

SCOTT S. BRABRAND

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VASS LEADERSHIP EXPERIENCE

President, VASS

2020-2021

Secretary-Treasurer, VASS

2019-2020

Region 4 Secretary-Treasurer

2018-2019

Served as President of VASS during the pandemic.

Accomplishments include:

- Presided over Executive Board meetings and VASS Legal and Annual Conferences
- Provided counsel and advocacy to State Superintendent as a member of the SSLC state cabinet
- Served as co-chair of State Accreditation Committee that recommended the suspension of accreditation in spring of 2021 resulting in VDOE adoption of the recommendations
- Supported change in annual conference format to ensure Superintendent access during the pandemic
- Provided direct input to approval of new VASS Officers and AASA representatives
- Served as VASS Judges Superintendent representative from Region 4 providing input to state-wide discipline policy and code changes

SUPERINTENDENT LEADERSHIP EXPERIENCE

Superintendent, Fairfax County Public Schools

2017-present

Manage the 12th largest school division in the United States with 198 schools and centers. Provide educational leadership for a diverse student population of approximately 180,000 students, of whom 29% are eligible for free and reduced-price meals, 29% receive English for speakers of other languages (ESOL) services, and 14% receive special education services. Provide professional leadership for over 24,000 full-time employees. Manage a budget of \$2.9 billion, with 85% allocated to instructional staff and programs.

Accomplishments include:

- Navigated the pandemic focusing on safety of students and staff and successfully returned 99.5% of students to in-person instruction this year
- Increased graduation rate from 91.38% to 94.60% from 2017 to 2021 with 8.42% increase for economically disadvantaged students and 7.79% for English learners
- Established first ever Chief Equity Office for the division and assigned Equity liaisons to every school and department
- Developed permanent equity changes to student grading with a division wide "no zero" policy
- Facilitated the first fully funded schools budget since 1995 to include \$25 million in additional Capital Improvement Funding (CIP) funding
- Redefined the Strategic Plan Focus for 2018-2020 with refined outcomes, metrics and targeted goals including changes to Thomas Jefferson High School admissions, student discipline reform and universal access to computers
- Expanded support to high needs schools by creating school support teams for each region
- Redesigned the Capital Improvement Program (CIP) format to increase transparency and community support
- Established the division's first ever Ombudsman office to provide an independent confidential resource for students, families and community

members, offering informal help to resolve concerns, problems, complaints, and other student-related issues

- Collaborated with School Board members to rename JEB Stuart High School, Lee High School and Mosby Woods Elementary School
- Streamlined the teacher evaluation process to reduce administrative and teacher workload
- Redesigned the principal selection process to increase diversity in principal pool and provide skill-based assessments to ensure candidate readiness
- Developed an enhanced safety and security plan focused on training, social emotional supports, and enhanced school safety features

Superintendent, Lynchburg City Schools

2012-2017

Provided collaborative leadership for 1,600 employees to assume collective responsibility and accountability for 19 schools and sites which serve over 8,000 students. Developed the new system mission of “Every Child, By Name and By Need, to Graduation” along with a new comprehensive plan tied to performance indicators around Achievement, Behavior and Culture.

Accomplishments include:

- Increased SOL pass rate growth in math by 13.9 points and in reading by nine points
- Increased graduation rates by 11% for economically disadvantaged students, five percent for African American students, and two percent for all students in 2015-2016
- Implemented Positive Behavior Interventions and Supports (PBIS), reducing the truancy of African American students from 34% to 24% and the percentage of African American students receiving a suspension from 21% to 16% from 2014 to 2016
- Increased city funding for city schools for five straight years after five prior years of flat or declining city transfers
- Created the Office of Equity, Engagement and Opportunity and developed the Seven Principles of Equity to guide school and central office decision making
- Oversaw a 20% increase in student breakfast participation in one year, resulting in recognition in Governor's 2017 State of the Commonwealth Address
- Expanded the principal evaluation process by reinstating annual evaluations and direct reporting to the Superintendent as well as providing lesson observation/classroom observation protocols to teachers and principals
- Collaborated with city government for a common health and dental benefit plan that increased benefits, lowered deductibles, and garnered no premium increases

OTHER SCHOOL DIVISION LEADERSHIP EXPERIENCE

Cluster Assistant Superintendent, Fairfax County Public Schools

2009-2012

Provided collaborative leadership for 27 principals and administrators to assume collective responsibility and accountability for 29 schools and sites which served over 22,000 students.

Accomplishments include:

- Increased the number of schools achieving 90% SOL math proficiency for all subgroups from five schools in 2009 to 12 schools in 2011
- Increased number of schools achieving in 80% SOL reading proficiency for all subgroups from 24 schools in 2009 to 25 schools in 2011
- Exited out of state sanctions four of the six Title 1 schools that were in state sanction in 2009 for reading and math
- Developed Cluster strategic plan to increase student academic achievement in every school and site based on implementing professional learning communities
- Selected as “District Shepherd” for Priority Schools Initiative to increase academic achievement in 30 lower performing schools in partnership with UVA's Turnaround Schools Program

- Partnered with African American community group “Together, We are the Answer” to provide targeted outreach to African American parents and create the “Opportunity Neighborhood” initiative to increase school and county collaboration in support of children and their families

Principal, Fairfax County Public Schools

2005-2009

Provided collaborative leadership for 240 employees to assume collective responsibility and accountability for Fairfax High School, a majority-minority school which served over 2,300 students.

Accomplishments include:

- Increased overall SOL test scores in all subjects over three year period
- Eliminated the achievement gap for Hispanic students in Virginia’s English and math SOL tests
- Reduced achievement gap to 10% or less for African American, Limited English Proficient, Economically Disadvantaged and Students with Disabilities in Virginia English and math SOL tests
- Increased AP enrollment by 54% in three years and increased Pre-AP/Honors enrollment by 42%
- Expanded AP Boot Camp from 65 students to 300 students in two years
- Developed a school-wide rewards and remediation program that decreased student failures in SOL classes by 57% in two years
- Enhanced professional learning communities by providing targeted staff development resources as well as providing regular meeting times built within the master schedule
- Developed parent outreach program to provide half-day opportunities for parents to conference with teachers about their students’ instructional progress

Associate Principal, Fairfax County Public Schools

2003-2005

Assisted in overall responsibility and accountability for Lake Braddock Secondary School, which served over 3,800 students.

Accomplishments include:

- Increased Hispanic parent participation in the Parent Teacher Student Association and initiated the annual Hispanic Teacher Appreciation Luncheon as the administrative liaison to the school's Hispanic parents group
- Redesigned the National Honor Society induction process to include the creation of faculty council and student selection rubric
- Managed staffing, staff development and school plan activities
- Provided first ever school-wide staff development day for Advanced Placement teachers with focus on strategies for interdisciplinary projects and increasing minority enrollment
- Authored the application for superintendent’s student achievement targets in SAT scores resulting in the creation of three SAT workshops serving over 60 disadvantaged students
- Authored pyramid wide grant to increase student enrollment in AP and Honors classes for elementary, middle and high school students

Assistant Principal, Fairfax County Public Schools

1999-2003

Assisted in overall responsibility and accountability for Herndon High School, which served a diverse community of over 2,000 students.

Accomplishments include:

- Designed faculty in-services to increase SOL scores using both existing faculty and outside consultant resources
- Created a new business partnership with Hyatt Dulles featuring free meals for honor roll students, job shadowing, and special packages for Teacher of the Quarter

- Supervised and evaluated the English Department, Special Education Department, Science Department, Fine Arts Department, Student Government Association, Performing Arts Department, Fine Arts Booster Clubs, Parent Liaison, and Security personnel
- Delivered SR&R program to students and teachers in both Spanish and English

TEACHING EXPERIENCE

Social Studies Teacher, Fairfax County Public Schools**1994-1999**

- Taught regular classes of U.S. Government and self-contained ESL classes of U.S. History and World Studies I
- Redesigned county's U.S./VA Government Program of Studies to align with new state and national standards
- Communicated faculty concerns through service on school's Faculty Advisory Committee and county's Superintendent's Advisory Council
- Mentored new teachers and proposed New Teacher Education Initiative
- Chaired the Academic Subcommittee for the school plan
- Founded the Model UN Club
- Participated in the county's textbook adoption committee

INDUSTRY EXPERIENCE

Assistant Manager, Bell Atlantic**1991-1995**

- Authored Pre-paid Phone Card Business Case
- Developed the strategic pricing structure for toll calling in seven states
- Served as executive assistant to the President of a \$200 million payphone and call completion business
- Performed an efficiency study of 911 database operations resulting in reduced headcount
- Developed strategic plan and authored competitive analysis profiles for executive review
- Coordinated consultant's strategic analysis of the Data Retrieval Market

Group Manager, C&P Telephone of Virginia**1990-1991**

- Trained, supervised and evaluated over 160 operators as part of an eight-person management team
- Trained operators in keyboarding skills and customer relations

AWARDS

Power Partner Superintendent of the Year, Virginia Parent-Teacher Association (PTA)**2019****Region V Superintendent of the Year**, Virginia Association of School Superintendents**2017****Pathfinder's Award**, VAESP**2014****Virginia Star Award**, Virginia Parent Education and Advocacy Center**2008****Top 40 Principals Award for Fairfax County**, American Federation of Teachers**2006**

PRESENTATIONS

"Equity in a Division Strategic Plan: Closing the Gaps"
AASA Annual Conference

2020

"Equity in a Division Strategic Plan: Closing the Gaps"
VSBA Annual Conference

2019

<i>"Fairfax County's Project Momentum: Delivering Equity and Excellence for All Children"</i> AASA Annual Conference	2019
<i>"PBIS: One District's Journey"</i> VSBA Fall Conference	2015, 2016
<i>"Does Your School Need a Little R&R?"</i> NASSP Convention	2009
<i>"Virginia Principals and School Law: Then and Now"</i> VASSP State Convention	2003
<i>"Multidimensional Assessment in Two Alternative Secondary Teacher Preparation Programs"</i> American Association of Colleges for Teacher Education	2002

LANGUAGES

English– native language
Spanish – speak fluently and read/write with high proficiency

MEMBERSHIPS

Board of Directors: Go Virginia – REGION 4
Board of Directors: Northern Virginia Chamber of Commerce
Former Board of Directors: Genesys Works
Honorary Board Member: Northern Virginia Technology Council
Honorary Member: City of Fairfax Rotary Club

EDUCATION

Virginia Polytechnic Institute and State University Doctor of Education in Educational Administration Dissertation: "Virginia Principals and School Law"	2003
Virginia Polytechnic Institute and State University Education Specialist: Certificate in Administration	2000
George Washington University Master of Education Special Education Certification in Social Studies	1997
Georgetown University Bachelor of Science Foreign Service Concentration in International Economics	1990