

Ducarmel S. Augustin, Ph.D.

EDUCATION:

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| ▪ Leadership Florida – Education Class 9, Gold Coast Region Participant | 2024-Present |
| ▪ School Educational Leadership Enhancement Committee Task Force (SELECT), FDOE | 2020-2023 |
| ▪ FAU University Principal Preparation Initiative Steering Committee | 2022 |
| ▪ Doctor of Philosophy, Florida Atlantic University, Educational Leadership | 2016 |
| ▪ Specialist Degree, Nova Southeastern University, Educational Leadership | 2006 |
| ▪ Master of Science, Eastern University, Multicultural Educational | 2005 |
| ▪ Bachelor of Arts, Villanova University, Communication | 2001 |

Fluent Speaker– Haitian-Creole and French

CURRENT EXPERIENCES:

Broward County Public Schools (BCPS)

Director, Teaching and Learning (Principal Supervisor)

03/2023 – Present

Leader in the nation's 6th largest school district serving over 254,000 students in Pre-K–12 schools, responsible for providing coaching, mentoring, support, and training to leaders in the nine leadership pipeline programs, consisting of aspiring principals and assistant principals, current principals, and district-level administrators.

- Serve on FDOE committee focused on creating the School Leader Evaluation System Model based on the newly adopted Florida Educational Leadership Standards for both Principals and assistant principal
- Support the Regional Superintendent by providing leadership support and guidance to elementary school principals in the Central Region
- Provide leadership to principals during support visits focusing on instructional leadership, progress monitoring data to increase student achievement
- Represent the Regional Superintendent, as designated in matters such as personnel, investigations, and the selection and placement of school-based administrators
- Coached principals during the onboarding and transition process; providing a key focus on building relationships, active listening, and understanding of the successes and potential challenges within the school community
- Communicate with Directors, Teaching and Learning, and various district departments to provide day-to-day operations to guide school-based principals

Florida Atlantic University (FAU)

Adjunct Professor

2017- Present

- Engage and collaborate as an Educational Leadership Professor at Florida Atlantic University teaching for the Principal Rapid Orientation and Preparation in Educational Leadership (PROPEL), a partnership between Broward County Public Schools and Florida Atlantic University
- Current instructor for Instructional Leadership 2 and Internship courses within the PROPEL Program
- Served as an adjunct professor for the IDEAL program designed to meet the needs and aspirations of emerging school leaders who work full-time and provide a synchronous distributed eLearning format. Taught Adult Learning and School Operations courses

Office of Educational Leadership Learning (OELL)

OELL Consultant

2024 – Present

- Facilitate professional learning workshops for Alachua County Public Schools school leaders (principal and assistant principals focused on the Florida Educational Leadership Standards (FELS)
- Engage in regularly scheduled co-planning and supportive meetings with clients (ACPS Leadership Development Team) to produce deliverables listed in the key areas of consulting

OTHER EXPERIENCES:

Principal Coach

Office of Academics Professional Learning and Support

Office of School Performance and Accountability (OSPA)

11/2017 – 03/2023

- Provided coaching, mentoring, guidance, and support to principals and intern principals at the elementary, middle, high, and non-traditional school levels focusing on school culture, professional development, teacher retention, personal growth, and overall student achievement
- Complete the BCPS 2023 Professional Learning Facilitator (PLF) Micro Credentialing focus on identifying consistent and relevant data trends to plan and provide future PD and verify the increase in the effectiveness of current practices and achievement in teaching and learning.
- Lead the current cohort of the Principal Preparation Program (PPP) consisting of assistant principals who were accepted into the one-year program to earn FDOE level II school principal certification
- Co-coordinator for the District Leadership Support Program (DLSP), a one-year program focused on providing coaching and support to newly appointed district leaders through professional development opportunities aligned to the District Strategic Plan
- Designed and facilitated content and coursework for monthly PPP cohort meetings by engaging 24 participants with professional learning aligned to the Florida Principal Leadership Standards (FPLS)
- Provided one-on-one coaching support sessions with PPP participants focused on their growth plan
- Facilitated and participated in the principal hiring process with directors including staff and community conversations, district interviews, and stakeholder panels
- Led one-on-one feedback sessions with potential principal applicants by providing individual feedback to help them reflect on the interview and better prepare for future interviews
- Redesigned the PPP application process to ensure a continued rigorous process designed to select the best aspiring principal applicants
- Communicate with 96 PPP program completers eligible to apply for principal vacancies, ensuring they understood the principal interview process and current instructional experiences that could enhance their learning
- Facilitated Easing-In Process for regional superintendent, director of teaching and learning, principals, and district-level directors focused on the development of a positive working relationship, shared understanding, and two-way communication
- Collaborated with the Professional Learning Team (PLT) comprised of the intern principal, director of teaching and learning, site principal, and mentor principal on a quarterly basis focusing on the FPLS
- Consulted with the Safety, Security, and Emergency Preparedness (SSEP) division to plan and developed professional development for all Campus Security Managers (CSM) to provide strategies for successful engagement with school leadership teams
- Serve as facilitator for Development Dimensions International (DDI) course “High Impact Feedback and Listening” leading current and past aspiring leader groups at the school and district level, resulting in over 200 participants completing the course since 2017
- Facilitated the Coaching Leaders to Attain Student Success (CLASS) training which focused on coaching language and strategies; resulting in over 150 principals and assistant principals becoming credentialed since 2018
- Member of the School Educational Leadership Enhancement Committee Task Force (SELECT) committee, in partnership with FDOE and the Wallace Initiative, focused on improving leadership preparation, professional learning, and policy for school leaders across the state of Florida
- Selected as a Principal Mentor for the Teacher Incentive Fund (TIF), a career continuum role responsible for building a trusting relationship, maintaining confidentiality, providing feedback, and assisting the mentee in various ways
- Serve as a mentor in the PROPEL program to provide leadership through coaching and mentoring to aspiring educators
- Part of the team for Collaborative Visits along with the director, principal, and leadership team providing feedback on the noticing’s/wondering’s and the development of the next steps

Principal, Royal Palm Elementary School

07/2011 – 11/2017

- Instructional leader of a large urban elementary school with a student population of approximately 800 students; demographics included 99% minority, 97% Free and Reduced Lunch, 16% English Language Learners

- Increased school letter grade from a “D” to a “C” in July 2017, as measured by the FDOE
- Increased school grade by one letter grade on the first year that FSA scores included learning gains
- Led the implementation of a federally funded “Sprouting Stem Museum Magnet” resulting in an enrollment increase of approximately 50 of students
- Reviewed specific data points in math instruction leading to an increase of five percent proficiency in mathematics instruction on the 2016 FSA
- Scored among the top half of SES band 1 in the lowest 25th percentile based on the 3rd grade ELA scores (36%)
- Led instructional staff to a shift from the New Generation Sunshine State Standards (NGSSS) to the Florida Standards, focusing on sharing best practices to strengthen instructional delivery
- Implemented research-based proven strategies from the “Cultures Built to Last” book to assist other principals to build capacity with school staff and develop effective structures for Professional Learning Communities (PLC) at the school site
- Selected by cadre director to serve as principal mentor for a newly appointed principal of a focus/priority school
- Mentored and supported various teachers, assistant principals, intern principals, and newly appointed principals to prepare and survive the everyday realities that principals face
- Successfully hired various teachers to shift the instructional momentum, leading to a higher average Instructional Practice Score (IPS) during the 2014-2015 school year with teachers with less than two years of experience
- Hosted Instructional Rounds at the school site focused on working with other school administrative teams, the Office of Talent Development and Learning Science International resulting in a plan focused on classroom observations and providing feedback to improve instruction
- Managed TIF Professional Development (PD) budget of \$1,000 annually per teacher and administrator for Professional Learning in Common Core and Marzano Teaching Framework resulting in an increase in technology components, instructional delivery on the Florida Standards, and overall PD options for teachers that benefited the whole school population

Assistant Principal/Intern Principal, Lauderdale Lakes Middle School

07/2007 – 06/2011

- Increased student achievement on state assessment resulting in a B- school rating for two consecutive years. Served as Acting Principal during the transition from the former principal to the newly appointed principal
- Worked during the summer months to guide the new principal and provide insight while learning to understand the day-to-day aspects of a middle school
- Developed the master schedule based on feedback from the staff, leadership team, and newly appointed principal
- Worked closely under the leadership of a mentor principal to build real experiences on the job
- Named Second in Command working closely with the principal to effectively run school-wide operations that affect the entire organization
- Led the instructional plan within the math department resulting in an increase of the school grades from a “D” to a “B” in two school years
- Worked in collaboration with the International Baccalaureate magnet coach as well as the leadership team and secured International Baccalaureate World School accreditation within the first 3 years of becoming Assistant Principal
- Served as a mentor through the district’s Interim Assistant Principal Program (IAP) for newly appointed assistant principals

Teacher, Margate Middle School

07/2005 – 06/2007

- Taught 8th-grade Mathematics, resulting in 87% learning gains as measured by the FDOE state assessment during the 2007 academic year
- Served as Margate Middle School’s Athletic Director. Creating, implementing, and monitoring school-wide policies and procedures resulting in above 90% of student-athletes remaining academically eligible and maintaining high academic standards during season
- Designed and maintained a database for an athletic program covering student insurance and emergency information for over 175 student-athletes

World Communications Charter School, Philadelphia, PA

09/2002 – 06/2005

- Taught 9th Geometry, 8th Grade Algebra 1, and 7th Grade Pre-Algebra in the three years employed at the school

- Chaired Mathematics Department during the 2003-2004 and 2004-2005 school years, supervising math teachers as well as implementing and monitoring curriculum and instruction

AWARDS AND RECOGNITION:

- Nominated for Assistant Principal of the Year Award
- Selected as Teacher of the Year at Margate Middle
- College Board Springboard Mathematics National Trainer
- Canadian Football League professional football player with the Saskatchewan Roughriders
- National Football League prospect
- Honored as Team captain of the football team at Villanova University
- Earned an NCAA Division I full Athletic Scholarship

References available upon request