

# MICHAEL WARKENTIEN

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mwork001@gmail.com

## OBJECTIVE

To better understand, live, & share highly effective, ethical school leadership to positively impact school communities.

## EXPERIENCE

- Assistant Principal Broward County Public Schools (2012 – Present).
- Behavior Specialist/ High School Department Head/ Math Teacher Ben Gamla Charter School (2011 – 2012).
- Instructional Facilitator Broward County Public Schools (District Math Coach) (2009 – 2011).
- Middle School Math Teacher Broward County Public Schools (2004 – 2009).
- Substitute Teacher Broward County Public Schools (2003 – 2004).

## EDUCATION

- Ph.D. Educational Leadership – Florida Atlantic University 2016
- M.A. Educational Leadership – Florida Atlantic University 2008
- B.S. Business Management – Florida State University 2002

## SKILLS

- Consistent track record of improving student achievement across ALL subgroups and demographics.
- Proficient in Microsoft Suite.
- Mastery of educational applications such as Focus, Basis, EdPlan, Canvas, etc.
- Intermediate Spanish speaking ability.
- Effective communicator during difficult conversations such as Conflict Mediation & Performance Feedback.
- Strong pedagogical and andragogical skills built over a lifetime in the education profession.

## PROFESSIONAL AND ETHICAL NORMS

- Faithfully served and defended the United States in the Marine Corps Reserves being meritoriously promoted to the rank of Corporal, earning a Naval Achievement Medal with a Combat “V” while forward deployed in Iraq (2004-2005), and finishing 6-year enlistment as a Sergeant (E-5).
- Earned an 800+ credit score demonstrating a life-long commitment to being fiscally responsible.
- Continuously earned Highly Effective evaluation ratings as an administrator under multiple leaders.
- Adhere to Broward County School Board Policy in all matters, such as those impacting students and staff privacy, progressive discipline, safety & security protocols, hiring, and other mandates.
- Annually train staff in the Principles of Professional Conduct for the Education Profession in Florida.
- Facilitated Student Expectations assembly multiple times during the school year to help students make positive decisions for their education and engagement in the school community.
- Led multiple initiatives to bring programs on campus such as Latinos In Action and introduced courses such as African American History and AICE Divinity & Biblical Studies to better represent campus diversity.
- Consistently volunteer personal time for school-related activities and events to promote community.
- Established a very strong network of family and friends within the Broward County Public Schools system through the almost 20 years of service.

## VISION & MISSION

- Work collaboratively with the School Advisory Committee to develop the School Improvement Plan and aligning it with departmental plans, goals, and initiatives.

- Partner with Faculty Council to align school vision in developing initiatives, use of planning days, providing a voice to all employees at the school, and creating committees (Professional Development, Student Discipline Plan, etc.).
- Collaborate with the leadership team and teacher leaders to collect, analyze, and present to staff data regarding school and student performance to model data-informed decision making for continuous improvement.
- Continuously recognize individuals and groups working towards improvement goals
- Created systems and practices in alignment with vision and mission such as Response to Intervention teams, Professional Learning Communities, Data Teams, and subject area common planning times.
- Initiated instructional interventions based on student and teacher performance data and needs, such as targeted push-ins and modeling for new and struggling teachers, pull-outs for identified student groups, and tutoring support before, during and after school.

## **SCHOOL OPERATIONS, MANAGEMENT AND SAFETY**

- Worked with multiple school principals as the master scheduler to reduce budget more than \$500,000.
- Collaborated with school principal, fellow assistant principal, and department heads as the master scheduler to offer courses reflective of diverse student interests and needs and equitably assigned to instructional personnel based on experience, skill and previous performance.
- Effectively managed multiple, simultaneous projects, such as high school graduation ceremony and end of year state testing, that required working with school budgets, communicating with all stakeholders, collaborating with district departments and outside vendors, gathering and training proctors & volunteers, setting and meeting deadlines, and holding staff accountable for performance targets.
- Responsible for all campus safety and security, such as training students and staff for crisis events, placing and scheduling security and out of classroom personnel to prevent behavior incidents on campus, collaborating with district departments, local emergency responders, nearby schools, and internal safety team to plan and establish roles, responsibilities, and expectations in the event of emergency situations.
- Created systems to ensure Behavior Threat Assessments and Suicide Risk Assessments were completed in accordance with state and school board policy, such as a training personnel on the use of district created checklists.
- Communicate effectively and continuously with internal and external stakeholders to resolve conflicts, develop relationships, solicit feedback for improvement, and provide pertinent information regarding safety for student success.
- Established positive working relationships with feeder schools and post-secondary organizations to set students up for success as they enter and to properly prepare them as they transition to adulthood.

## **STUDENT LEARNING AND CONTINUOUS SCHOOL IMPROVEMENT**

- Consistent record of improving student achievement across ALL subgroups and demographics.
- Established strong, working professional learning communities with common planning to create rigorous and engaging lesson plans, use district and internal standards-based common formative assessments to monitor teacher performance and student learning, analyze student data using various lenses such as by sub-groups and demographics, and adjust Instructional Focus Calendar according to student achievement data.
- Evaluate and enhance teacher performance using the Florida Educator Accomplished Practices, the Broward Instructional Development and Growth Evaluations System (BrIDGES), and current pedagogical research.
- Provide timely, relevant, and specific coaching, evaluation, and affirmation to teachers, as well as actively listening to teacher feedback, to establish a growth mindset culture and an effective learning organization.
- Monitor execution of rigorous, relevant, and engaging curriculum and activities, in addition to continuous progress monitoring of students by teachers, with teacher data chats, classroom observations, and meetings.
- Regularly lead departmental meetings to reinforce agreed upon SMART goals and objectives in the School Improvement Plan, communicate present level of student performance using leading data points, and create plans for upcoming assessments based on student needs.
- Schedule and oversee Edmentum credit recovery lab providing students access to course recovery during the school day with highly qualified staff.

## **LEARNING ENVIRONMENT**

- Established mutually beneficial relationships with external organizations, such as Chik-Fil-A and Falcon Foundation to recognize student achievement in academics, attendance, positive behavior, and extra-curriculars.
- Worked with students and families to address behavioral concerns by assigning appropriate consequences and addressing underlying issues/functions of behavior with the use of the Broward County Discipline Matrix, mentoring, Response to Intervention Team, and with assistance of support staff members such as Behavior Specialist, Family Counselor, Literacy and Math Coaches, and School Counselors.
- Promoted a culture of success by organizing teacher-led student data chats, family informational nights, Dual Enrollment events, college visits and fairs, career fairs and visits from military branches and local businesses.
- Was the school site lead during the COVID shutdown and return to school requiring constant coordination with district departments, training staff and informing community on constantly evolving protocols, tracking, documenting, and communicating with all reported cases to ensure a safe environment; all the while adhering to HIPPA and FERPA laws.
- Initiated the “Falcon Cup” competition and other team building exercises to support school culture and morale.

## **RECRUITMENT AND PROFESSIONAL LEARNING**

- Successful track record of hiring highly qualified and diverse faculty and staff that impact student achievement.
- Coordinated and led both the New Educator Support System (NESS) and Teacher Induction for Effectiveness and Retention (TIER) to retain most new educators to the school.
- Support new teachers with frequent communication and feedback, providing them time and resources to acclimate to school before putting them with students, and connecting them to internal and external classroom and content area experts.
- Earned a Doctor of Philosophy in Educational Leadership from Florida Atlantic University.
- Facilitated Instructional Rounds with leadership team and department heads to identify instructional needs and plan for ongoing professional development.
- Led the intensive district technology migration at the school level from multiple platforms to FOCUS to include providing staff, students, and families training and resources to ensure a smooth transition.
- Worked directly with new Math Coach to develop their abilities to provide teachers with resources and support, create push-in/pull-out schedules, find, collect, analyze and act on student achievement data, facilitate Professional Learning Communities, diagnose teacher performance and provide support, and create a network with other math coaches and department heads.

## **BUILDING LEADERSHIP EXPERTISE**

- Serve as second in command and principal designee in the absence of the principal.
- Identified and informally coached teachers to pursue leadership opportunities outside of the classroom and delegated tasks and responsibilities to grow their experience.
- Served as a new assistant principal mentor with the Office of Leadership Development every year since 2019.
- Current Adjunct Faculty member at Florida Atlantic University teaching a variety of courses to include Instructional Leadership and School Operations in the Inclusive Development of Educational Administrators and Leaders (IDEAL) Program for students seeking a Master’s Degree in Educational Leadership.
- Maintain meaningful relationships and recognized as a valuable source of technical, professional, and moral support.

## **MEANINGFUL PARENT, FAMILY AND COMMUNITY ENGAGEMENT**

- Model regular, effective, and efficient communication with ALL stakeholders through active listening, clear and professional language, rapid response times to inquiries and concerns, and relationship building with care and empathy.
- Trained clerical staff on best practices in customer service and support significantly decreasing reported complaints.

- Highly visible, present, and known leader on campus, having an individual connection with a large majority of students, parents, and other members of the community.
- Effective use of mass communication to include ParentLink, Remind, FOCUS, and other platforms to provide school families with individualized information, such as student schedule, testing information, etc., in their home language across multiple modes of communication including text, phone, email, and SMS.
- Worked with principal to promote the school within the community by attending external events as a school representative and with the use of school website, social media, and other platforms to recognize school, group, and individual accomplishments.