

Professional Experience

Director of Personnel and Administrative Services – Acton Public Schools and Acton-Boxborough Regional Schools, Acton, MA June, 2007 – present

- Member of the Superintendent's Cabinet, developing policy, district-wide decision making, support School Committee, communication and community outreach.
- Manage Human Resources department including recruiting, hiring, benefits administration, supervision, and evaluation of 900 employees including 400 teachers for a school district serving 5,500 students in seven schools.
- Responsible for student registration in open enrollment district. Coordinate Kindergarten Orientation, including presentation to new families, lottery, and student placement.
- Actively involved in budgeting process and priority setting for seventy million dollar budgets to support instruction in two school districts.
- Support School Committee and represent administration in negotiations with three collective bargaining units.
- Led task force implementing new Massachusetts Educator Evaluation System through pilot and full implementation, including training evaluators. Focused new system on Administrators getting into classrooms and increasing conversations about teaching and learning.
- Led eight Principal hiring committees and represented the administration in the 2009 Superintendent search committee. Created new administrator orientation program.
- Worked with town and school combined Health Insurance Working Group and Health Insurance Trust to modify health plans, keeping health insurance costs flat for six years.
- Worked with Acton Leadership Group to maintain multi-year budget planning allowing town and school districts to provide excellent services during significant economic downturn.
- Work with Regional Transition Team to plan implementation of Acton-Boxborough's PreK-12 expanded Region, preserving culture in both communities.
- Supervised additional departments including food services and technology.
- Meet individually with teachers to plan retirement, maternity leaves, medical leaves, career planning, etc.
- Implemented several technology solutions for HR functions including Applitrack to process thousands of annual job applications, Aesop for all employees to report attendance and Teachpoint for the new teacher evaluation system.

Teacher – Hanscom Middle School, Lincoln Public Schools, Hanscom AFB, MA 2006 – 2007

- Technology Integration Teacher. Developed technology course curriculum and taught technology courses to 250 students in grades four through eight. Supported teachers in the integration of technology into the curriculum.

Teacher – Computer Programming and Software, Independent Contractor, 1994 – 2006

- Defined curriculum and wrote multi-media courseware in the subjects of C Programming, Shell Programming, Unix System Administration and Unix Users.
- Taught Courses for various clients including Boston University Corporate Education Center, MIT Lincoln Laboratories, Fidelity Investments, and Lucent Technologies.

Teacher – Northeastern University State of the Art Program, 1993 – 1999

- Taught evening courses in C Programming, Unix Systems Administration and Shell Programming. Received Instructor of the Year Award 1995.

Teacher and Course Developer – Honeywell Information Systems, 1986 - 1994

- Developed courses for department and taught technology courses for Honeywell customers and employees nationally and internationally.

Board and Community Work

School Committee – Acton Public and Acton-Boxborough Regional Schools 1999 – 2006
Chairperson for four years

- Presented School Budgets to Town Meeting for approval.
- Worked with State Legislators and testified before Joint Education Committee to secure legislation providing minimum state aid to all communities. Resulted in multi-million dollar increase in state funding for education to Acton and Acton-Boxborough.
- Trustee, Acton Health Insurance Trust
- Policy Subcommittee – Reviewed and updated all school district policies.

Building Committee 1998 – 2005

- Worked with team to develop plans, secure approval, and complete over ninety million dollars of construction for the expansion of the R. J. Grey Jr. High School, Acton-Boxborough Regional High School and the building of the new Parker Damon Building to house the Merriam and McCarthy-Towne Schools. Served as secretary, taking minutes.

Wheeler Recreation Pool Association President 2003 – 2005

- Worked with the board of directors to oversee operations, staff and budgeting for 120 family neighborhood association.
- Successfully planned and secured approval and funding for and implemented complete pool renovation project.

Acton Cooperative Preschool Secretary 1996 – 1998, Chairperson 1999

- Served as Secretary and Chairperson for parent-run cooperative preschool.
- Led process to hire new director when long time director retired.
- Worked with team to respond to issues with asbestos flooring, communicating to parents and staff throughout.

Education

Boston University Graduate School of Education, Boston, MA
Masters of Education in Policy, Planning, and Administration Anticipated May 2014 GPA 4.0

Harvard Extension School 2006 – 2007
Graduate Course work in Math Teaching and Technology Integration

Merrimack College, Bachelor of Science in Computer Science with a concentration in Mathematics and a Minor in Education 1985

Licensure

Massachusetts DESE License
Massachusetts DESE License

Superintendent/Assistant Superintendent 2010
Teaching Middle School Mathematics

Awards

Northeastern University State of the Art Program Instructor of the Year 1995
Massachusetts Association of School Committees All State School Committee 2006
Acton Democratic Town Committee Volunteer of the Year 2006
Honeywell Info Systems Instructor of the Year 1989, 1991

GLENN A. BRAND

CANDIDACY OVERVIEW

- Twenty years of experience in public education in Ontario & Massachusetts
- Leadership experience as a building and district administrator
- Classroom teaching experience at the elementary and middle school level at multiple grades
- A demonstrated ability to connect, engage and involve all stakeholders in the district and community
- Proven record of collaborative leadership in an environment of high academic achievement and performance
- Broad understanding and knowledge of effective teaching, learning and best practice
- Experience in leading school building and renovation projects
- Bachelor of Education (B.Ed.) & Master of Education (M.Ed.) degrees; currently enrolled in a international Ed.D. program (anticipated completion in 2014)

PROFESSIONAL EXPERIENCE

Assistant Superintendent for Administration & Finance
Sharon Public Schools, MA
July 2011- Present

Assist the Superintendent in directing the development, implementation, oversight and evaluation of the district's budget and administrative affairs.

Major duties:

Serve as the public face in matters pertaining to the district's \$36 million budget • Attend all School Committee and Budget and Policy Sub-Committee meetings • Serve as a member of the Administrative Cabinet • Assist the Superintendent & School Committee in the formulation of policy regarding long-range goal setting • Assist the Superintendent with labor/employee relations, Human Resources and Business Management • Manage grant writing; assist in the development of long-range district improvement plans and goals for the school system.

Key Accomplishments & Responsibilities:

- Coordinator of the Sharon High School and Heights Elementary school feasibility studies;
- Served as a member of the negotiating team for all bargaining units;
- Member of the district's Educator Evaluations Subcommittee with the charge of implementing the new state evaluation system;
- Site-coordinator for the Coordinated Program Review (C.P.R.) by the state;
- Coordinator of the district's Wellness Policy review;
- Coordinator of the district's Bullying & Harassment intervention and prevention plan;
- Oversee the safety and emergency planning and preparation for the district;
- Member of the district's Technology Task Force;
- Member, Strategic Planning Committee.

Principal, Pollard Middle School
Needham Public Schools, MA
July 2006 – June 2011

Served as the chief administrator and instructional leader of the school in developing and implementing policies, programs, curriculum and instructional activities and the operational budget of the school. From 2006 2009 the Pollard Middle School represented the only middle school in the town and included 1100 students and 140 staff. Beginning in the 2009-10 school year Pollard included 800 seventh and eighth grade students.

PROFESSIONAL EXPERIENCE – CON'T

Principal, Pollard Middle School – Con't

Major Duties:

Provided building leadership and coordination for a team of nine administrators including assistant principals, curriculum directors and special education ♦ Provided the instructional leadership for hiring staff, supervision and evaluation of 120 staff ♦ Managed the school's strategic plan for instructional technology including hardware acquisition, technology integration and related staff training; responsible for the school's technology infrastructure including data analysis, data management (i.e. SIMS, EPIMS) and the school's internal & external web presence ♦ Oversaw the school-based budget and staff responsible for the school's financial system ♦ Served as a member of the Superintendent's School Leadership Team ♦ Used data to monitor and promote student growth ♦ Planned, developed and implement professional development for the entire professional community.

Key Accomplishments & Responsibilities:

- Led the program and planning component of the High Rock Building & Renovation Project which included transitioning from a three grade middle school to two separate schools;
- Led and oversaw all curriculum and coordinated curriculum mapping including the launch of the online ATLAS curriculum database program;
- Led all aspects of the planning, development and implementation of a school-wide student advisory program;
- Worked in conjunction with the district instructional coordinator to plan, develop and implement two new full-time instructional leadership positions for STEM and the Humanities;
- Directed the planning and implementation of a Technology & Engineering course for students;
- Served as the building representative on the Pollard Middle School roof replacement building project;
- Assisted the Parent-Teacher Organization in the development of an annual parent workshop symposium;
- Served as a member of the planning team that led to the launch of a pilot 1:1 technology initiative for students.

Principal, Wareham Middle School
Wareham Public Schools, MA
2004-2006

Assistant Principal, Mattacheese Middle School
Dennis-Yarmouth Regional School District, MA
2002-2004

Assistant Principal, Hillside Senior Public School
The Peel District School Board, Ontario, Canada
2001-2002

Classroom Teacher, Grade 3, 4, 6, 7, 8
The Peel District School Board, Ontario, Canada
1994-2001

EDUCATION

- Ed.D. (Enrolled) - *The University of Bath. Bath, United Kingdom (Anticipated 2014).*
- M.Ed. - *The University of Toronto. Toronto, Ontario, Canada (1998).*
- B.Ed. - *The University of Western Ontario. London, Ontario, Canada (1994).*
- B.A. - *The University of Western Ontario. London, Ontario, Canada (1993).*

CERTIFICATION & TRAINING

- **Superintendent/Assistant Superintendent (Professional)**
Massachusetts Department of Elementary & Secondary Education
 - **Principal/Assistant Principal (Professional 5-9)**
Massachusetts Department of Elementary & Secondary Education
 - **Executive Leadership Program**
The University of Connecticut, Neag School of Education
 - **Principal's Qualification Program - Ontario (Part I & II)**
The University of Toronto
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PROFESSIONAL ASSOCIATIONS & COMMITTEES

Associations:

- *Massachusetts Association of School Superintendents (M.A.S.S.)*
- *Massachusetts Association of School Business Officials (M.A.S.B.O.)*
- *Massachusetts Association of School Personnel Administrators (M.A.S.P.A.)*
- *Massachusetts Association of Supervision Curriculum & Development (M.A.S.C.D.)*
- *American Association of School Administrators (A.A.S.A.)*
- *Association for Supervision Curriculum & Development (A.S.C.D.)*

Committees:

- *M.A.S.P.A. Officer – Treasurer*
 - *M.A.S.C.D. Board Member – Treasurer*
 - *Global Studies-21st Century Skills Committee - M.A.S.S.*
 - *Legislative Committee - M.A.S.S.*
 - *YMCA (Hockomock Area) – Branch Board of Managers*
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SELECT PROFESSIONAL DEVELOPMENT

District Determined Measures of Student Learning, Growth & Achievement
South Shore Educational Collaborative (February, 2013)

Ten Things School Leaders Need to Do to Implement the Common Core State Standards
ASCD Webinar (January, 2013)

Working with School Committees: Partnership for Results
M.A.S.S. Academy (September, 2012)

Leaders in the Age of Accountability (I,II,III)
M.A.S.S. Leadership Academy: Supporting (July, 2012)

Chapter 70 Aid Workshop
M.A.S.S. (January, 2012)

Human Resource Issues Facing the Superintendent: How to Effectively & Efficiently Manage the Time Consuming & Challenging Responsibilities
M.A.S.S. Academy (November, 2010)

Communication: Building a Stakeholder Trust & Support & Effectively Engaging Parents and Staff
M.A.S.S. Academy (October, 2010)

Empowering Multicultural Initiatives Emi Course for Administrators
EDCO Collaborative (Summer 2009)

Resume of Glenn A. Brand
Candidate for Superintendent of Schools

GLENN A. BRAND
CANDIDATE, SUPERINTENDENT OF SCHOOLS

SUPPLEMENTARY INFORMATION ON EDUCATIONAL BACKGROUND

• **Ed.D. Program (Enrolled & Dissertation anticipated 2014)**

The University of Bath (U.K.), School of Education
<http://www.bath.ac.uk/education/>

About the University of Bath - the University of Bath is located in Bath, United Kingdom and, according to *The Sunday Times University Guide*, Bath is ranked as the third best University in the United Kingdom.

The decision to pursue an overseas degree revolved around a number of factors including the opportunity to study educational leadership within a global context. Research degree programs throughout the U.K. are often designed to support independent learning over geographical distances. This is the case with the program at the *University of Bath* as each course required 'on-campus' presence for intensive instruction. This face-to-face interaction is followed by support provided by an individual faculty advisor to oversee the completion of the necessary coursework in the student's home country.

• **Master of Education (M.Ed.)**

Ontario Institute for Studies in Education at the University of Toronto
<http://www.oise.utoronto.ca/oise/Home/index.html>

About O.I.S.E. - the Ontario Institute for Studies in Education of the University of Toronto is an international leader in the research, teaching and study of education. The focus of the institute has been centered around the teaching of teachers, research, graduate studies, and in educational policy and has impacted practice around the world.

• **Bachelor of Education (B.Ed.)**

The University of Western Ontario
<http://www.edu.uwo.ca/programs/preservice-education/bachelor-education.html>

• **Bachelor of Arts (B.A.)**

The University of Western Ontario
<http://www.uwo.ca>

About the University of Western Ontario – the University of Western Ontario is ranked as one of Canada's top universities. It is located in London, Ontario, Canada and is a public research university known for its research programs and quality of educational experience for students.

CERTIFICATION & TRAINING

• **Executive Leadership Program**

The University of Connecticut, Neag School of Education

<http://edlr.education.uconn.edu/programs/executive-leadership/execlead/overview/>

About the *Executive Leadership Program* – a one-year program designed to provide aspiring individuals outstanding preparation for assuming the school superintendency and other central

office positions. Graduates of this program possess the knowledge necessary for successfully meeting the challenges of the 21st century superintendency.

- **Principal's Qualification Program - Ontario (Part I & II)**
The University of Toronto

http://www.oise.utoronto.ca/aq/Principals_Qualification_Program.html

About the P.Q.P. Program - the *Principal's Qualification Program* (P.Q.P.) is designed to educate future principals to lead and manage efficiently in contexts characterized by change and complexity. Part I is an introductory program that includes course work and the development of a practicum proposal. Part II provides the opportunity for candidates to explore, in more depth, the theoretical and operational aspects of the principalship including issues such as leadership and program planning.

BRETT M. KUSTIGIAN

EDUCATION

- 2013 **Ed.D., Educational Policy and Leadership**
University of Massachusetts, Amherst, MA
- 2001 **Certificate of Advanced Graduate Studies, Educational Leadership**
University of Connecticut, Storrs, CT
- 1998 **Master of Arts in Teaching, Concentration in Technology**
Sacred Heart University, Fairfield, CT
- 1996 **Bachelor of Science in Biology, Minor in Education**
Sacred Heart University, Fairfield, CT

MASSACHUSETTS LICENSURE

- Professional Superintendent/Assistant Superintendent (All Levels)
- Professional Principal/Assistant Principal (9-12)
- Professional Principal/Assistant Principal (5-9)
- Professional General Science (5-9)

EXPERIENCE AS SUPERINTENDENT

- 2009 –Present **Superintendent of Schools**
Quaboag Regional School District, Warren, MA
- Planned, coordinated, and implemented a district-wide technology upgrade funded through a debt exclusion. As a result, Quaboag students are now provided access to state-of-the-art technology (i-Pads, laptops, and Smart-boards) in all classrooms across the district.
 - Developed and implemented a comprehensive grant funded K-12 STEM (science, technology, engineering, and math) innovation zone.
 - Initiated an Early College Innovation High School providing college credit and certificate programs in biotechnology and engineering for high school students.
 - Implemented two Innovation STEAM (Science, Technology, Engineering, Arts, and Mathematics) focused elementary schools. Studying the engineering process now starts in kindergarten.
 - Recognized as a Best High School in Massachusetts and ranked nationally by US News (Silver Award in 2012). Quaboag was one of two Massachusetts high schools west of Worcester, MA to receive this honor.
 - Awarded 2012 Commendation School at West Brookfield Elementary School.
 - Implemented lump sum payment of Quaboag Regional Middle High School capital debt through the Massachusetts School Building Authority. This resulted in a savings of 4.2 million dollars over ten years.
 - Transformed Quaboag into a top performing school district earning high profile visits from former Lieutenant Governor Tim Murray (2011), MA Secretary of Education Paul Reville (2011) and Secretary Matthew Malone (2013), and the Commissioner of Elementary and Secondary Education Mitchell Chester (2012).

- Expanded advanced placement program and offerings. Quaboag high school's 2012 advanced placement scores demonstrate one of the highest rates of growth in Massachusetts.
- Negotiated the Massachusetts model for the new teacher evaluation instrument with the Quaboag Education Association ahead of the timelines established by the Massachusetts Department of Elementary and Secondary Education.
- Redesigned staff professional development to incorporate professional learning communities through the implementation of K-12 vertical teams, horizontal instructional study groups, and building based instructional rounds. This research based plan is grounded in the theory of distributed leadership.
- Negotiated a Power Purchase Agreement to bring solar arrays to all schools in the QRSD. Estimated energy saving to the QRSD exceeds 1 million dollars over the next twenty years. In addition to saving money and going green, Quaboag is creating renewable energy curriculum aligned with the Common Core.
- Presented at the 2012 National Joint Labor/Management Conference to show others positive gains in joint labor/management relations. The relationship between the school committee and the union has greatly improved under my leadership.
- Improved school partnerships to include: Cambridge Innovation Center, Massachusetts Math and Science Initiative, Massachusetts Academy of Sciences, Worcester Polytechnic Institute, Massachusetts Life Sciences Center, Boston Museum of Science, Massachusetts Biotechnology Education Foundation, Ecotarium, and Quinsigamond Community College.
- Established a reputation as an extremely competent Superintendent reflected in near perfect evaluation scores from the Quaboag School Committee.
- Developed financially sound, responsible budgets allowing the Quaboag Regional School District to move forward while securing alternative funding through grants and other initiatives.
- Developed long range and immediate goals to reverse the negative effect of a declining school population for Quaboag resulting in an increase in school choice revenue, expanded opportunities for Quaboag students and a first-class reputation as an innovative school district.
- Initiated a comprehensive safety program in partnership with local law enforcement.
- Hired and retained a high performing administrative team.
- Expanded the athletic program at Quaboag High School to include: varsity and junior varsity football, winter and spring track, and cross country.
- Expanded the music, chorus, and drama programs at Quaboag High School.

PRIOR WORK EXPERIENCE

2004 –2009	Principal Douglas High School, Douglas, MA
2003-2004	Acting Principal Douglas High School, Douglas, MA
2001-2003	Assistant Principal Douglas High School, Douglas, MA
2003-2004	Athletic Director Douglas High School, Douglas, MA
2000-2001	Science Teacher Charlton Middle School, Charlton, MA
1997-2000	Science Teacher Tolland Middle School, Tolland, CT

1996-1997

Graduate Intern

Windsor Locks Middle School, Windsor Locks, CT

RELEVANT EXPERIENCE

2009-Present Quaboag Regional School District Budget Subcommittee
2009-Present Quaboag Regional School District Policy Subcommittee
2009-Present Quaboag Regional School District Building Subcommittee
2009-Present Quaboag Regional School District Personnel Subcommittee
2009-Present Quaboag Regional School District Strategic Planning Committee
2009-Present Quaboag Regional School District Professional Development Committee
2010-Present Quaboag Regional School District Innovation Planning Committee
2005-2008 Douglas Public Schools Strategic Planning Committee
2005-2008 Douglas Public Schools Budget Subcommittee
2005 Douglas Public School Superintendent Search Committee
2001-2008 Douglas Public Schools Professional Development Committee
2001-2008 Douglas High School Council

AWARDS/MEMBERSHIPS/PRESENTATIONS

2009-Present Massachusetts Association Regional Schools (MARS), Board of Directors 2012-2014
2009-Present Massachusetts Association of School Superintendents (MASS), Member
2009-Present Southern Worcester County Superintendents Association, Member
2009-Present Southern Worcester County Education Collaborative, Board of Directors 2009-2014
2009-Present Worcester County Superintendents Association, Member
2010-Present Massachusetts Math and Science Initiative
2001-Present New England Association of Schools and Colleges, member
2013 University of Massachusetts (Amherst) Dissertation Fellowship
2013 MASS Insight Education School Turnaround Group Discussion
2013 USDA's Healthier School Challenge District Award
2013 Massachusetts STEM Summit, Presenter
2012 US News Silver Award (Quaboag High School)
2012 Massachusetts Commendation School (West Brookfield Elementary School)
2012 US DOE/Ford Foundation, National Joint Labor Management Conference, Presenter
2012 STEAM Innovation School (West Brookfield Elementary School)
2012 STEAM Innovation School (Warren Elementary School)
2011 Massachusetts Solar Energy Award for Excellence
2011 US DOE/Ford Foundation, National Joint Labor Management Conference
2011 STEM Innovation School (Quaboag High School)
2011 STEM Innovation School (Quaboag Middle School)
2011 American Association of Administrators College and Career Readiness, Presenter
2001-2009 National Association of Secondary School Principals, Member
2001-2009 Massachusetts Association of Secondary School Administrators, Member
2001-2009 Central Massachusetts Principals Association, President 2007-2008
2007 USMC Tun Tavern Scholarship (Worcester, MA) to pursue Doctorate
2000 Recipient of Promising Practitioner Award, New England League of Middle Schools
2000 Recipient of Connecticut's Celebration of Excellence Teaching Award