

# Alexandra Montes McNeil, Ed.D.

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Norfolk, MA 02056

## PROFILE

Results-driven Educational Leader. Specializes in building and leading multi-faceted schools, educational organizations, and teaching teams to improve outcomes using assessment, data analysis, and targeted instruction. Consistently successful in increasing team and school efficiency, effectiveness, and productivity with significant expertise in Dual Language schools (Spanish/English) and sustaining diverse communities.

## NEEDHAM PUBLIC SCHOOLS

### Assistant Superintendent for Human Resources

2018 - Present

- Lead negotiator for the collective bargaining process for five units, as well as 40 individual employment contracts for non-represented staff as well as COVID negotiations for successful continued in-person learning throughout the 2020-2021 school year
- Responsible for hiring of district administrators and all professionally licensed staff as well as support the onboarding of all staff
- Oversee the supervision and evaluation program for all professional staff as well as the development of new staff orientation program
- Participate as a member of the Superintendent's cabinet; attend School Committee meetings; lead Executive Session when appropriate
- Provide coaching to principals, district leadership team, and central office staff on leadership questions and/or concerns which may include instructional issues, staff concerns, evaluation, and adult learning. Conduct and supervise investigations related to employee conduct
- Represent the Needham Public Schools as a member of the Greater Boston School Human Resources Network, Massachusetts Partnership for Diversity in Education, Massachusetts Association of School Personnel Administrators
- Established affinity group for BIPOC staff that became a Town/School BIPOC affinity group - *Stronger Together*
- Oversee school payroll operations, in collaboration with Town financial, administrative, and human resource officials, for over 1100 employees with a school budget of approximately \$100,000,000

## BOSTON COLLEGE

2019 - Present

### Adjunct Professor - Graduate Level, Lynch School of Education and Human Development

- Teach *Introduction to Educational Leadership* to graduate students - course focuses on theories of educational leadership and organizational change enacted in "real world" schools and organizations

## BOSTON PUBLIC SCHOOLS

### Superintendent's Leadership Team - Instructional Superintendent

2015 - 2018

- Oversaw teaching and learning at 14 (of 125) Boston Public Schools with over 8000 students from the most needy to the most gifted
- Evaluated, observed, trained, and coached schools' principals with a focus on raising student achievement through planned instructional improvement and professional cultures that promoted adult learning, high expectations, and support for all learners
- Superintendent's designee charged with addressing the racial issues and implementing the related DOJ recommendations with the interim Headmasters at Boston Latin School
- Was responsible for the training and launch of district initiatives - the expansion of diversity training for school leaders/staff, instructional focus reviews, and examination of cognitively demanding tasks
- Senior representative for BPS leadership at public events, community meetings, and other gatherings of BPS stakeholders
- Collaborated with a BPS district team in the recruitment and selection of outstanding diverse principals.

- Appointed the Instructional Superintendent representative on the Expanded Learning Time Task Force and Dual Language Expansion Committee

#### *MARIO UMANA ACADEMY*

##### **Principal**

2009 - 2015

- Led the transformation of an underperforming public school of 783 students - 90% at the poverty level, over 50% English Language Learners, and 24% with significant special needs - into a data-driven, achievement-focused educational organization
- Built the academic foundation that transformed the school from an underperforming middle school to a DESE level 1 Dual Language school
- Managed a budget of 6.7 million dollars with a staff of 90 while maintaining the fiscal viability of the academic programs
- Facilitated the transition of the Umana from a middle to a K - 8 school; oversaw significant building renovations; successfully navigated the inclusion of new staff and students/families into the existing school culture
- Developed strong teacher leaders responsible for leading content or grade teams, and creating professional development with a focus on data analysis to improve curriculum and instruction
- Expanded a full-service model by addressing the social-emotional needs of students and offering onsite counseling, hearing and vision testing, and supporting parents with immigration issues
- Laid the groundwork with staff and the community for the transition of the Umana to the first Dual Language school in East Boston
- Awarded 2012 East Boston Woman of the Year by the East Boston Times, and 2012 Pre-College Educator Award from the Boston and American Societies of Civil Engineers

#### *BOSTON LATIN SCHOOL*

**Assistant Head Master** (2007 - 2009); **Science Program Director** (2003 - 2007); **STEM Teacher** 1996 - 2009

- Collaborated in the design of math power standards and revision of ELA instruction for 7<sup>th</sup> grade
- Actively engaged in promoting successful enculturation of students of color through the work of the Optimizing Students Outcome Committee and support of the Talented and Gifted Program
- Committed to the promotion of community service through the supervision of the Senior Prefecture and the Respect Initiative – BLS Anti-Bullying Program
- Redesigned BLS Science Fair to include a celebration of science for school-wide participation by community and family stakeholders
- Managed all science activities including overseeing staff hires, purchasing equipment, selecting engaging curriculum, redesigning AP course selection process. Taught Physics, Physics Honors, and Chemistry
- Honored by a \$100,000 donation from the Humphrey Family to Boston Latin School

#### **EDUCATION**

**Boston College**, Chestnut Hill, Massachusetts

Doctorate in Educational Leadership

*Supporting Principal Professional Practice through Evaluative Feedback: One District's Implementation of the Massachusetts Model System for Educator Evaluation to Support the Growth and Development of Principals*

**Cambridge College**, Cambridge, Massachusetts

Certificate of Advanced Graduate Studies

**Boston College**, Chestnut Hill, Massachusetts

Masters in Education, Concentration in Secondary Science

**Massachusetts Institute of Technology**, Cambridge, Massachusetts

Bachelor of Science in Aeronautical and Astronautical Engineering