

## M. Jon Dean

**EDUCATION** *Ed. D. in Education Policy Studies Program, Cognate in Labor Relations*, Wayne State University, May 2012  
*Ed. S., Educational Leadership*, Saginaw Valley State University, 2007  
Area of Concentration: *Central Office and the Superintendency*  
*M. A., Educational Leadership*, Wayne State University, 1999  
*B. S., Secondary Education*, 1995; Major: English, Minor: Mathematics

*Michigan Teacher Certification*, Professional Certificate, English and Mathematics, exp. 2025

*Michigan Administrator Certification*, Central Office exp. 2025

*Society of Human Resource Management (SHRM) CP & SCP Certified*: February 2020

**EXPERIENCE** **Grosse Pointe Public School System** 2012 - Current

*Deputy Superintendent for Educational Services*

- Spearheaded the GPPSS response to COVID-19
- Member of the GPPSS Strategic Planning Steering Committee
- Member of the Blue Ribbon Steering Committee
- Key facilitator of district presentations during reconfiguration
- Administrator representative for the BOE Policy Committee
- Supervised the both Human Resources and the Instruction Departments
- Organized and facilitated teacher and administrator recruitment
- Collaborated with various employee and community groups to advance the mission and vision of the district
- Worked to align the integration of special education and general education programs
- Served as the coordinator the Peer District Group of eleven similar Michigan districts
- Negotiated innovative and fiscally responsible collective bargaining agreements
- Served as the chief recruiter for the Grosse Pointe Public School System

**Wayne State University** 2014 - Current

*Adjunct Faculty Member*

Identified curriculum, developed instructional practices and taught the following graduate level courses:

- EDA 7625 Leadership, Administration and the Principalship
- EDA 7690 School Law
- EDA 8620 School Personnel Administration
- EDA 8650 Staff Development and School Improvement

**Birmingham Public Schools** 2005 - 2012

*Assistant Superintendent/Executive Director for Human Resources*; February 2008 – June 2012

- Served as the chief recruiter for Birmingham Public Schools

- Graduate of the Michigan Leadership Institute SUPES Academy
- Co-designed a Work Plan model for administrators that melded administrative evaluation, the strategic plan and addressing the needs of all students
- Coordinated professional development opportunities for teachers and administrators
- Provided leadership via the Ignite! program which infused 21<sup>st</sup> Century Learning Skills into classrooms
- Participated as a member of the strategic planning process
- Coordinated district progress on specific strategic planning goals
- Served as the chief negotiator for various labor negotiations that obtained concessions from various labor groups
- Coordinated the new elementary schedule that provided common planning time for teachers
- Served as the district representative on the BPS chapter of the African American Family Network
- Member of the Birmingham Central Kiwanis

***Interim Human Resources Manager***

*July 2007 – February 2008*

- Organized and facilitated New Teacher Orientation
- Served as the Elementary Counseling Department Head
- Served as the District 504 Coordinator
- Coordinated BPS participation in various staff recognition programs including the Oakland County Aspiring Principals Program
- Organized the BPS Peer Review process

***Harlan Elementary Principal***

*August 2005 – February 2008*

- Served as the instructional leader of Harlan Elementary School
- Supervised the Harlan staff
- Member of the District Diversity Team and the leader of the Harlan Diversity Team
- Worked cooperatively with stakeholders to facilitate a smooth set of move related transitions between buildings
- Introduced various parent and community communication mechanisms
- Served the district on various committees including the Diversity Team, the Elementary Review Team, Together for Kids, Custodial RFP Committee, Educational Council and Strategic Planning

***Allen Park Public Schools***

*2002 - 2005*

***Lindemann Elementary Principal***

- Served as the instructional leader
- Facilitated the district report card revision
- Served as the Literacy Team leader

***Algonac Community Schools***

*1998 – 2002*

***Algonac Elementary Principal; 2000 – 2002***

- Served as the instructional leader
- Supervised the district Pre-Primary Impaired and Elementary Educable Mentally Impaired programs
- Implemented the 3<sup>rd</sup> Grade Reading Initiative

***Algonac High School Teacher; 1998 – 2000***

- Member of the 9<sup>th</sup> grade curriculum team
- Taught students algebra and geometry

**Detroit Public Schools**

1995 – 1998

***Osborn High School Teacher***

- Member of the 9<sup>th</sup> grade math team
- Founded the Accelerating towards the Calculus Experience program for high achieving students and taught algebra 2 in this program

**Human Resource Training and Experience**

2002 – Present

- Certified as a Ventures for Excellence Teacher Interviewer
- Certified as a Ventures for Excellence Principal Interviewer
- Completed the Michigan Negotiators Association Academy
- Trained in Interest Based Bargaining by the Michigan Education Association

**North Central Association (NCA) Experience**

2005 - 2014

- Member of the NCA/AdvancED National Accreditation Commission
- Elected in a statewide election to the Michigan NCA State Council
- Elected chairperson of the Michigan NCA State Council
- Served on numerous school accreditation visits
- Presented at the Michigan NCA conference multiple times
- Presented at the National NCA conference twice

***“Can We Get Beyond Letter Grades?”***

**PUBLICATIONS**

Educational Leadership, ASCD, May 2006, Volume 63, Number 8

***“An Examination of the Impact of Early Retirements on School District Financial Health”***

Dissertation, Wayne State University, April, 2012

**PRESENTATIONS**

- Creating a Standards Based Report Card, National NCA Conference, 2005
- Standards Based Grading in Elementary Schools, ASCD National Conference, 2006
- Scheduling with the Student in Mind, Michigan NCA Conference, 2008
- Hosting, Efficient, Effective NCA Visits, National and Michigan NCA Conferences, 2006 & 2007
- Formula Based Compensation, Michigan Negotiators Association Fall Conference, 2013
- The Grosse Pointe Compensation Formula, Michigan Association of School Administrators, Winter Conference, 2014