



CADE BRUMLEY

Superintendent

Jefferson Parish School System

Dr. Cade Brumley



It would be the honor of my lifetime to faithfully serve students, families, and communities as Louisiana's State Superintendent of Education.

EDUCATION

- Doctor of Education...* Educational Leadership; Stephen F. Austin State University
Nacogdoches, Texas.
Grade Point Average: 4.0
- Master of Education...* Education Administration; Louisiana State University (Shreveport)
Shreveport, Louisiana.
Grade Point Average: 4.0
- Bachelors of Science...* Health & Human Performance; Northwestern State University
Natchitoches, Louisiana
Grade Point Average: 3.6
- High School Diploma...* High School Diploma; Converse High School
Converse, Louisiana (Sabine Parish)
Grade Point Average: 3.8

Post-Doctoral Fellowships:

- Harvard University Superintendents Academy (2011)
- Broad Superintendents Academy (2017)

2017: President – Louisiana Association of School Superintendents

EMPLOYMENT

Superintendent

***Jefferson Parish School System, Harvey, LA
(2018-Present)***

I lead Louisiana's largest school system with 51,000 diverse and dynamic students across our portfolio of 82 schools. Our nearly 7,000 employees are improving student outcomes and increasing opportunities each day despite significant challenges. Our student population is 83% economically disadvantaged and we serve over 8,000 English Language Learners. Our students represent the beauty of our community and speak 49 different languages. Our team has been responsive to the needs of various stakeholders in Jefferson, including parents, business leaders, educator organizations, elected officials, faith leaders, choice advocates, and civic associations in support of our most important stakeholder – the student.

Most Significant Successes:

- *District Performance Score (DPS) increased after four years of decline*
- *Improved Cohort Graduation Rate following years of decline*
- *Career and Technical Education (CTE) credentials raised by 62%*
- *College credits through Advanced Placement (AP) & Dual Enrollment (DE) up 51%*
- *Workforce Ready (WorkKeys) students increased by 182%*
- *Improved LEAP 2025 Rates for Mastery Plus (outpaced Louisiana average)*
- *Sophomore students sufficiently credited raised by 8%, a key dropout reduction indicator*
- *Increased PK students meeting academic expectations by 3%*
- *Retained 92% of Effective Educators as determined by LADoE Evaluation*
- *Prioritized teacher pay, passing a parish millage at 72% for first teacher raise in decade*
- *Implemented a living wage for all support employees (\$15 per hour equivalency)*
- *Transformed alternative education to therapeutic models*
- *Decreased classroom teacher vacancies by over 80%, securing teachers for students*
- *Created Embark, a new teacher induction plan to support incoming educators*
- *Created Ignite, a teacher-leader initiative with over 400 fellows*
- *Created Operation LEAD, a program to develop aspiring school leaders*
- *Adopted and supported district-wide, Tier 1 curriculum for all core content areas*
- *Adopted an Equity Agenda, pushing additional resources to our schools with most need*
- *Opened doors for external agencies to partner in mental, behavioral, and physical health*
- *Launched Advisory Councils for students, teachers, principals, parents and SPED*
- *Authorized a Community Charter School between JPS, Oschner Health, and Discovery*
- *Authorized IDEA Charter School to support English Language Learners*
- *Implemented EL Strategy of Dual Language, Newcomer Centers, and EL Coaches*
- *Advocated for Early Childhood Education and supported Ready Start Jefferson*
- *Opened Ruppel Academie Francaise, a new school for French language and culture*
- *Initiated an Adopt-a-School model where schools are served by community partners*
- *Initiated high school choice, allowing students to select their preferred high school*

Superintendent

***DeSoto Parish School System, Mansfield, LA
(2012-2018)***

As the leader of the DeSoto Parish School System, I was responsible for a rural/suburban population of students. In six years of service, we made significant strides for students. Informed by data, we created a systemic plan for success that outlined our mission, goals, objectives, and plans for action. This plan was our driving force and encompassed the vital aspects of effective schooling.

Most Significant Successes:

- *Advanced to an “A” Rated District (2016 & 2017)*
- *Rank 9th of Louisiana’s +/- 70 School Systems (district ranked 49th in 2010)*
- *Final Cohort Graduation Rate was 94% (67.8 in 2009, 79.2 in 2012)*
- *All Schools “Academically Acceptable” (no failing schools)*
- *Largest ACT Growth in Louisiana with Average Score up 2.1 points since 2012*
- *State of Louisiana Top Ten District for Improving Special Education Academic Outcomes*
- *State of Louisiana Top Ten District for Improving Minority Academic Outcomes*
- *Gifted and Talented Identification Increased over 100%*
- *National Institute for Excellence in Teaching “District of Distinction” (2012, 2016)*
- *National Advanced Placement (AP) Honor Roll (2016, 2017)*
- *Decrease in Out-Of-School Suspensions by 48%*
- *Imagination Library Launch, Providing a Book per Month for Every DeSoto Child 0-5*
- *Led system through expenditure reductions to address a nearly 40% revenue decrease*
- *Maintained a AA+ Standard and Poor’s Bond Rating – the Highest of Louisiana systems*
- *Passed Parish-Wide Funding Renewal at 70% - the Highest in Four-Decade History*

Special Recognition:

- *LSU-Shreveport’s Circle of Excellence Award (2013)*
- *Northwestern State University’s Outstanding Young Professional in Education (2015)*
- *Northwest Louisiana Community Foundation “Move the Needle Award” (2015 & 2016)*
- *City of Mansfield’s “Corporate Citizenship Award” (2015)*
- *St. Jude’s Hero (2015)*
- *American Heart Association’s 100% Club (2016)*
- *United States Army’s “Commanders Award for Public Service” (2016)*
- *National Blue Ribbon School of Excellence Administrator (2016)*
- *Northwestern State University’s Distinguished Young Alumnus (2016)*
- *Team Wounded Warrior (2016)*
- *Team ALS (2017)*
- *Chair - North Louisiana (26 Parishes), Louisiana Association of Superintendents (2016)*
- *President, Louisiana Association of School Superintendents (2017-2018)*
- *Vice President, Northwestern State University Alumni Board (2016-2018)*

Assistant Superintendent
DeSoto Parish School System
Mansfield, LA

As Assistant Superintendent, I served as a liaison between the DeSoto Parish system, our schools, and our communities. As the district's administrative supervisor, I was responsible for leading the schools principals as well as developing aspiring leaders for the principalship. During this time we noted marked educational improvements.

Principal
Converse School
Converse, LA (Sabine Parish)

As principal, I led a school of approximately 600 students in grades pk-12. In my final year as principal, the school earned its highest School Performance Score (SPS). During this time, we also secured a near perfect graduation rate with the final senior class. The experience of the school principalship afforded me the credibility and expertise in assisting and understanding schools from the campus administration level.

Assistant Principal
Sabine Parish

I served as the assistant principal of three schools. I served as the assistant principal, simultaneously, of Zwolle Elementary and Zwolle High. Then, I served as assistant principal of Converse School. During these years, environments became more conducive to learning and school performance increased at all locations. It also formed foundational understandings of school-based management that has informed practice in positions of greater responsibility.

Teacher/Coach
Converse High School
Converse, LA

As a social studies (American history, world geography, sociology, civics, free enterprise) teacher at Converse School, I was an integral part of the school and community. In addition to teaching, I coached various sports teams (girl's basketball, baseball, cross-country, softball). For my efforts, I was named twice named Converse High School Teacher of the Year. Further, I was named the district's Teacher of the Year in my final year in the classroom. In coaching, during my first season, our varsity basketball girls snapped a 54-game losing streak and, in my second season, we advanced to the LHSAA state playoffs for the first time in 14 years.

Teacher
J.S. Clark Middle School
Shreveport, LA (Caddo Parish)

I worked with a minority population of students in an urban setting as a teacher at J.S. Clark Middle School in Shreveport. By teaching both world history to sixth graders and American history to seventh graders, I honed my craft as a teacher. My activity-based style of teaching incorporated the "social" function into my classes, promoting good citizenship in all

students. The school's social studies scores improved during my tenure. I was awarded the school's honor for educator perfect attendance while at the school.

Sports Editor

The Natchitoches Times

Natchitoches, LA

As the primary sports media outlet for the City of Natchitoches and surrounding communities, my responsibility included everyday operations of a daily news circulation of over 10,000. Duties were to report, edit, photograph, develop and lay-out the publication. During peak seasons, responsible for the overall operation of a three-man crew. This position demanded punctuality to meet an impending deadline and provided the opportunity to hone my writing, speaking, and public relation skills. During this time, I was fortunate to receive the following journalism honors: 2000 Louisiana Press Association Sports Story of the Year (2nd place), 2000 Louisiana Press Association Sports Columnist of the Year (honorable mention), 2001 Louisiana Press Association Sports Story of the Year (3rd place), Sports Photograph of the Year (honorable mention), Special Section of the Year: football tab (3rd place) and, finally, the 2002 Louisiana Press Association Sports Story of the Year (1st place).

UNIVERSITY CONNECTIONS

Louisiana State University-Shreveport – Adjunct Instructor

Graduate Courses Taught:

Elementary School Principalship

Secondary School Principalship

School Administration

Northwestern State University – Adjunct Instructor

Graduate Courses Taught:

Standards-Based School Leadership

Reflective and Coherent Classroom Practices

EDUCATIONAL CERTIFICATIONS (Louisiana)

Teacher

Supervisor of Student Teaching

School Principal

District Supervisor of Instruction

Educational Leader #1 – Principal

Educational Leader #2 – Supervisor

Educational Leader #3 – Superintendent

Commercial Driver's License (School Bus)

System of Teacher and Student Advancement (TAP) Evaluator

New Teacher Evaluator (LATAAP)

PRIMARY AFFILIATIONS

American Heart Association – Metro New Orleans – Board of Directors
Brookwood Church – Member, Deacon
DeSoto Parish Dixie Youth Baseball – Former Volunteer Coach
DeSoto Parish Chamber of Commerce – Former Vice President
DeSoto Regional Hospital Association – Former Association Member
First Tee of DeSoto Parish – Former Board Member
Louisiana Association of Principals – Former Board of Directors
Louisiana Association of School Executives – Standing Member
Louisiana Association of School Superintendents – Past President; Current Member
Louisiana BESE Superintendent Advisory Council – Past Chair; Current Member
Louisiana Department of Education Committees – Adolescent Literacy Task Force; Leadership Model Task Force; Teacher Incentive Fund Advisory Council; Literacy Consultant; Early Childhood Council (through Proxy); Teacher Preparation Workgroup
Louisiana Retired Teachers Association (LRTA) – Associate Member
Louisiana State University of Shreveport Alumni Association – Standing Member
Louisiana Superintendent’s Academy – Founding Board Member
North Louisiana Superintendents Association – Former Member; 2015-16 Chair
Northwestern State University – 2015-17 Vice President of Alumni Association
Northwestern State University’s NWLA Chapter – Founding President and Charter Member
NWLA Volunteers of America (VoA)’s Communities in Schools – Former Board Member
Step Forward of North Louisiana – Former Leadership Council
Village of Converse – Elected City Council (two terms)

Competitive Grants Earned as Superintendent

Teacher Incentive Fund – \$6.33 Million
SAMSA Mental Health - \$3 Million
Striving Readers - \$2.75 Million
Arts Integration - \$2.3 Million
School Transformation Grant - \$1 Million+ (LADOE)
Striving Readers 2018 - \$844,000
Jobs for America’s Graduates - \$370,000
QEP Corporate - \$600,000
Principal Support – \$83,000
Early Childhood Community - \$79,000
Believe & Prepare - \$20,000
Shreveport Regional Arts Council - \$8,000

Capital Projects Developed as Superintendent

Grace House Alternative School Facility
Classroom Expansions
Athletic Facilities (Fieldhouses, Football, Baseball, Softball, Gyms)
Playground Facilities
Roadways

Cafeteria Expansions
HVAC Systems (Boilers, Chillers, Etc.)
Updated Roofing
Office Renovations
Sewerage Treatment Facilities
Access Control (Windows, Doors, Security)
Parking Lots
Security Upgrades

PRESENTATIONS/PUBLICATIONS

- Brumley, C. (2019, December 6). *Strategic Planning for the School Superintendent*. Speech presented at the Louisiana Superintendent's Academy, Thibodeaux, LA.
- Brumley, C. (2019, October 21). *Working Together = Student Achievement*. Speech presented at the Louisiana School Board Association's Trailblazer Conference, Kenner, LA.
- Brumley, C., Goree, L., Hargrove, B., Hinjosa, S., Mapes, P. (2019, March 22). *Districts that Thrive: Maximizing Learning by Capitalizing on Effective Systems of Support for Educators*. Speech presented at National Institute for Excellence in Teaching's Annual Conference, New Orleans, LA.
- Brumley, C. (2019, January 23). We're in a Fight for our Kids' Future. *New Orleans Advocate*. Retrieved from www.nola.com
- Brumley, C. (2018, December 13). *Our Kids Can't Wait: Lead to Improve, Not Appease*. Speech presented at Louisiana Charter School Association's Annual Conference, New Orleans, LA.
- Brumley, C. (2018, July 9). These Action's Needed for System's Success. *New Orleans Advocate*. Retrieved from www.nola.com
- Brumley, C., Bolen, N., Noel, K. & Pujol, P. (2018, Feb 17). *Increasing Equitable Access of Effective Educators for High Needs Students*. Speech presented at AASA: The School Superintendent's Association's Annual Conference, Nashville, TN.
- Brumley, C (2017, August). *Supporting Effective Teacher and Leader Development*. Webinar for the Learning Policy Institute (LPI).
- Brumley, C. & Pujol, P. (2017, March 24). *Sustaining Educator Effectiveness and Best Practice*. Speech presented at the National Institute for Excellence in Teaching's Annual Conference, New Orleans, LA.
- Brumley, C. (2015, June 3). *Partnering to Develop a Stronger Workforce: Lessons Learned from Believe and Prepare Program Leaders*. Speech presented at the Louisiana Superintendent's Collaboration, New Orleans, LA.
- Brumley, C. (2015, April 2). Let's Bring Education Home. *The Shreveport Times*. Retrieved from www.shreveporttimes.com
- Brumley, C. (2015, March 19). DeSoto School Funding on the Ballot. *The Shreveport Times*. Retrieved from www.shreveporttimes.com
- Brumley, C. (2015, March). *How TAP Supports Principal Leadership*. Speech presented at the National Institute for Excellence in Teaching Annual Conference, Los Angeles, CA.
- Brumley, C. (2013, July 24). DeSoto Schools Perseveres through Challenges. *The Shreveport Times*. Retrieved from www.shreveporttimes.com.

- Brumley, C. (2012, September). *Leading with a Purpose*. Speech presented at the Louisiana Department of Education's Teacher and Student Advancement (TAP) Meeting of State Principals, Baton Rouge, LA.
- Brumley, C. (2012, September). *Organizational Leadership for Successful Schooling*. Speech presented at the Louisiana Department of Education's Teacher and Student Advancement (TAP) Meeting of State Principals, Baton Rouge, LA.
- Brumley, C. (2012, July). *Strategic Planning: The bRIGHT option for Educational Leadership*. Speech presented at the Serving the Unique Needs of Students (SUNS) Summer Institute, Biloxi, Mississippi.
- Brumley, C. (2012, July). *Collaboration: The Sunny Choice*. Speech presented at the Serving the Unique Needs of Students (SUNS) Summer Institute, Biloxi, Mississippi.
- Brumley, C. (2012, July). *Leading for Educational Intervention: What's MY Role?* Speech presented at the Louisiana Department of Education's Striving Readers Leadership Summit, Baton Rouge, LA.
- Brumley, C. (2012, June). *Superman isn't Coming: School Leaders Must be Heroic*. Speech presented at the Louisiana Department of Education's Teacher and Student Advancement (TAP) Summer Institute, Baton Rouge, LA.
- Brumley, C. (2012, May). *Ethical Leadership: Being OF Character, not A Character*. Speech presented at the Advanced Innovative Education Spring Symposium, Marksville, LA.
- Brumley, C. (2012, May). *Evaluating School Leadership: Key Measures of Successful School Leadership*. Presented at the Louisiana Department of Education Teacher Advancement System (TAP) network meeting, Baton Rouge, LA.
- Brumley, C. (2012, May). *Celebrating Collaboration: Elements of Healthy Leadership Teams*. Speeches presented at the Ensuring Literacy for All Conference, Monroe and Baton Rouge, LA.
- Brumley, C. (2012, February). *The Principled Principal: A Keynote*. Speech presented at the Louisiana Association of Principals Annual Business Meeting, Baton Rouge, LA.
- Brumley, C. (2012, January). *A Perspective on LifeGroups as means to Bible Study and Spiritual Community*. Starting Points, 2012.
- Brumley, C. (2011). *Leadership Standards for Action: The School Principal as Servant-Leader*. Lanham, MD: Rowman and Littlefield Publishing.
- Brumley, C. (2011, June). *District Professional Development Planning to Support Principal Effectiveness*. Presentation to the Annual Meeting of the Louisiana Teacher Incentive Fund Advisory Council.
- Brumley, C. (2010, October). *Standards-Based Literacy Leadership: A Framework for School Principals*. Presentation to the Louisiana Reading Association's Annual Conference.
- Brumley, C. (2010). Situating Literacy Leadership within the ISLLC Standards for Education Administration. *Scholar Practitioner Quarterly*, 2010.
- Brumley, C. (2007). *Louisiana's Successful Combination School Principals: A Narrative Inquiry of Professional Beliefs and Practices through a Servant-Leadership Lens*. Unpublished doctoral dissertation, Nacogdoches, TX.
- Brumley, C., Ballenger, J., Bourgeois, N., Cravey, I., Jolly, D., King, G., McAvoy, C., McCullough, J., Oden, P. (2006, February). *What Impact Does Parental Involvement have on the Reading Performance of Third Grade Students?* Paper presented at the 2006 Annual Meeting of the Southwest Educational Research Association, Austin, Texas.

Brumley, C. (2006, February). *Academic Performance and Religious Service Attendance: A Study of Rural, Caucasian American Students*. Paper presented at the 2006 Annual Meeting of the Southwest Educational Research Association, Austin, Texas.

Personal

I am a man of faith. I met my wife, Toni, while we were in undergrad at Northwestern State University in Natchitoches. Since then, we have been best friends. Professionally, she holds a master's degree and serves as an awesome school counselor. We've been blessed with two active, healthy, intelligent sons – Preston (15) and Braden (12). They are both public school honor students. I tolerate our Jack Russell - Luigi and we sadly lost our Great Dane - Mario. I have enjoyed every job in education I've ever held – from Substitute Teacher to Superintendent of Louisiana's largest school system. I enjoy spending time with friends, fishing, going to movies, and am a 6-Time Marathoner, having raised over \$25,000 for charities such as St. Jude, Wounded Warrior, and the ALS Association through my slow running. I like to see people smile and laugh – its best when they're doing that "with me" not "at me."

Dr. Cade Brumley

28 February 2020

RE: Application – Louisiana State Superintendent of Education

BESE Superintendent Selection Workgroup,

With a deep love for my home state and an optimistic outlook for her future, I am submitting my application to serve as Louisiana's next State Superintendent of Education. Please accept this brief introductory letter accompanying my application materials.

I'm a product of the public school system, a graduate of Louisiana universities, a husband to a public charter educator, and a dad to public school children - I am invested in our State's success both today and tomorrow.

Professionally, I have served two decades to secure greater outcomes and opportunities for our state's students, families, and communities. As a former teacher, coach, principal, and current Superintendent, I understand and appreciate the complexities faced in local schools systems – both traditional public and public charter. Over the last eight years, I've served as Superintendent in two distinctly different school systems – a rural/suburban system of 5,000 students in North Louisiana and an urban system of 50,000 students in South Louisiana.

With my background, I'm uniquely qualified to build consensus, capitalize on successes of the past, and move Louisiana to a more competitive place in America – this is what our kids deserve. I'm exceptionally proud of our work and recognize our successes are the culmination of contributions from students, teachers, leaders, community members and parents. I've always made decisions in the best interests of students while honoring the public dollar.

I'm tested. I'm proven. I'm ready to lead on day one.

It would be the honor of my lifetime to serve alongside a student-centered BESE and I would work each day with passion, humility, and courage to make Louisiana proud.

I appreciate your review of my constructed response questions, resume, and teaching certificate. Furthermore, I look forward to a face-to-face conversation to discuss the promise of this role.

For Louisiana,

Cade Brumley