

# Glennese M. Harston Ray

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A SEASONED PROFESSIONAL AND EFFECTUAL LEADER WITH A PROVEN ABILITY TO CRITICALLY ASSESS AND ANALYZE SCHOOL SYSTEMS, STRATEGICALLY PLAN, RECRUIT STUDENTS AND STAFF, DEVELOP PROGRAMS AND BUILD COMMUNITY RELATIONS

- *Excellent public speaking ability*
- *Strong verbal and written communication skills*
- *Proven development success*
- *Successful creation of systems/structures of accountability for myself and team*
- *Strong relationship building with internal and external stakeholders including political constituents*
- *Successful founder of programs, systems and organizations*

## CORE COMPETENCIES

Program & Project Management Strategic Planning  
Budget/Financial Management  
Creating/Management Partnerships with External Stakeholders  
Making decisions in ambiguity i.e. start-up

Crisis Management  
Team Building  
Strategic Planner

## PROFESSIONAL EXPERIENCE

### HARSTON RAY CONSULTANT GROUP

2013 - present

#### President

Lead of team of education professionals to work with schools and other mission minded nonprofit organizations in areas of executive search and recruitment, leadership coaching, new school development and onboarding, school quality assessments and strategic planning. Build relationships with business and community leaders in order to create partnerships to further develop the mission of the organization. Lead organizations in professional development and training and act as a thought partner to leadership teams. Perform as thought partners and review team members to newly founded charter schools; as well as community council facilitators and subject matter experts for communities looking to better understand new school and education reform efforts.

### SCHOOLWORKS, LLC.

2013 - 2015

#### Project Manager

Managed multiple School Quality Review (SQR) Projects; including leading review team and serving as writer of the comprehensive follow-up report for the client. Coached school leaders, created and managed charter school authorization processes, performed evaluative school reviews for school authorization, led professional development and team action planning as well as school board reviews. Sought out clients for new business partnership (cold calls) and cultivated and maintained existing partnerships.

#### *Key Achievements*

- Produced evaluative report with recommendations of school continuation or closure
- Brought new business leads to the company turning into over **\$500K** in new revenue (in a 2 month period)

## **THE ALAIN LOCKE INITIATIVE**

**2011- 2012**

### **Program Director, The Ryan Fellowship**

Added during the inaugural year to build relationships with various charter management organizations, schools leadership, teachers and teacher organizations (i.e. TFA, Golden Apple, Inner-City Teaching Core) in order to identify teachers with leadership potential and proven track records of success. Recruited and advised/mentored prospective school leaders in a highly selective leadership training program. Assist prospective leaders as they create and implement action research projects in addition to observing, evaluating and coaching them through a process to become successful school leaders. Based on individual leadership strengths and areas of growth, created a leadership growth action plan to strengthen the "Fellow" in his/her area(s) of growth. Conducted cohort wide professional development. Guided "Fellows" in the strategic planning process for opening their own school and provided coaching during the implementation phase of the strategic plan.

#### ***Key Achievements***

- Matriculated 100% of selected candidates for 2012
- 100% of eligible "Fellows" placed in school leadership positions for 2012
- Recruited from personal and professional networks to increase applicant pool over 50% from previous year.

## **PERSPECTIVES CHARTER SCHOOLS**

**1998 - 2011**

### **Director of Community Relations**

**July 2010 - July 2011**

Created a Community Relations department which strengthened parent programs for the network of 5 schools. In addition, developed relationships with community partners to support our community schools by bringing resources into the underrepresented communities that needed programs for students after school hours (likened to the Harlem Renaissance School Zone). Identified and created relationships with new funders and resource providers in an effort to increase contributions to our network of schools. Spearheaded volunteer projects for internal and external partners. Served as the representative of our network of schools with key internal and external stakeholders. Created a parent speaker series and identified and recruited speakers for this speaker series.

#### ***Key Achievements***

- Created parent educational opportunities via parent speaker series
- Create parent advocate groups to support the charter movement
- Created a parent peace patrol at the 2 most needed campuses

### **Interim Principal/Director of Community Relations**

**Nov 2010 - April 2011**

Served as an interim while the search for a permanent replacement principal was hired. During the time present, staff satisfaction grew over 75%, parent satisfaction grew 30% and student satisfaction grew 25%. Student interim assessments also reported growth on ISAT and PSAT.

### **Founding Principal – Perspectives-Calumet High School**

**2005 - 2010**

Wrote the successful RFP for the creation of the first replication of inner city charter school which included the staffing plans, job descriptions, curriculum outlines and community engagement component. Oversaw curriculum, academic and social programming for successful and exemplary charter school for high school students. Managed instructional leaders for each department. Collaborated with faculty and other administrators to ensure curriculum alignment with college readiness standards and coached instructional leaders and teachers on best practice, teacher effectiveness strategies.

Developed programs to target problems such as discipline, attendance, and test scores. **Managed operations and salary budget over \$5M.** Developed and implemented effective management structures. **Managed** a staff of 50+ teachers and non-teaching staff members and 500 students.

***Key Achievements:***

- Over 95% of students attended school on a daily basis
- 100% staff retention
- Created a rigorous multi-step teacher recruitment plan to produce highly effective staff which was retained at 100% 2 consecutive years
- Annually led a strategic planning team in order to achieve growth in the school (in areas of academic instruction, behavior management and parent involvement)
- Created partnerships with many community organizations to make resources available to our families
- Increased teacher professional growth from novice to skilled (via best practice coaching strategies)
- Students demonstrated 2 years of growth on the state assessment
- Parent and staff satisfaction surveys in the 90th percentile
- Balanced budget (annually)
- Created and managed the initial stages of becoming a community school
- Created and implemented a crisis management plan
- Developed and continue to foster a relationship with corporate partners one which awarded us school/corporate partnership of the year

**Assistant Principal – Perspectives Charter School- Rodney Joslin Campus** **2001 - 2005**

Named the first Assistant Principal of Perspectives Charter School. Created systematic structures that sustained the position and created the job description for replication schools in the Perspectives network of schools. Managed the special education and college counseling department.

***Key Achievements:***

- Created discipline code and system of tracking discipline which is used for the 5 schools in the network
- Created job description, supervised and evaluated college counselor
- Maintained over 95% special education compliance
- Coordinated and implemented plans for standardized testing
- Made recommendations to instructional leaders of ways to raise standardized test scores
- Assisted in hiring teachers and recruiting students

**BELLWOOD SCHOOL DISTRICT**

**Summer Instructional Leader**

**Summer 2003**

Observed classroom teachers in order to give feedback on coach on improving classroom management, and instruction. Reported findings of the observations to the principal.

**PERSPECTIVES CHARTER SCHOOL**

**College/Career Counselor**

**1998 - 2001**

Evaluated the needs of the school in year 2 of its existence then created a job which allowed me to respond to some of the needs of the school in addition to informing students of the opportunities available for them to attend college. Taught college preparation seminar for 11th and 12th grade students and served as school administrator in absence of the principal. Also, served as school case manager.

***Key Achievements:***

- Achieved 100% graduation and college placement rate
- Created annual college tour for students which is now modeled at all Perspectives Charter Schools

## **UNIVERSITY OF ILLINOIS AT CHICAGO**

**Assistant Director of Admission**

**1997 – 1999**

Recruited high school students from Chicagoland and other high schools throughout the state of Illinois. In addition to representing the university at numerous college fairs in the state of Illinois and other Midwestern states; counseled freshmen and transfer students on the pro's and con's of attending UIC. Made presentations and led tours to prospective students and their families.

***Key Achievement:***

- Developed recruitment plans which aided in the 3% increase of minority students attending UIC

## **ROBERT MORRIS COLLEGE**

**Career Placement Counselor**

**1996 – 1997**

Taught career placement classes to incoming college students. Created relationships with various businesses in the city in order to create internships and career placements for graduates. Evaluated students' resumes and performed mock interviews with students.

## **DAWN CARROLL, INC**

**Manufacture's Sales Representative**

**1994 – 1996**

Sold sterling silver jewelry to department stores throughout the country

## **EDUCATION AND AFFILIATIONS**

Lamberhurst University 2005

*Master of Arts in Education – Leadership and Administration*

University of Illinois at Chicago

Course work towards Masters of Arts in Education – Leadership and Administration

University of Illinois Urbana-Champaign 1994

*Bachelor of Arts in Speech Communications*

- ASCD (Association of Supervisors and Curriculum Developers)
- INCS Illinois Network of Charter Schools)