

Benjamin R. Kirby, Ed.S.

Improving Performance • Building Relationships • Inspiring Systemic Change

EXPERIENCED EDUCATOR

...dedicated to empowering adults and students to succeed while inspiring them to be lifelong learners

I am a servant leader, highly motivated, and licensed educator with a Specialist Degree coupled with 26 years of administrative experience leading staff and students, securing resources, and implementing effective programs.

Professional Highlights

- **Instructional Leadership** - Believes in focused, intentional efforts that are supported by research and data.
 - **Empowers Others** - Works collaboratively with parents, teachers, and staff to resolve conflicts and garner support for initiatives.
 - **Relationship Builder** - Uses the EXCEL model to strengthen relationships with others.
 - **Inspiring Educator** - Believes that all people can learn and thrive in a learning environment that is safe and supportive of unique talents and abilities.
 - **Community Collaboration** – Believes in working closely with community partners to encourage relationships and strong community alliances.
 - **Organizational Leadership** - Understand all aspects of the departments within a K-12 School District from experiences within the positions or professional learning. Provide leadership while empowering the Leadership Team to be successful and build capacity within the Team.
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PROFESSIONAL EXPERIENCES

LAKE ORION COMMUNITY SCHOOLS

July 2020 – Present

Superintendent Of Schools

- Responsible for all functions of the school district.
- Improved school safety through facility, process, threat assessments, and a safety committee with local first responders.
- Developed a strategic plan including students, staff, and community for the first time in over ten years.
- Provided leadership for principals and department leaders two times per month.
- Collaborated with community leaders by creating a Dragon Community Champions Advisory.
- Created a high school Student Superintendent Advisory to give students a voice.
- Met regularly with Labor Leaders, PTO Officers, maintained office hours at district facilities.
- Established Board of Education meeting changes to improve the culture of the Board room.
- Created changes to the Human Resources Department that have made a positive impact with our employee experiences.
- Added instructional opportunities for students including CTE courses, dual enrollment opportunities, and the ability to earn college credit while in high school.
- STEM education has been added at all elementary schools along with video production.

SOUTH LYON COMMUNITY SCHOOLS

January 2018 – July 2020

Assistant Superintendent for Administrative Services

- Responsible for all aspects of Human Resources and Public Relations in a District with over 8700 students and approximately 870 employees. Created a culture of customer service for current and new employees.
- Oversight of the Transportation and Athletic Departments.
- Supervise and evaluate building principals as well as the benefits and personnel office employees.
- Facilitate Policy Committee, FOIA requests, FERPA requests, media requests, district communication, as well as Title IX and website accessibility compliance.

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- Member of the Security Administration Team, Curriculum and Communications Committee, and Administrative Committee for Enrollment.

Accomplishments

- Led the District through the COVID-19 Pandemic including the ongoing Return to School Committees.
- Developed a focus on learning and relationships with building and district administrators.
- Provided leadership and communication for the August 4, 2020, bond proposal.
- Assisted with the implementation of a credit recovery pilot program at both high schools.
- Organized ALICE safety training as part of a collaborative team.
- Successfully negotiated contracts with the Teamsters, MESPA, SLEA, and SLAA.
- Implemented learning opportunities in principal meetings to support learning with contracts and laws.
- Provided educational opportunities regarding health insurance and retirement services for employees.
- Implemented changes in the transportation department to increase efficiency and communication.
- Provided a quarterly newsletter to celebrate accomplishments and inform our families of events.
- Provided leadership to revise and adopt new board policies and administrative regulations.
- Support administrative growth through mentoring and problem-solving building challenges.
- Past President of the Oakland Area School Personnel Administrators.
- Facilitated team building activities for the Administration Building Staff.
- Transitioned to an improved applicant tracking system and streamlined the paperwork for hiring.

IONIA PUBLIC SCHOOLS, Ionia, MI

July 2007 – January 2018

Associate Superintendent

- Responsible for Human Resources, including negotiations (Collaborative and Traditional).
- Planned and organized professional development and SCECHs for the District.
- Responsible for the implementation and revisions of district school improvement and curriculum.
- Responsible for the completion of compliance reporting, including Title I, Title IV, Civil Rights, FOIA, and most other reports.
- Crisis Response and Critical Incident Coordinator.
- Evaluated building principals and the curriculum director while developing professional development to strengthen the Professional Learning Community.
- Handled parent, staff, and community communication, including appeals.
- Administer building placements for all students through the registration process, including “Kindergarten Round-up.”
- Work as a liaison for discipline, expulsions, transportation, 504s, and truancy issues in the District.

Accomplishments

- Improved the efficiency of the Human Resource Department through technology and collaboration.
- Contributed to an increase in core instructional time through time studies and data usage.
- Facilitated committee meetings with board members, teachers, administrators, and community members.
- Successfully implemented teacher and administrator evaluations in the District. Ensured ongoing support of the implementation through training in the evaluation tools and Pivot.
- Led the entire District through Capturing Kids’ Hearts, Coaching Greatness, and Leadership Blueprint training while implementing the Teen Leadership Curriculum in the middle school.
- Created and distributed a monthly newsletter to employees focused on HR, instruction, and current events.
- Chairperson for the Board of Education Policy Committee.

IONIA HIGH SCHOOL, Ionia, MI

July 2004 – June 2007

Principal

- Responsible for instructional leadership, staff growth, and management of 65 teachers and two assistant principals while reaching Adequate Yearly Progress each year.
- Created support systems for at-risk and first-year students by developing a Closing the Gap Team, Blue Crew Club, adjusting lunch schedules, and locker assignments.
- Transitioned the staff to a Trimester Schedule from a 4x4 Block Schedule to support the MMC and increased Core academic time.
- Made changes to Honors Program and Top 20 Breakfast to improve attendance and prestige.
- Provided leadership as a chairperson in a successful district bond proposal.
- Liaison for MASSP and the Capital Area Athletic Conference.

IONIA MIDDLE SCHOOL, Ionia, MI

Sept 2003 – June 2004

Principal

- Responsible for instructional leadership, staff growth, management, and staff evaluations.
- Expanded the Professional Learning Communities to include Grade Level and Content Level teams.
- Completed reports and maintained compliance with NCLB, Title I, and School Improvement.
- Improved student attendance through mentoring and community partnerships.
- Initiated a Student Advisory Panel consisting of representatives from the student body.

IONIA MIDDLE SCHOOL, Ionia, MI

Sept 1998 – August 2003

Assistant Principal

- Responsible for student safety and management. Implemented safety reporting options for students.
- Created a Student Citizenship program (Block Bucks).
- Initiated and facilitated an Individual Pupil Success committee with a focus on student achievement.

IONIA MIDDLE SCHOOL, Ionia, MI

Sept 1994 – Aug 1998

Teacher (6th grade Math, Science and Language Arts)

CENTRAL MONTCALM MIDDLE SCHOOL, Stanton, MI

Sept 1993 – Aug 1994

Teacher (6th grade Math, Science, and Reading)

COACHING EXPERIENCE

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|-------------------------------------|-------|-------|-----------|
| Varsity Boys Basketball Assistant | Coach | Ionia | 2002-2003 |
| J.V. Boys Basketball Coach | | Ionia | 1993-2002 |
| J.V. Girls Basketball Coach | | Ionia | 1997-1998 |
| Varsity Girls and Boys Tennis Coach | | Ionia | 1994-1996 |

COMMUNITY SERVICE

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| Secure Environmental Services | Superintendent Advisory | July 2022 - Present |
| Juvenile Justice Committee | District Representative | Sept 2000 – May 2004 |
| Ionia Rotary Club | Past President | Sept 2004 – January 2018 |
| M1 Community Credit Union | Committee Volunteer | Nov 2013 – January 2018 |
| Silver Slate Award Winner | Exemplary Volunteerism | March 2018 |

EDUCATION

Ed.S., Educational Leadership, Grand Valley State University - 2008

M.Ed., Educational Leadership, Western Michigan University - 1998

B.A., Elementary Education, Michigan State University (Graduated with Honors) – 1993

SUPERINTENDENT PREPARATION

Michigan Leadership Institute – SUPES Academy (2015)

Michigan Association of Superintendents and Administrators - Horizon Leadership Academy (2018)

ASSOCIATIONS

Michigan Association of Superintendents & Administrators

Oakland County Superintendents Association

CERTIFICATIONS

Elementary Teacher Certification

K-12 Principal Certification

Central Office Certification