

Madeline Wilson, Ed.D

Wilson HRC

August 2015-Present

Human Resources Consultant

- Provide human resources and financial support services to public (LAUSD) and private entities (Chiliwanger LLC; Latham Ranch Properties, Rollywood Studios Productions).

Los Angeles Unified School

March 2020 to Present

Interim Nursing Administrator, Nursing Services

- Consult with nursing administrators on state and federal law, District policies and procedures, documentation of nurses' performance and conduct.
- Review and recommend vendor bids for three million dollars in emergency medical products and a management contract.
- Analyze and provide counsel on United Teachers Los Angeles and SEIU Collective Bargaining Agreements (CBA) for over 150 schools and special education itinerant personnel.
- Provide oversight and advice on the evaluation of nursing practices to help administrators determine teacher effectiveness.
- Provide professional development regarding personnel services and human resources.

August 2016 to June 2019

Interim Field Director, Human Resources/Staff Relations

August 2008 to July 2015

Field Director, Human Resources/Staff Relations

- Consulted with administrators on state and federal law, District policies and procedures, documentation of teacher performance and conduct.
- Analyzed and provided counsel on United Teachers Los Angeles and SEIU Collective Bargaining Agreements (CBA) for over 150 schools and special education itinerant personnel.
- Provided oversight and advice on the evaluation of instructional practices to help principals determine teacher effectiveness.
- Provide professional development and consultation to administrators integrating instructional observations with comprehensible conference memos for the improvement of teacher practice/student learning, due process, and evaluation.
- Collaborated and provided in depth consultation with other department heads on the successful implementation of District policies reflecting on collective bargaining unit ramifications.
- Planned and conducted arbitrations on behalf of the district to support disciplinary actions and other contractual disputes.
- Collaborated with legal counsel on successful employee dismissal and discipline hearings.

- Represented the District in the resolution of over 200 grievances and appeals of the CBA.
- Over the past five years increased the number of disciplinary actions per year in the 156 schools served from about 10 per year to over 40 per year.
- Increased the resolution of grievances and appeals by 40% in the 2012-2013 school year.
- Increased the number of dismissal actions in the district population served from only 3 permanent teacher dismissals in 2008 to 20 permanent teacher dismissals in 2013.
- Led pre-negotiations meetings with UTLA Labor Partners for special education matters.
- Re-wrote a special education language update for the 2008-2011 UTLA Collective Bargaining Agreement (CBA).
- Redesigned department website three times from 2008-2014 and maintained up to date communications to the field.
- Produced monthly newsletters to administrators.
- Led the redesign of professional development for the department for the 2012-14 school year.
- Designed and implemented new professional development for site administrators to integrate new evaluation system with collective bargaining agreement parameters.
- Provided professional development to human resources personnel on District initiatives and their link to human resources policies.

December 2006-August 2008

Administrator, Special Education

- Provided leadership over special education students and programs for nearly 300 elementary schools and secondary schools.
- Provided direction in delivering access to core curriculum for students receiving special education services.
- Developed systems and guidance to integrate students with special education services into the general education curriculum.
- Assisted Principals and Assistant Principals to adhere to Education Code, Special Education Laws (IDEA), Modified Consent Decree and District policy.
- Supervised and evaluated approximately seventy certificated and classified staff.
- During the implementation of Modified Consent Decree, used data analysis and led professional development to lead improvements that met and exceeded the mandated improvements in student achievement, least restrictive environment, inclusion, mainstreaming, graduation rates, and suspension rates.
- Developed and administered the \$500,000 dollar budget for special education programs including the assignment of special education assistants and itinerant resource teachers.
- Oversaw multiple reductions in force and displacement rounds during budget reductions from 2006-2008.
- Implemented a fee for service pilot program to provide special education services with non-affiliated Charter schools.

November 2002 to December 2006

Lanai Road School

Encino, CA

Principal, Elementary

- Instructional Leader responsible for a four-year academic performance index (API) increase of 296 points (636-932), placing the school among the top performers in the State of California.
- Managed the budget for a 500 student K-5 school with approximately 55 employees.
- Created and implemented exemplary collaborative grade level meetings, banked time and professional development programs.
- Regularly wrote and received grant and awards totaling over \$100,000 including: California Distinguished School; Title One Academic Achievement; Getty Above and Beyond; BP Science; Special Education Model Schools.; Interior and exterior painting and flooring projects
- Managed a highly involved parent group including fundraising expenditures of over \$250,000 per year to support Single Plan based school programs.
- Implemented an instrumental orchestra program for K-5 students beginning with music reading and recorders in kindergarten.
- Started a salad bar buffet program and Vegetable of the month program to encourage healthy eating.
- Oversaw design and completion of major school wide construction projects including: Shade structures; Two large play structures; E-rate installation; Fire/Safety Upgrade; School Entry and Office Expansion (Planning); Garden and amphitheater projects.

January 2000-November 2002

Lanai Road School

Encino, CA

Assistant Principal, Elementary Instructional Specialist

- Developed and implemented a new gifted and a new arts program.
- Conducted Professional Development for all staff in special education strategies, implementation of Schools for All Children and new Language Arts series.
- Mentored Principals in the management and implementation of new programs.
- Co-led a three-year increase of API from 512-636 at Title I school.
- Designed completion of Wonder of Reading Library construction project.

1993-2000

Blythe Street School

Reseda, CA

1998-2000

Garden Grove School

Reseda, CA

Categorical Program Advisor/Teacher

- Monitored all categorical programs for district, state and federal compliance for two single administrator schools concurrently including Gifted and Talented programs, Title I, Title IX, Bilingual and School Improvement.
- Assigned teachers to meet the needs of Title 1 and Bilingual students.
- Monitored differential pay for teachers providing bilingual services.
- Oversaw state mandated testing programs.
- Planned and delivered professional development for other school coordinators as part of the Lead Advisors Committee.
- Increased English learner student re-designation rates beyond district norms.
- Increased parent participation in all school parent-teacher councils from approximately 5 regular participants to 20+ regular participants in each.

- Served as administrative designee and/or provided translation for parents and District staff at students' Individualized Education Plan meetings.

Summer 1994 North Hollywood High School, CA
ESL Teacher

January 1990-June 1995 Blythe Street School Reseda, CA
Classroom Teacher, Bilingual Kindergarten, First and Fifth

Other Experience

High School Youth Ministry Leader February 1994-1998 St. Peter/ St. Rose, Simi, CA
Co-Founder/Volunteer 1988 Mission in Mexico Guanajuato, Mexico

Education

2013 **Ed.D. Educational Leadership and Policy**
 2001 **California Professional Administrative Credential**
 1999 **Master of Science, Educational Administration**
California Preliminary Administrative Credential
 1993 **California Bilingual Certificate of Competency (BCC-Spanish)**
 1992 **California Multiple Subject Clear Credential**
 1990 **Bachelor of Science, Child Development**

Professional Activities

Elementary Principal Organization EPO- President, Vice president, Payroll and Testing Calendar Committees 2002-06
Associated Administrators Los Angeles AALA- Administrator's Union-Representative Assembly 2004-2008, Director, Supervisory Unit.
Mentor- New principal support for LAUSD 2005-2008
Association of California School Administrators ACSA Region XVI - Vice President of Legislative Action. Region XVI 2013-16; Board of Directors 2008-2015; 2013 Human Resources Administrator of the Year.
Angel Wings- Women's Leadership Network and Fundraising Group to promote women in school leadership