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Madison, IN: Madison Consolidated Schools announces new Superintendent

At the July 13, 2022, board meeting the Board of School Trustees approved the hiring of Dr. Teresa A. Brown as the new Superintendent for the district. With over 35 years of diverse experience leading educators at the state, district, and local school level, Brown comes to Madison from Jennings County where she most recently served as the Superintendent for the last five years.

“Dr. Brown has a vast amount of experience in all functional aspects of education and district management,” states David Storie, board President. “We are very fortunate to have someone with her educational background and experiences but also feel very strongly that she will provide the necessary leadership for growth opportunities, development of existing and new programs, reignite energy, innovation, and accountability, and further expand safe, healthy and engaging working and learning environments for everyone who chooses Madison schools.”

Prior to leading the Jennings County school district of 4,200 students, Dr. Brown was the Assistant Superintendent of School Improvement at the Indiana Department of Education. While in this role, she gained essential experience in the fields of leadership, system development and innovation, policy and advocacy experience, finance and budgeting, collaborative relationships, and community involvement. Brown created the Outreach Division of School Improvement where staff provided grassroots support to local schools and districts to improve student achievement. She was responsible for the oversight and compliance of Federal and State policy implementation in eleven departments of the School Improvement Center, which included Outreach, Family and Community Engagement, Grants Management, eLearning, College and Career Readiness, Federal Title programs, Migrant Education, English Learners, Early Learning, District Improvement, and Special Education.

Additionally in her role, she created a number of systems around leadership development, designed the support system for Indiana’s Focus and Priority Schools, created Indiana’s Student Achievement Plan and State Development Network, and collaboratively developed the IDOE strategic plan for the Division of School Improvement.

She has experience in policy and advocacy including funding secured as a result of her work around student achievement results, was appointed as chairperson to lead the Out of School Learning Time Advisory Board, led IDOE staff graduation requirements task force, and co-authored an article to assist school leaders: Decker, J. Brown, T. & Eckes, S. (2017). Student substance abuse and dependency: Legal and ethical responsibilities.

Brown developed budgets and oversights, managed contracts and vendors, was responsible for securing and managing millions of dollars in federal grants and provided technical assistance to principals and superintendents to better understand how to align school goals to federal and state grants to maximize funding and avoid excess carryover of funds.

Throughout her career, collaboration has been a focus regardless of her role. From working with state IDOE and connected departments to ensure they were working together to support school districts to partnering with over 150 community and business partners throughout the state to network and provide support for Indiana schools, Dr. Brown has been committed to finding ways to work together.

While in her role as Principal in various schools, she has had the opportunity to focus on areas that have developed a skill set that will take Madison to the next level. At Thompson Crossing Elementary (Franklin Township Schools), she had the opportunity to dedicate her talents to climate and culture development. At Bob Sikes Elementary (Okaloosa County Schools), professional development took center stage. Frank H. Wheeler Elementary (Speedway City Schools) focused on equity and individualized learning to close student achievement gaps. Cascade Middle School (Mill Creek Community Schools) came with a building project and transformation of a junior high to a middle school. “Dr. Brown’s breadth of experience spanning from the classroom early in her career to the leadership roles in more recent positions, her cross-functionality across operational areas of the district, and focus on collaboration and resource management and development were all strong factors in her selection,” Storie shared. (Dr. Brown’s complete resume is included at the bottom of the release).

Brown graduated from Franklin College with a Bachelor of Arts degree in Elementary Education with a minor in Special Education. She earned a Master's degree in School Administration(Principal's license) from Butler University, an Ed. S. degree in School Administration (Superintendent's license) from Indiana State University, and an ED.D. in Educational Leadership with a minor in Learning Sciences from Indiana University.

“I am honored to have been selected to lead this district,” Dr. Brown shared. “I look forward to being a part of a district on the move, building upon the work being done, and creating additional opportunities. We are very excited to make our home in Madison and become a part of this beautiful community.” She and her husband Lee have two sons and one daughter. Sam is a teacher at Center Grove Middle School and Max will begin his sophomore year at Purdue University. Caitlin resides in Florida, with their grandson, Will.

Teresa A. Brown, Ed. D.

Professional Summary

Educational leader with over 35 years of diverse experience leading educators to improve opportunities for students at the state, district, and local school level.

Education

ED. D. | NOVEMBER, 2021 | INDIANA UNIVERSITY, BLOOMINGTON, IN

Major: Educational Leadership

Minor: Learning Sciences

Honors: Fay Arganbright Scholarship Fellowship; 2021 Dean F. Berkeley Emerging Leaders Award, IUSAA

ED. S. | 2011 | INDIANA STATE UNIVERSITY, TERRE HAUTE, IN

Major: School Administration

- Superintendent's License

MA | 1995 | BUTLER UNIVERSITY, INDIANAPOLIS, IN

Major: School Administration

- Principal's License

Honors/Activities: Eva Wiles Scholarship, Phi Delta Kappa

BA | 1986 | FRANKLIN COLLEGE, FRANKLIN, IN

Major: Elementary Education

Minor: Special Education

Honors/Activities: Dean's List (4 years), National Dean's List, Rho Lambda Panhellenic Honorary, Delta Zeta Sorority Vice President, Student Entertainment Board Chairperson, Junior Class Vice President, Society for Collegiate Journalists, Yearbook Editor, Laurels Honorary, Gold Quill Honorary, Top Ten Seniors, Senior Award for highest GPA.

Experience

SUPERINTENDENT OF JENNINGS COUNTY SCHOOLS (4,200 STUDENTS) | NORTH VERNON, INDIANA | 2016-PRESENT

Vision, Mission, and Innovation:

- Formed a partnership with Indiana Public Broadcasting Stations to secure a 1.3 million GEER datacasting grant for statewide pilot.
- Collaborated with stakeholders to review multiple sources of data and revise the district Strategic Plan to address three priority areas: Keeping Kids in School; Improving Academic Achievement and Growth; Educating the Whole Child
- Created Parent and Student Advisory Groups for stakeholder input. I met monthly with both groups to provide students and parents a voice in decision making.
- Established STEM advisory board to study STEM and create a plan to launch STEM labs in each of six elementary schools
- Developed community partnerships with Cummins and local business and industries to create first Advanced Manufacturing Day and expanded curriculum offerings K-12
- Attended Apple briefings in Cupertino, CA, and Chicago, IL, to expand technology offerings in JCSC

- Created a Director of Social Emotional Learning and Director of STEM to drive identified district priorities: Both positions are reflected in our strategic plan.
- Provided all district personnel training in Trust Based Relational Interventions (TBRI) to address Social Emotional Learning priorities

Secured Grants for Identified Priorities:

- Jennings County Rural Development Grant, \$200,000 (\$50,000 for four years) to provide coaching and professional learning for staff in partnership with Indiana University and the Indiana Department of Education
- Governor's Education Grant 1.3 million: To Establish a partnership with IPBS and provide datacasting county wide as a statewide pilot site.
- Lilly Counseling Grant, \$418,000
- STEM Summit Grant, \$20,000: Able to send a team from JCMS to attend a 5-day summit to explore STEM planning and professional learning needs
- STEM Acceleration Grant, \$75,000
- STEM Innovation Grant, \$40,000
- Indiana University Woodrow Wilson Fellows Grant, \$100,000: Two JCSC educators were able to attend IU for a principal and Kelly School of Business degree at no cost.
- Cummins Grants to assist with STEM implementation \$148,000: Cummins provided funding for STEM labs for each of our six schools and provided furniture, resources and technical support.
- Indiana University INSITE Data Pilot Selection; one of ten districts; provided free data dashboard for district and schools.
- Playground Grant from Culturelle for \$75,000 (National Winner)
- Ten Scholarships from Cummins for Six Sigma Training for STEM leaders
- Riley Hospital provided JCSC with a \$5,000 grant for counseling materials

District Operations and Financial Management Experience:

- Initiated a safety and facility audit to assist with creating a 5-year facility improvement plan
- Secured two 5 million-dollar bonds for district facility improvements
- Created a District Safety Team and instituted monthly meetings
- Implemented Universal Breakfast providing a free breakfast for every student every day
- Provided teachers and support staff salary increases and insurance stipends due to efficient fiscal management
- Created partnerships with local mental health providers to expand access for students
- Purchased transportation software to enable the district to map routes and operate more efficiently
- Secured meals mailed to homes for students through Baylor University/USDA program during COVID-19

District Instructional Leader and Collaborator:

- Established a mentoring program to assist new leaders
- Presented Principles of Learning to all eight school staffs
- Instituted book studies for principals and central office leaders
- Reorganized central office to better serve students and staff
- Secured new formative assessments to monitor and respond to student progress
- Hired instructional coaches for each school and established a system of support
- Implemented district and school walk-thru and coaching conversations to improve teaching and learning
- Led district to improved student growth and achievement as measured by ISTEP
- Trained all teachers in 6+1 Writing Traits to provide a framework for writing K-12
- Created a Professional Learning Center to provide a dedicated space for professional learning
- Jennings County Schools were recognized as Top 100 in 2020.

Leadership:

- Created the Outreach Division of School Improvement and hired staff to provide grass roots support to local schools and districts
- Combined 11 separate areas into one Division of School Improvement to enable the Department to serve schools in a more intentional manner
- Oversight of compliance of Federal and State policy implementation in eleven departments of the School Improvement Center, which included Outreach, Family and Community Engagement, Grants Management, eLearning, College and Career Readiness, Federal Title programs, Migrant Education, English Learners, Early Learning, District Improvement, and Special Education
- Assisted 155 schools in improving student achievement from a D or F to an A, B or C through the development of intentional support systems and professional development programs
- Hired, trained, supported and supervised 25 Outreach field staff and 11 directors in the Division of School Improvement to monitor and provide professional development to support all schools with school improvement initiatives
- Oversight of Federal and State grants and programs including monitoring Title and non-Title schools, school quality reviews for schools with 4 years of “F,” conducted hearings for schools with 5 years of “F,” and supervised schools under the authority of the State Board of Education due to 6 or more consecutive years of “F”
- Wrote one third of the Elementary and Secondary Education Act (ESEA) Waiver state plan with school improvement policies and supports for schools.

System Development and Innovation:

- Provided oversight for the development of a partnership between the University of Virginia and the Darden School of Business, the IDOE, and with Indiana districts in the area of systemic leadership development
- Designed the process, protocols and documents to provide monitoring and support for Indiana’s Focus and Priority Schools
- Created Indiana’s Student Achievement Plan, which was a supplement to the School Improvement Plan and used by Indiana’s Focus and Priority Schools
- Created the State Development Network cohort 1 and 2 to support 16 school districts with system improvement and goals to decrease the achievement gap for student groups
- Collaboratively developed the IDOE strategic plan for the Division of School Improvement.

Policy and Advocacy Experience:

- Prepared student achievement results for the state legislature; was awarded 3 million for state turnaround school support
- Appointed as chairperson of SB 251 to lead the Out of School Learning Time Advisory Board and create a report for the 2017 legislative session
- Served as the lead IDOE staff to coordinate the graduation requirements task force
- Assisted in the creation and communication of Indiana’s state plan for Every Student Succeeds Act (ESSA)
- Co-authored an article to assist school leaders: Decker, J. Brown, T. & Eckes, S. (2017). Student substance abuse and dependency: Legal and ethical responsibilities. NAASP’s Principal Leadership, 17(5), 58-59.

Finance and Budgeting Experience:

- Developed a budget for the newly formed Outreach Division of School Improvement
- Managed contracts for vendors after issuing RFPs
- Developed the budget and oversight for estimated expenditures and complete budget narratives for \$3 million state turnaround funds
- Oversight of federal grants division including Title I Part A Basic Grants (256 million), Title II Teacher Quality Grants (37.8 million), Title III Migrant Grants (5 million) and the Individuals with Disabilities Act, Part B (273 million)
- Oversight of Title I 1003a and 1003 grants (25 million) to assist local schools with school improvement initiatives
- Provided technical assistance to local principals and superintendents to better understand how to align school goals to federal and state grants to maximize funding and avoid excess carryover of funds.

Collaborative Relationships:

- Collaborated with the Assistant Superintendent of Operations to ensure the program and operation areas of the Department were working together to support school districts.
- Worked with IDOE support agencies Great Lakes Comprehensive Center, Mass Insight, AdvancED, and the Center for School Turnaround on organizational systems to provide technical assistance to local districts.
- Conducted weekly meetings with Department Directors to align work and facilitate conversations across School Improvement Divisions
- Participated with internal Department staff to review requests for school accountability school reconfiguration and baseline resets

Community Engagement:

- Collaborated with over 150 community and business partners to network and provide support for Indiana Schools
- Communicated and shared IDOE school improvement work with various groups: Urban League, higher education, workforce development, state-wide Family and Community Engagement group, Educational Service Centers, Superintendent Association, Principal Association, Teacher Association, and School Board Association etc.

PRINCIPAL | FRANKLIN TOWNSHIP SCHOOLS, THOMPSON CROSSING ELEMENTARY | 2008-2013

Climate and Culture Development

- Established a decision-making process to ensure all groups had input
- Assisted staff with improving student achievement 20% in five years in ELA and Math
- Developed a school-wide awards and celebrations monthly program to reinforce behavior
- Collaborated with staff to create student accountability folders to track progress and share with families
- Served on district finance and referendum committees

PRINCIPAL | OKALOOSA COUNTY SCHOOLS, BOB SIKES ELEMENTARY | 2007-2008

Professional Development

- Assisted staff with creating Professional Learning Communities
- Delivered instructional practices professional learning to staff
- Developed a school-wide committee structure to assist with various functions of the school including data informed decision-making and discipline policies and practices

PRINCIPAL | SPEEDWAY CITY SCHOOLS, FRANK H. WHEELER ELEMENTARY | 2006-2007

Equity and Individualized Learning

- Instituted a school-wide response to close the achievement gap for students not mastering grade level proficiencies

PRINCIPAL | MILL CREEK COMMUNITY SCHOOLS, CASCADE MIDDLE SCHOOL | 2004-2006

Restructured and Reorganized the School

- Assisted with transforming the school from a junior high into a middle school
- Oversaw a building project
- Assisted teams in developing interventions for students
- Collaborated with Cascade High School to create vertical planning opportunities

PRINCIPAL | MILL CREEK COMMUNITY SCHOOLS, MILL CREEK EAST ELEMENTARY | 2001-2004

High Expectations for All Students

- Implemented innovative professional development practices which resulted in East Elementary being named a "Gold Star" school for professional development by the Indiana Staff Development Council
- Chaired the Mill Creek Community Schools Teacher Evaluation Revision Committee

- Created a summer Math Camp for primary-aged students
- Created a Closing Achievement Gaps school-wide program to systemically provide students with “Failure is not an Option” supports
- Nominated for Outstanding Educator 2003, 2005; Principal of the Year 2004, 2005

PRINCIPAL | SHELBYVILLE CENTRAL SCHOOLS, WILLIAM F. LOPER ELEMENTARY | 1997-2001

Secure Grants and Funding

- Pacesetter for Shelby County United Fund Drive.
- Reading is Fundamental Grant for backpacks of books for students in career areas.
- Designed a new summer school program for students.

Implemented many Incentive and Improvement Programs

ASSISTANT PRINCIPAL | MSD OF DECATUR TOWNSHIP | 1994-1997

SUMMER SCHOOL DIRECTOR | MSD DECATUR TOWNSHIP, DECATUR MIDDLE SCHOOL | 1994

CLASSROOM TEACHER | MSD OF DECATUR TOWNSHIP | 1988-94

CLASSROOM TEACHER | INDIANAPOLIS PUBLIC SCHOOL#111 | 1986-88

Specialized Training and Professional Organizations

LEADERSHIP

Indiana Aspiring Superintendent Academy (IASA) Mentor
 Six Sigma
 Clinical Supervision Model
 Certified School Safety Specialist
 Crisis Prevention and Intervention Certification
 Indiana Department of Education trained principal mentor
 Three-Minute Classroom walk-through training
 Bullying training and certification

PROFESSIONAL DEVELOPMENT

Educators Preparing Inspired Change (EPIC 2019 Cohort 3) Leadership program for Superintendents
 New Superintendent Academy 2017-18
 Trauma Informed Care 2018
 Presenter National Turnaround Conference, San Francisco, 2014
 Learning Styles trainer
 Curriculum audits and curriculum mapping
 Effective Schools training
 Literacy Training for teachers

COMMUNITY PARTNERSHIPS AND INVOLVEMENT

Ascension St. Vincent Jennings County Hospital, Board of Directors
 Boys and Girls Club of Jennings County, Board of Directors
 Jennings County Broadband Leadership Group
 Kiwanis
 K-Kids Sponsor
 Southeast Career Center Board, President
 Hope Academy School Board, Academic Chairperson (2015-2020)
 Chairperson of Indiana’s Out of School Learning Time Advisory Board
 Family and Community Engagement Indiana Statewide Partnership Advisory Council (Present)
 Research Educational Laboratories (REL) Drop-Out Prevention Alliance and School Turnaround and Research Alliance
 Indiana Rep. (2013-2017)

State Development Network Member for School Turnaround (2013-17)
School to Work District Committee
Shelby County United Fund for You: Pacesetter
Initiated Celebrity Reader Program
University of Indianapolis Partnership Steering Committee

ADDITIONAL GRANTS RECEIVED

Lilly Teacher Creativity Fellowship Recipient 2004 (\$7,500)
Four Block Model Site Grant: (Fall 2001) Allowed 6 staff members to be trained and receive 4 Block materials also received \$5,000 to purchase student libraries
Blue River Foundation Grant: \$1,500---allowed Eagle Scout to complete weather station project
Educate Indiana Grant: member of committee---secured \$75,000 for U of I partnership
Reading is Fundamental Grant: \$1,500---each student at Loper received 3 free books
School to work Grant: Received \$7,000 (3 grants) ---used to purchase teacher materials, professional development, visiting authors, and books for students
Shelby County Rural Electric Grant: \$1,500---purchased scanners for teacher computers
Youth as Resources, Service Learning Grant: \$1,500—formed a student leadership group for at-risk students

PROFESSIONAL ORGANIZATIONS

Indiana School Board Association
Indiana Public Schools Superintendent Association
Indiana Small Rural Schools Association
Indiana School Public Relations Association
Pi Lambda Theta Honorary
Member of Mass Insight State Development Network
Indiana Principal Leadership Academy (April 2001 graduate)
Indiana Association of School Principals (Conference Planner and Facilitator 2009-2011)
National Association of Elementary School Principals
National Middle School Association
Principal Technology Leadership Academy
Association of Supervision and Curriculum Development
Former Indiana Staff Development Council, Secretary and Board of Directors