

DR. NATASHA BAKER



OBJECTIVE

I have 20 years of experience in education as a teacher leader, a principal, and state school reform officer. I currently serve as the deputy superintendent for a large urban school district. I desire to lead a dynamic school district and to collaborate with a team, school board, and community to go from good to great academically and operationally.

EDUCATION

Johns Hopkins University
M.S. Finance (2021)

University of Michigan – Dearborn
Ed.D. Educational Leadership (2017)

Howard University
M.A. English (2004)

Cal State University, Long Beach
B.A. English Education (2000)

ADMINISTRATIVE EXPERIENCE

HAZELWOOD SCHOOLS **18,000 STUDENTS** **2017 – Present**

Deputy Superintendent

- Facilitated and implemented the school board’s strategic plan
- Supported negotiation of union contracts with 98% affirmative vote from employee groups
- Revised a performance-based evaluation system for senior leaders
- Organized outreach to 50,000 stakeholders; garnered 3,000 respondents
- Drafted the districtwide technology plan
- Developed modules and trained over 100 district-wide leaders

MICHIGAN DEPT OF ED **100,000 STUDENTS** **2013 – 2017**

State School Reform/Redesign Officer

- Developed accountability system for 72 school districts and 186 schools
- Presented to the state legislature to support \$615 million allocation for Detroit Schools
- Drafted policy language in state’s ESSA plan leading to 100% federal compliance

DETROIT PUBLIC SCHOOLS **3,500 STUDENTS** **2012 – 2013**

Chief Innovation Officer

- Designed academic data dashboards for campus leaders to drive instruction resulting in eligible schools meeting or exceeding the 75% goal of graduating high school seniors accepted to college
- Advocated successfully for \$970,000 in grants for teacher training and development

DOCTORAL STUDENT/ADVOCACY **2010 – 2017**

- Completed research and dissertation on superintendents’ leadership
- Successfully wrote and was awarded a planning grant for \$110,000

CHARTER SCHOOLS **2,500 STUDENTS** **2007 – 2010**

Firstline Schools–Chief Academic Officer

NOLA College Prep–Principal

- Developed, facilitated trainings to senior- and middle-level leaders with 88% agreeing that training quality and professional growth opportunities were their key takeaways
- Increased parent participation in annual orientation activities from nearly 100 to over 370
- English proficiency increased by 20%; mathematics proficiency increased by 20% for 6th graders and 24% for 7th graders

TEACHING EXPERIENCE AND CERTIFICATIONS

Certifications Superintendent (exp. 2021), 7-12 Teaching (2022 and Lifetime)

High School Teaching Experience (2000-2002; 2004-2007)

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DISTINCTIONS AND AWARDS

AWARDS/RECOGNITIONS

- Minerva Education and Development Foundation Scholarship for Educational Leadership (2013)
- Marcus B. Christian Scholarship Recipient (2010)
- Dean's List California State University, Long Beach (1999, 2000)

SPEAKING ENGAGEMENTS

- Presented strategic plan, quarterly reports, and annual report to school district board (2018-2020)
- Presented on education reform to Michigan Senate and House of Representatives' Committees (2015-2017)
- Presented on academic data to appropriations subcommittee in Michigan Senate (2016)
- Presented at New Leaders for New Schools symposium on leadership development (2010)

ACCOMPLISHMENTS

- Wrote nationally recognized award-winning leadership application for the school district (2019)
- Led EPIC award winning charter school awarded TIF award – USDOE's Teacher Incentive Fund (2008)
- Grew personal professional learning through participation in executive education programs in financial leadership at Dartmouth College (2015) and not-for-profit management at Columbia University (2006)