine middle schools to identify students needing significant supports and behavioral interventions; operationalized home visits from the student support team
- Redesigned program of studies and school schedule to prioritize opportunities for tiered intervention, enrichment, and social emotional support; added 11 new intervention/acceleration courses - 96 classes total
- Built new administrative team's capacity to support and supervise teachers using observation, routine learning walks, and data cycles
- Transitioned six departments to standards-aligned curricula with internalization support provided during common planning time and individualized coaching cycles
- Oversaw and coordinated the campus-wide launch and implementation of Project Based Learning

PRINCIPAL / GUILMETTE MIDDLE SCHOOL

July 2013 – June 2019 / Lawrence, MA

- Increased school accountability percentile from 4% to 24% (SY13 to SY19)
- Closed gaps in English Language Arts (18 points), Math (15 points), and Science (13 points) as measured by percentage of students meeting/exceeding expectations vs. state scores SY13 to SY19
- Improved proficiencies for students with disabilities (21% of student body) while closing gaps in English language Arts (19 points), Math (12 points), and Science (8 points) as measured by percentage of students meeting/exceeding expectations vs. state scores SY13 to SY19
- Improved proficiencies for Multilingual Learners (24% of student body) while closing opportunity gaps in English language arts (7 points), Math (8 points), and Science (10 points) as measured by percentage of students meeting/exceeding expectations vs. state scores SY13 to SY19
- Awarded and implemented Expanded Learning Time Grant in SY15 which resulted in ~\$475K additional funding per year and a 20% increase in time on learning
- Doubled faculty retention rates from SY15 (43%) to SY19 (84%) in line with state average
- Redesigned Special Education program to embody full inclusion and co-teaching; recognized as the district model for inclusion

MATHEMATICS TEACHER, GRADE 7 / EMILY G. WETHERBEE SCHOOL/TEACH FOR AMERICA

August 2010 – June 2013 / Lawrence, MA

- Achieved the highest district Student Growth Percentile (SGP) scores for two consecutive years (SY12 SGP=81; SY13 SGP=89.5)
- Increased percentage of students scoring proficient or higher on Math MCAS by 28 points in three years

EXPERIENCE - BUSINESS

CONTROLLER AND HUMAN RESOURCES MANAGER / PLATT BUILDERS

August 2006 – April 2008 / Groton, MA

- Oversaw all financial and accounting activities including budget management, financial analysis, payroll, accounts payable, and financial reporting

CORPORATE AUDIT MANAGER / GENERAL ELECTRIC COMPANY

January 1995 – April 1997 / Fairfield, CT

- Analyzed global business units on four-month rotations aimed at optimizing business operations and productivity, reviewing internal controls, and providing controllership.

FINANCIAL ANALYST / GENERAL ELECTRIC COMPANY

July 1991 – December 1994 / Schenectady, NY / Greenville, SC / Erie, PA

- Created accurate forecasts and reported performance for revenue, costs, balance sheet, and headcount

EDUCATION

DOCTOR OF EDUCATION, INTEGRATED STUDIES

September 2023 / Northeastern University / Boston, MA

LYNCH LEADERSHIP ACADEMY FELLOWSHIP

May 2021 / Boston College Carrol School of Management / Chestnut Hill, MA

MASTER OF EDUCATION, EDUCATION POLICY AND MANAGEMENT

May 2010 / Harvard University / Cambridge, MA

BACHELOR OF BUSINESS ADMINISTRATION, FINANCE

May 1991 / University of Massachusetts / Amherst, MA

LICENSURE (#447967)

- Superintendent/Assistant Superintendent, Initial, All Levels
- Principal/Assistant Principal, Initial, 5-12
- Principal/Assistant Principal, Professional, 5-8
- Mathematics, Initial, 5-8
- SEI Endorsement

COMMUNITY INVOLVEMENT

- Groton Hill Board Member, 2010-2014
- RJ Grey School Council Member 2009-2011
- Bear Spot Foundation Board Member 2004-2006
- Groton Community School Board President, 2004-2006; Member 2002-2004