

Dr. Robert J. Verdi

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Offering 18 years of Achievement and Experience in the field of Education.

Dedicated, resourceful education professional with proven ability to create and monitor policies and practices that promote a safe learning environment; ensure a school culture that encourages continuous improvements for teachers and students; develop an environment for open communication with colleagues, students and the community; and mentor educators in all facets of class instruction, lesson planning, and student assessment in conjunction with state standards. Detailed educational knowledge and core skills include:

Training and Development/ Collaborative Problem Solving / Program Development
Parental & Community Involvement / Negotiations Experience
Curriculum Development and Implementation / Oversight of Evaluations
Budgeting and Forecasting / Team-Building / Educational Administration
Professional Development Leadership / Instructional Programming

Professional Experience

*Dec. 2012-present Moreno Valley Unified School District (K-12-36,000 ADA
3,560 total employees) Moreno Valley, CA*

Assistant Superintendent of Human Resources

Plans, organizes, implements and directs a program of personnel management for certificated and classified services including employee recruitment and selection, examination, employment transfer, promotion, layoff, separation and records management. Provides leadership for the continuing improvements of all District educational programs. Implements a collaborative leadership style and training in all areas including decision making, as appropriate.

- Provides direction for the development and implementation of a Human Resources Division that is consistent with the philosophy, goals, and objectives of the District
- Evaluates the performance of the Directors of Human Resources
- Evaluates school principals
- Serves as a member of the Superintendent's Cabinet and management team, and attends and participates in other District meetings and Board meetings; also acts as districts Chief Negotiator with labor associations
- Oversees the district's negotiation teams and serves as chief negotiator for collective bargaining
- Trained in Interest Based and traditional bargaining
- Creates and implements a number of Human Resources trainings and professional development opportunities for all employees

- Develops and recommends policies and procedures for the Superintendent's Cabinet
- Supervises personnel within the Human Resources Division
- Develops and recommends policies and procedures for the Superintendent's review and administers same upon adoption by the Board of Education
- Provides expertise, administrative guidance, and support to central administration, site administration, support personnel, and a variety of educational community members
- Provides leadership to schools and department supervisors in relation to the goals and objectives of the Division
- Assumes a leadership role in the data gathering process and in the preparation of the Board of Education's agenda and related materials
- Provides direction on in-service to managers and other personnel
- Interprets the personnel program, philosophy, and policies of the District to students, staff, and the community
- Maintains current knowledge of state laws, court decisions, and other litigation relevant to all areas of personnel and employee relations
- Oversees the recruitment, selection, and assignment of new employees
- Oversees all aspects of employee master contract writing, including proposing and recommending components of master contracts for the Superintendent's approval
- Interprets the negotiated agreements to members of the staff, as appropriate
- Maintains an effective working liaison with District legal counsel
- Coordinates the functioning of the Division with the Business Services and Educational Services divisions
- Oversees and assists in recruitment process of teachers and administrators
- Facilitates problem solving with bargaining units
- Attends legal seminars and conferences pertaining to personnel administration
- Participates in and facilitates district committees, including-strategic planning, aspiring administrators, principal's roundtables, and the superintendent's community symposium
- Active in local community groups (Rotary)

2011-Dec. 2012 Colton Joint Unified School District (K-12-25,000 ADA) Colton, CA
Director of Human Resources

- Member of District Negotiating Team since 2007-08 with all bargaining unit's exclusive representatives; prepare proposals and counter-proposals; interpret collective bargaining agreements, and coordinate the processing of grievances for certificated and classified bargaining unit members
- Chief negotiator for classified bargaining team in 2012

- Worked with legal counsel on a variety of issues including entering into mediation and fact finding process in 2011
- Worked with School Services on fact finding process and implementation of Fair Share Bargaining Method
- Facilitated staffing for new high school opening in August, 2012 with site principal
- Provided all management personnel with useful direction and assistance regarding personnel matters and functions, including orientation to collective bargaining, issues and agreements
- Facilitated weekly problem solving meetings with leadership from each bargaining units
- Oversaw employee related investigations in conjunction with legal counsel
- Provided direction for all personnel programs within policies of the Board of Education in accordance with the State statutes and regulations

2008/09-2010/11

Colton High School (3,400 students)

Colton, CA

Principal

Plan, control and direct the overall activities for comprehensive high school with 3,400 students, 150 certificated staff members and 100 classified employees.

- Increased AYP and API during tenure. API improved by 81 points, AYP improved with jump in CAHSEE proficiency rates by 8% on ELA and math.
- 2011 AP National District of the Year. Awarded for large gains in AP testing passage rate and participation at both comprehensives in the district
- Increased student attendance by 20% by implementing new tardy program and incentive program for student attendance
- Reduced student discipline rate by 7% by implementing new discipline guidelines for staff members to follow and creating student character incentive program
- Formed Principal's Advisory Committee
- Responsible for entire WASC report organization
- Provided professional growth opportunities
- Oversaw implementation of Professional Learning Communities, Response to Intervention and Explicit Direct Instruction

2005/06-2007/08 Colton High School (3,400 students) Colton, CA

Assistant Principal -Curriculum, Instruction and Assessment

- API increased by 16 points during tenure over curriculum and instruction
- Oversaw entire counseling department; monitoring all aspects of counseling office and working collaboratively on master scheduling
- Implemented Sustained Silent Reading Program at the high school
- In charge of English, ELD, World Languages and Advanced Placement departments
- Hire staff/teachers/counselors, set course program, help complete student schedules, assist parents and students with course choices, assist with faculty meetings, and supervise distribution of report cards, discipline reports, and transcripts
- In charge of textbook budget, ordering and Williams Act compliance
- Oversaw all state testing including CAHSEE and STAR

Activities, Athletics, Attendance, and Discipline

- Helped organize new teacher mentoring program for classroom management.
- Helped to create new attendance/tardy program

1996/97-2004/05 Damien High School (1,200 students) La Verne, CA

Assistant Principal- Discipline and Activities; English Teacher; Head Baseball Coach

- Oversaw school's entire discipline program
- Trained and supervised assistant deans
- Wrote discipline report for WASC accreditation
- Activities Director for seven years
- Served as Varsity Baseball Head Coach 2004 & 2005

Trainings and Professional Development

- Yearly Participant in ACSA Negotiators Conference since 2009
- Participant in human resources Inland Personnel Council presented by AALRR
- Trained in Interest Based Negotiations
- Participant in Cal-Turn Labor Management Symposium
- Co-presenter for Best Practice's, Community LCAP Development (Riverside County Office of Education)
- Developed Ladder of Inference training in collaboration with Moreno Valley Educators Association

University Adjunct Instructor

- 2011-present-Adjunct Professor for Concordia University, Irvine
- Instructed both Administrative Credential Students and Master's Degree Students
- Classes Taught Include: Human & Financial Resources, Legal & Political Aspects of Education, Curriculum Design & Evaluation, and Instructional Leadership (traditional and online settings)
- Course development for Business and Human Resources Classes for Concordia's online program
- Cohort Teacher for students working on their credential hours
- Master's Project Seminar Teacher/Advisor

Professional Affiliations

- Member of the Association of California School Administrators (ACSA) since 2005
- Noon Rotary of Moreno Valley Member since 2013

Education

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| 2009-2012 | <i>California State University, Fullerton</i> |
| ● | Doctor of Education |
| 2005-2006 | <i>State of California AB 75 Training</i> |
| ● | Tier Two Administrative Services Credential |
| 2001-2002 | <i>California State University, Fullerton</i> |
| ● | Tier One Administrative Services Credential |
| 1999-2001 | <i>University of La Verne</i> |
| ● | M.A., Education |
| ● | Professional Clear Single Subject Teaching Credential (English) Including Cross-cultural, Language, and Academic Development emphasis |
| 1990-1994 | <i>University of Southern California</i> |
| ● | B.A., English Literature |
| ● | B.A., Journalism |

References available upon request