

# André L. Wright

## School System Executive

---

*Passionate school system leader leveling the playing field for all populations, galvanizing communities, leading organizational change, and achieving dramatic student gains in large, public districts.*

- Cabinet-level leader and career educator, with a track record of closing achievement gaps, managing large-scale organizational change, and engaging communities
- Recently served as Chief Academic Officer within Aurora Public Schools (40,000+ students), and held previous leadership roles within Fulton County Schools (94,000+ students)
- A strong business and operations leader, managing budgets totaling up to \$232M
- Graduate of the renowned leadership development programs, National Superintendent Academy and the UVA Turnaround Leadership Program, and a member of the Future Chiefs cohort within Chiefs for Change

### EDUCATION & TRAINING

---

Lincoln Memorial University, *Harrogate, Tennessee*

***Educational Specialist***, Educational Leadership

***Master of Education***, Educational Leadership

Covenant College, *Lookout Mountain, GA*

***Bachelor of Arts***, Business Administration

Future Chiefs Cohort, Chiefs for Change, 2021

National Superintendents Academy, May 2019

University of Virginia Turnaround Leadership Program 2015-2016

### EXPERIENCE

---

#### **MGT CONSULTING – Tampa, FL**

**2022 – Present**

*Our team helps clients find solutions in areas like finances and forecasting, human capital, cyber and network security, diversity and inclusion, and education improvement.*

#### ***Senior Vice President, Educational Transformation, 2022-Present***

*Serving the Educational Solutions group by supporting school districts across the country. I provide solutions to complex challenges for districts, including, but not limited to, effective COVID response, Turnaround efforts, Leadership Development, and Organizational design.*

#### **AURORA PUBLIC SCHOOLS – Aurora, CO**

**2014 – 2022**

*APS provides educational opportunities for nearly 40,000 students (56% Hispanic/Latinx, 17% Black/African American, 14% White, 6% Multi-Racial, 6% Asian/Pacific Islander, 36% English Language Learners, 68.2% Free or Reduced Lunch, and 12.2% Special Education); annual operating budget of \$428.8M.*

#### ***Chief Academic Officer, 2017-2022***

*Responsible for the academic achievement of nearly 40,000 students, a \$232M operating budget, and supervision of the Division of Equity and Learning including 3 Executive Directors, Curriculum and Instruction School Performance and Student Success, 15 Program Directors, and 4 P-20 Learning Community Principal Supervisors.*

### **Instructional Leadership**

- Increased Colorado District Performance Framework from 40.4 in 2016 to 49.1 in 2019 the highest score ever achieved by the District (4 points from a State Performance Rating)
- Four-year graduation rates increased from 65% in 2016 to 79.1% in 2019, a 14.1% increase in three years
  - Rates for Black students from 67.6% in 2016 to 82.5% in 2019 a 15% increase in three years
  - Rates for Hispanic students from 67.3% in 2016 to 76.4% in 2019 a 9% increase in three years
  - Rates for White students from 72.3% in 2016 to 81.9% in 2019 a 9% increase in three years
- Decreased the District dropout rate from 3.4% in 2016 to 1.9% in 2019
  - Dropout rate for Black students decreased from 3.5% in 2016 to 1.4% in 2019
  - Dropout rate for Hispanic students decreased from 3.6% in 2016 to 2.1% in 2019
  - Dropout rate for White students from 1.9% in 2016 to 1.0% in 2019
- Provided all High Schools with Graduation Coaches to support on track status for at risk students
- Increased District Achievement Measures from 27.3% in 2016 to 34.7% in 2019 in Math and Literacy a 7.4% increase in three years
- Increased the District Growth Measures from 51.2% in 2016 to 63.4% in 2019 in Math and Literacy
- Increased the District Post-Secondary Workforce Readiness Measures from 38.9% in 2016 to 44.2% in 2019
- Increased proficiency at all levels in ELA and Math from 2016-2019, including for subgroups of students
  - Increased % of Elementary students Meeting and Exceeding in ELA from 20.6% to 26.3
  - Increased % of Elementary students Meeting & Exceeding in Math from 15.65% to 20.1%
  - Increased % of Middle School students Meeting and Exceeding in ELA from 23.01% to 26.8%
  - Increased % of Middle School students Meeting & Exceeding in Math from 11.5% to 16.4%
- Oversaw the district Instructional Infrastructure design focusing on 4 levers of impact (Curriculum Components, Collaboration Structures, Data Systems and Structures, Assessment Strategy)

### **Human Capital Leadership**

- Designed the Office of Leadership Development, LEAD, to serve all new leadership hires in the district
  - Launched the first New Leader Academy cohort supporting all new leaders to the district
  - Increased the number of principals hired internally from 58% in 2018 to 100% in 2019, 2020, and 2021 by guiding the development of an internal principal pipeline structure
  - Supported the development of a year-long Principal induction model
  - Implemented the first Dean Academy
- Oversee Principal recruitment, development and retention; Implemented the first usage of Artificial Intelligence simulations in the State of Colorado for Principal hiring processes
- Provided leadership support for the 2016 Colorado Assistant Principal of the Year and for 2016 Milken Foundation Award Winner for State of Colorado
- Lead DEI work for the district, with a focus on creating affinity spaces, initiating AAPI partnership, and investing in teacher leadership development; increased % of teachers of color from 16% in 2015 to 21% in 2021, and retained 89% of our teachers of color

### **Operational Leadership**

- Direct oversight of \$232M budget
- Created the Strategic Response School designation for 10 schools with single digit proficiency in Math and Literacy in 2018 resulting in 9 out of 10 school increasing to double digit proficiency in 2019
- Supported the development and implementation of the School Leaders Playbook a digital platform for all school-based leadership levels as an access point for key information critical to job performance
- Created a Logistics Meeting Platform providing all Senior Leadership Staff increased ability to interface monthly with all school leaders
- Leading the research and onboarding of a new assessment platform to provide all district leadership, school-based leadership, teachers and parents with a progress monitoring tool to support student achievement across the district

### **COVID-19 Leadership**

- Lead development and implementation of 3 learning plans (face to face, hybrid, and fully remote)
- Distributing over 1M meals between March 2020 – August 2020 to APS students, families, and community members
- Transitioned to a 1:1 district, and closed the technology gap by distributing 40,000+ devices & hot spots
- Established 10 new childcare centers, within our elementary schools and community sites, to provide faculty and staff with childcare coverage during remote learning period
- Built partnership with Comcast to convert schools and busses into neighborhood hotspots
- Integrated COVID check Colorado, a testing site, into our district footprint, for use by both staff and the broader community; this testing site is still in use today
- Transformed 3 of our high schools into weekend vaccination site, supporting the state-wide push to increase vaccination rates

### **Advocacy & Community Engagement**

- Passed \$300M bond
- Created and launched district's first family engagement & community advocacy office in 2019, hosting monthly town halls with all changes regarding COVID; saw a significant increase in parent satisfaction with the district on feedback surveys
- Partnered with Rocky Mountain Kids and the Boys & Girls Club for programming and childcare
- Awarded \$1M grant by the Colorado Health Foundation in 2021 for mentoring young men and women of color

### ***District Shepherd – University of Virginia Turnaround Leadership Program, 2015 – 2016***

*Served as a liaison between UVA & APS and oversaw successful implementation of the program. Key outcomes include:*

- Directed the transition of 5 Learning Community Schools (100%) off the State Accountability Clock for 2017-2018
- Increased the number of Colorado Department of Education Performance Schools from 1 out of 9 schools in 2016-2017 to 6 out of 9 schools in 2017-2018
- Supported 3 out of the 5 schools recognized in Aurora Public Schools as Centers of Excellence by the Colorado State Board of Education for 2017-2018
- Supported the recognition of Hinkley High School as a National School of Opportunity for 2017-2018
- Increased Median Growth Percentiles for all grade levels and schools in both Math & Language Arts for 2017-2018
- Obtained the Highest Growth Percentages of all Learning Communities in APS for 2017- 2018
- Work directly with University of Virginia Turnaround Leadership officials engaging in site visits, Leadership Retreats and Professional Development for Leaders in Charlotte Mecklenburg Schools, North Carolina and Caddo Parish Schools in Shreveport Louisiana and City of York Schools, York Pennsylvania.
- Supported the development of a [Learning Community Assessment strategy](#) for grades 3-8 in all schools participating in the Turnaround Leadership Program
- Supported the development of units of study for Math and Literacy for grades 3-8 in all schools participating in the Turnaround Leadership Program
- Supported the development of interim assessments for Math and Literacy for grades 3-8 for all schools in the Turnaround Leadership Program

### ***Learning Community Director, 2014 – 2016***

- Provided direct oversight of \$26M budget for 10 schools, and \$1M International Baccalaureate (IB) budget
- Supervised the increase in four-year graduation rates for a 2,000 student comprehensive high school from 57.1% in 2014-2015 to 71.3% in 2015-2016
- Supervised the increase in four-year graduation rates for students meeting Colorado Graduation

- requirements enrolled in two-year community college from 63.8% in 2014-2015 to 76.2% in 2015-2016
- Supported the implementation of a Night School for a 2,000 student Comprehensive High School to provide additional educational opportunities for off-track students, with 60 students enrolled
- Supervised the implementation of an International Baccalaureate Program with a Primary Years, Middle Years and Diploma Program feeder pattern since 2014
- Transitioned Truancy Specialists into role of Student Engagement Advocates reducing truancy cases from (263) 2013-2014 to (102) 2014-2015
- Reduced Suspensions & Expulsions in 10 Community Schools from (941) 2013-2014 to (524) 2016-2017

**FULTON COUNTY SCHOOLS – Atlanta, GA**

**2007 – 2014**

*Fulton County Schools serves approximately 94,000 students (58 elementary, 19 middle, 17 high schools and 7 charter organizations).*

***Area Executive Director – Northeast Learning Community, 2012 – 2014***

- Provided input into staff evaluations and assisted with the assessment of student achievement for 22 schools, 65 Administrators, 23,000 students with a 96% four-year cohort graduation rate
- Facilitated Balanced Literacy and Common Core presentations to school leaders
- Supported 3 highest performing high schools in Georgia (Northview, Chattahoochee, Johns Creek)
- Supported the top 7 academic performing elementary schools, top 3 academic performing high schools, and the top 3 out of 6 academic performing middle schools in the district
- Drive the principal selection process by conducting staff and community focus groups, screening and interviewing selected applicants, and providing principal and assistant principal recommendations to the Area Superintendent, Deputy Superintendent and Superintendent (100% success rate)

***Principal – Woodland Middle School, 2008 - 2012***

***Assistant Principal – Woodland Middle School, 2007 - 2008***

**DEKALB COUNTY SCHOOL DISTRICT – Stone Mountain, GA**

**2001 – 2007**

*DCSD serves approximately 93,000 students, 140+ schools and centers, and 15,500 employees, including 6,600 teachers. Students and parents speak over 185+ languages and represent over 155+ nations.*

***Assistant Principal – Stephenson Middle School, 2006 – 2007***

***Assistant Principal – McNair Middle School, 2004 – 2006***

***Language Arts Teacher – Salem Middle School, 2001 – 2004***

**PROFESSIONAL AFFILIATIONS & RECOGNITIONS**

---

Person Exemplary Learning Teams Award 2010, Jordan Fundamentals School 2010, Professional Development School, Take One School, Distinguished Title I School 2008-2011

Keynote Speaker for UVA Shepherd Summit; Dallas, Texas 2018

Keynote Speaker Texas Center for District & School Support District Institute; Austin, Texas 2017