

ROBERT C. WATSON

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Website: bethelighteducationaldevelopment.com

30+ year career of consulting, administrative, teaching and community development experience in public and private education institutions, civil society organizations, businesses, universities and community-based organizations.

Dynamic eighteen (18) year career advancing through progressively responsible positions within a New York State Public School District of 5,000 students.

Multi-faceted expertise in systems-level leadership in educational consulting, private business development, community organization sustainability, school building turnaround, school district administration leadership, school district increased finances, teaching, accountability systems, college and career readiness, program management and public- private partnerships.

Proficiency Skills-Expertise in:

- Professional Development for Measurable **Building-level Instructional Leadership**
- **Data Driven** Instruction (DDI)
- District-wide Curriculum Development
- District-wide NYS **Curriculum Standards** Implementation
- Professional Development in Curriculum and Instruction Accountability
- Professional Development for Educators accountable to **Students with Exceptionalities**
- Developed In-District Model School to Transition Students with Exceptionalities
- **National Safe-Schools Trainer** and Lead Model Developer Representing New York State
- Designed, Developed and Implemented Building-level sustainable Positive Student **Behavior Impact Programs**
- Developed an **Alternative Evening High School** for Students with Unique Challenges
- **Parent Engagement** and Ownership reimagined workshops
- **Community Engagement** and “common unity” Trust Development Workshops
- **Board of Education** Governance and Policy Execution Course Study
- Superintendent of Schools lead for **27 million Capital Project on-time and under budget**
- Lead Educational Consultant for **the Palombo Group**
- District-wide **Capital Projects Curriculum Driven Space Analysis** and Development
- Critical Knowledge of District-wide **Capital Projects Owner’s Representative** Liaison for Quality Control and Fiscal Accountability
- Capital Project Engagement in NYS **Green Initiative** Grant Funding
- Capital Projects Program Development for **Student Internships** in Construction Management, Architecture Design, and Small Business Development/Ownership

CEO and Founder of Be the Light Educational Professional Development Platform:
bethelighteducationaldevelopment.com

***See Consultant Watson’s Workshop Modules: 1-13**

Consultant’s Full Professional Background: [Linkedin.com/in/robert-watson-pk](https://www.linkedin.com/in/robert-watson-pk)

EDUCATIONAL BACKGROUND

August 2000 **THE SUMMER INSTITUTE AT HARVARD UNIVERSITY**, Cambridge, MA
August 2004 Professional Certificates for Superintendents of Schools
October 1995 **COLUMBIA UNIVERSITY TEACHERS' COLLEGE, NY, New York**
(ABD) Former Ed.D. Candidate in Educational Administration. Doctoral Comprehensive Examination Passed
October 1995 **COLUMBIA UNIVERSITY TEACHERS' COLLEGE, New York, New York**
M.Ed. in Education.
August 1992 **MARIST COLLEGE**, Poughkeepsie, New York
Master's in Public Administration
May 1988 **MARIST COLLEGE**, Poughkeepsie, New York
B.S. in Social Work
1983-1985 **UNIVERSITY AT ALBANY- STATE UNIVERSITY OF NEW YORK, Albany, NY**

CERTIFICATIONS

1995 **SCHOOL DISTRICT ADMINISTRATOR (SDA)**
1995 **SCHOOL ADMINISTRATOR SUPERVISOR (SAS)**
1992 **NYS TEACHERS CERTIFICATION: SCHOOL ATTENDANCE TEACHER**

HONORS AND AWARDS

▪ Poughkeepsian of the Year Award (The Poughkeepsie Beat) ▪ Marist College President's Award (Marist College) ▪ Black Prestige Award ▪ Youth Community Development Award ▪ Outstanding New Yorker Award ▪ Outstanding Young Men in America Award ▪ HARAMBEE Founder and Balanced Person Award ▪ Poughkeepsie JAYCEES Appreciation Award ▪ Area Fund of Dutchess County Award

PROFESSIONAL CONSULTING WORK:

July 2006- **ROBERT C. WATSON EDUCATIONAL CONSULTING SERVICES, Poughkeepsie**

Present **Founder/Educational Consultant:** [Linkedin.com/in/robert-watson-pk](https://www.linkedin.com/in/robert-watson-pk)

Founder of Be the Light Educational Professional Development Platform:
bethelighteducationaldevelopment.com

Serve as an Educational Consultant to districts throughout New York State and National forums on education. Focus includes creating a **design for safe school buildings** and training educators to create safe and effective learning environments for all students.

Professional Engagements include:

- **Poughkeepsie City School District** Board Member policy comprehension, development and governance
- **Vassar College** presentations and guidance on PCSD program engagements and education equity

- **The Palombo Group** progressive education school building infrastructures and designs
- Dutchess County and City of Poughkeepsie consortium and retreat at **HARVARD UNIVERSITY**, Cambridge, MA
- Dutchess County Business Corporations
- 21st Century Grants Conference, Albany, New York
- Sussman & Associates (Superintendent Consultant), Goshen, New York
- **Lincoln Hall Residential Facility** (Superintendent Consultant) Somers, NY
- New York State Office of **Children and Family Services** (Superintendent Consultant); Goshen **Secure Center**, Goshen, New York.
- **New York State Center for School Safety**, New Paltz, New York
- The H.O.P.E. Foundation (Alan M. Blankstein.Org; Fail is not an option) Bloomington, IN.

Educational School Consulting: Analyzing effective administrative and teaching “best practices” for excellent school success and maximum student achievement.

Educational Leadership Coach Consulting: Helping Educational leaders design, implement and measure personal leadership skills for daily application in personal life and educational settings. Core consultant outcomes are customized to personal knowledge, understanding and effective demonstration of “impact skills” to benefit self, students, faculty and educational communities at large.

“**Harvard Think**”: A Guide to Inspire and Academically Prepare Students to Attend College including Ivy League Institutions (In progress)

PROFESSIONAL WORK EXPERIENCE

July 2000-2006 **POUGHKEEPSIE CITY SCHOOL DISTRICT, Poughkeepsie, New York**

Superintendent of Schools:

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- Chief Executive Officer providing strategic leadership and direction for the implementation of educational programs and services within available funding limits and School Board policy for **over 5,000 students and 600 staff.**
- Responsible for the solicitation, acquisition and sustainable distribution of millions of dollars in “**low-income-equity**” **State and Federal grant funding** for the Poughkeepsie City School District.
- Oversaw district-wide strategic planning, financial administration, personnel administration, educational program implementation and communications with School Board members, staff, and the public regarding pertinent educational issues and related services.

- Successfully **achieved a \$27 million dollar** Bond Referendum Vote for a district-wide Capital Project building plan. The Building Plan was completed on time and under budget.
- Formulated and devised an **alternative school** (Circle of Courage Learning Community) serving 120 students with special needs to facilitate educational and fiscal equity initiatives (this school serves as a progressive educational model throughout New York State). Developed and implemented "School Safety" plans to safeguard students, staff and district facilities.
- **Settled all Union Contracts** in advance to contractual expiration dates.

July 1998-
2000

POUGHKEEPSIE MIDDLE SCHOOL, Poughkeepsie, New York

Middle School Principal

*Professional Performance Articles at: [Linkedin.com/in/robert-watson-pk](https://www.linkedin.com/in/robert-watson-pk)

- Spearheaded the rebirth of a "**school-in-crisis**" statistically reducing suspensions, detentions and Superintendent's Hearings, while creating a safe school environment for students and staff.
- Coordinated daily building management and administration for 917 students and 150+ staff members.
- Provided strategic leadership and direction in school improvement, instructional excellence, staff supervision and development, student achievement and student discipline.
- Implemented quarterly assessment reports to serve as a benchmark for student performance.
- Developed and administered a building budget to support program planning and growth.
- Initiated and supported a building-level team for shared decision-making.
- Nationally recognized by the Upstate for School Safety for creating a safe school environment for students and staff.

July 1996-
1998

POUGHKEEPSIE HIGH SCHOOL, Poughkeepsie, New York

High School Assistant Principal

- Key member of the administrative team assisting with planning, organizing, guiding and directing implementation of all school activities including overseeing daily building operations and administration, classroom instruction and communication with students, staff and parents.
- Faculty representative for the **district-wide Curriculum Committee**

1993

Marist College Graduate School Prison Program,

Graduate School Professor

Green-Haven Maximum Security Prison, NY

1989-1996

POUGHKEEPSIE CITY SCHOOL DISTRICT

Administrator Attendance Teacher

COMMUNITY AFFILIATIONS

***Professional Performance Articles and Accolades at:** [Linkedin.com/in/robert-watson-pk](https://www.linkedin.com/in/robert-watson-pk)

▪ New York State School District Superintendents Association ▪ School Administrators ▪ Association of New York State (SAANYS) ▪ Association for Supervision and Curriculum Development (ASCD) ▪ Former S.F.B. Morse Historical Site, Board of Trustees ▪ Columbia University African-American Students Association ▪ Former Y.M.C.A. Board of Directors ▪ Marist College Alumni Association ▪ Former Poughkeepsie Day School Board Member Trust ▪ Albany State University Football

SUPERINTENDENT OF SCHOOLS PRESENTATIONS AND PROFESSIONAL DEVELOPMENT TRAININGS:

- Annual Superintendent's Conference at Harvard University, Cambridge, MA
- Keynote Speaker, 21st CCLC Winter Conference, Albany, NY
- Keynote Speaker, BOCES Teachers Convention, Syracuse, NY.
- Keynote Speaker, Leadership Conference, Cleveland, OH.
- Keynote Speaker, National Convention on Courageous Leadership, Mont Tremblant, Canada.
- Keynote Speaker, SUNY at New Paltz, Prospective Administrators Conference, NY.
- Keynote Speaker, Marist College, H.E.O.P Program, NY.
- Keynote Speaker, IBM Corporation, NY.
- Keynote Speaker, Hudson Valley Federal Credit Union, Black History Presentation, NY.
- Keynote Speaker, Central Hudson Gas & Electric Company on Diversity, New York.
- Keynote Speaker, Vassar College, NY.
- Keynote Speaker, Regional Chamber of Commerce, NY.
- Keynote Speaker, Dutchess Community College, NY.
- Administrators Leadership Conference, Cleveland.
- National Convention on Courageous Leadership, Mont Tremblant, Canada.
- National Issues in Education Forum, Whitesboro.
- Courageous Leadership for School Success, Chicago.
- Conference presentations at Vassar College, New York.

PRINCIPAL PRESENTATIONS AND PROFESSIONAL DEVELOPMENT TRAININGS:

***Professional Performance Articles at:** [Linkedin.com/in/robert-watson-pk](https://www.linkedin.com/in/robert-watson-pk)

- Presenter: Newark Valley High School, Newark Valley, NY.
- Co-Presenter with **Jonathan Kozol** and **Marian Wright Edelman**.
- Presenter: Third National Summit on Best Practices for Enhancing **Student Achievement and Safety: Courageous Leadership** for School Success, sponsored by The Hope Foundation, Bloomington, IN.
- Co-Presenter with **Dr. Garbarino of Cornell University** at the National Issues in Education Forum, Whitesboro Central School District, NY.
- Presenter: Workshop Training Sites throughout New York State for the New York Center for **School Safety - NYSED Safe Spaces Learning Places** (for school district teachers and administrators). Topic: Students and Discipline: Developing Healthy and Meaningful Consequences. Sites: Rochester, New Paltz, Utica, Oswego, Cheektowaga, Loudonville, Farmingdale, NY