

RESUME OF ALFRED S. MOORE

EDUCATIONAL BACKGROUND

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| • Doctoral Candidate in Administration | Claremont Graduate School | 1984-1985 |
| • M.A. in Educational Administration | Calif. State University, L.A. | 1958-1960 |
| • B.A. in Psychology | University of Southern Calif. | 1949-1953 |
| • A.A. in Music | Los Angeles City College | 1947-1949 |

CAREER SUMMARY

- My professional experiences reflect a high level of proficiency in instructional leadership, program development and administration in the following assignments: Assistant Superintendent, Region Superintendent, Principal, Assistant Principal, Director, Supervisor, Administrative Consultant, Management Training Facilitator, Consultant, Writer, Speaker, Researcher, Professional Organization President, College Instructor and Demonstration/Training Teacher.

ADMINISTRATIVE CREDENTIALS

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| • General Administration | Life Diploma - C620700 | 1960 |
| • Elementary Administration | Life Diploma - C620700 | 1958 |
| • General Secondary | Life Diploma - C620700 | 1959 |
| • General Elementary | Life Diploma - C620700 | 1955 |
| • Adult Education | Credential - C620700 | 1962 |
| • Educable Mentally Retarded | Credential - C620700 | 1958 |

PROFESSIONAL HISTORY

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| • <u>Assistant Superintendent</u> | Office of the Deputy Superintendent | Sidney Thompson | 1990-1991 |
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- Directed by the LAUSD Board of Trustees to organize a community-wide HIV/AIDS Education Task Force of 100 persons, staff, students and organizations to review the Health Education policies, programs, curriculum and instructional practices to prevent the spread of sexually-transmitted diseases (STD's) and teenage pregnancy

reduction. Three task force subcommittees developed a 100 page report of 12 policy recommendations adopted and implemented by the LAUSD Board of Education for its 75 senior high schools and 132 middle/junior high schools on November 30, 1991.

(Goldberg/Horton Resolution of October 17, 1990.)

- Directed by the Superintendent of Schools to organize a district-wide School Safety and Security Task Force to review State and District-mandated school safety and prevention programs, curriculum, instructional practices, policies, violence reduction, and weapons control. Three task force subcommittees met for 13 months and presented a 120 page report of 36 recommendations to improve and restructure school safety plans, curriculum, instructional practices, violence reduction and weapons control. The Board adopted the report for further review of policy changes, because of the financial needs impacted by a one billion dollar reduction in state revenues. (Korenstein Resolution of September 1990.)
- Directed by the Superintendent to research and develop a written analysis of local, county, state and national parental choice programs implemented to restructure and reform public schools. This in-depth study was presented and processed by the seven board trustees for a review for policy development.
- Directed by the L. A. Board of Education to facilitate the implementation of the C-LERN school restructuring process in 15 elementary schools to improve instruction and student achievement in three community districts of the LAUSD. Phase One of the implementation process was completed in the school year of 1990-1991. Phase Two was implemented in the school year of 1991-1992. (Walters Resolution of 1990.)
- Directed by the LAUSD Board of Education to research and develop the LAUSD Employee's Scholarship Fund and/or Foundation utilizing the payroll deduction process and external donations to provide annual scholarships for students at 75 plus senior high schools. The Scholarship Fund was adopted by the Board for implementation for the 1991-1992 school year. (Goldberg Resolution of September 1990.)

- Assistant Superintendent School Support Services Sidney 1989 - 1990
Office of School Operations Thompson

Supervised five operating units, offices and branches that provided school support services for 648 elementary and secondary schools and centers. These support units provided the following services for 610,000 students: Student Attendance and Adjustment Services (211 employees), Student Guidance Services (506 employees), School Health Services (656 employees), Student Auxiliary Services (745 employees), and Dropout Prevention Recovery Services (143 employees). Coordinated the School Safety and Security Task Force and the HIV/AIDS Education Task Force. Established Student Scholarship Fund and Health Services Foundation.

- Assistant Superintendent Educational Planning Paul M. 1988 - 1989
and Research Possemato

Organized and implemented the research and development function to provide central office staff and board members with current and past research information for planning, policy decisions, operational and instructional procedures for all district staff, students and parents. Products: School-Based Management, Schools of Choice, Decentralization Models, Increasing Minority College Enrollment, African American Language Development Program, NAACP Desegregation Court Case, CORE Team Improving Black Student Achievement Proposal, Year Round Schools Model, School Reform Impact On Minority Students, The Condition Of Elementary and Secondary Education 1988: A Summary, St. Louis School System Visitation Team Report.

- Assistant Superintendent Policy Implementation/ Paul M. 1987 - 1988
Evaluation Unit Possemato

Conducted and reviewed local and national research studies and projects related to the function of the Policy Implementation and Evaluation Unit and subordinate branches. Also developed strategies for implementation of significant research into staff and management training projects for teachers and administrators at the school site and region/division level.

- Region Superintendent Administrative Sidney 1985 - 1987
Region D Thompson

Directed and coordinated all Los Angeles Unified School District programs for 80 Region D schools: 68 elementary schools, 12 junior high schools with a student enrollment of 55,859; 2,440 teachers, 1,109 instructional aides, 128 administrators and 1,458 classified employees. Designed administrative strategies to carry out board policies and evaluated the quality of the instructional program and the performance of region administrators and provided guidance, leadership and direction to staff, students and others involved in the education programs of the Administrative Region D schools.

- Administrative Consultant Policy Implementation/ Dan Issacs 1985
Evaluation Unit

Provided monitoring process and visitations to 53 elementary and secondary schools to review the quality of implementation of the Los Angeles Unified School District Basic Activities/Goals programs mandated by the Board. Assisted in providing supervision and guidance for the Los Angeles Unified School District Mentor Teacher Program serving 889 Mentor Teachers.

| <u>Administrative Experiences</u> | <u>Office/Region/School</u> | <u>Supervisor</u> | <u>Dates</u> |
|-----------------------------------|---|-------------------|--------------|
| • Principal | 95th Street PREP | Phillip Jordan | 1980 - 1984 |
| • Director | PUSH-Excel | Jesse Jackson | 1979 - 1980 |
| • Administrative Consultant | Staff Development Branch | Robert DeVries | 1977 - 1979 |
| • Principal | Hooper Avenue School | Sidney Brickman | 1969 - 1977 |
| • Assistant Principal | Martin Luther King | John Lingel | 1968 - 1969 |
| • Acting Assistant Principal | McKinley Avenue School | Ernestine Manatt | 1959 - 1960 |
| • Supervisor | Office of Urban Affairs Central Offices | Sam Hammerman | 1968 |
| • Specialist | Community Relations | Josie Bain | 1967 |
| • Director | UCLA Student Leadership Programs | William Elkins | 1969 - 1972 |
| • Co-Director | Urban Administration Project | William Bailey | 1969 |
| • Training Consultant | Rockwell International | Robert Holbrook | 1971 - 1976 |
| • Counselor | Jefferson Adult School | Calvin Dellefield | 1965 - 1966 |

Teaching Experiences

- Mentor Principal Region C Steering Committee Phillip Jordan 1980 - 1984
I.A. Team One/Four
- Facilitator/Trainer Staff Development Branch Robert DeVries 1977 - 1978
- College Instructor Occidental, Pepperdine, William Bailey 1968 - 1978
CSULA, Mt. St. Mary's
- In-Service Training Teacher L.A. Unified Schools James Taylor 1973 - 1977

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| • Adult Education Teacher | Jefferson Adult School | Calvin Dellefield | 1964 - 1966 |
| • Training Teacher | Nora Sterry School | Wilfred Warren | 1964 - 1965 |
| • Demonstration Teacher | 36th Street School | Robert Smith | 1963 - 1964 |
| • Reading Improvement Teacher | 79th Street School | Alta Ruth | 1962 - 1963 |
| • Special Education Teacher | 79th Street School | Alta Ruth | 1961 - 1962 |
| • Teacher, Grades 1 - 6 | 79th Street School | Wendell Gist | 1955 - 1961 |
| • Aircraft Communications Teacher | MATS, Hickam AFB | Colonel James | 1950 - 1951 |

ACCOMPLISHMENTS/ACHIEVEMENTS

I have demonstrated an ability in creating, managing and directing successful educational programs as evidence by the following achievements:

Instructional Achievements

- Implemented the Effective Schools Process in Administrative Region D in 68 elementary schools and 12 junior high schools resulting in a two year improvement in SES/CAP/CTBS test scores.
- Designed/implemented Region C Elementary Preparatory School Project resulting in a five-year improvement in SES/CAP/CTBS test data.
- Co-designed/facilitated Region C Instructional Assistance Team/Quality Assurance management training project resulting in a five-year improvement in SES/CAP/CTBS test data.
- Designed and constructed 30 "Classrooms Without Walls" open classroom program in a new \$2.7 million three-story building at Hooper Avenue School. Test scores also improved.
- Designed and implemented the Student Leadership Programs for Teen Post, Inc. at UCLA and Claremont Colleges for gang leadership cadres to prevent summer riots in Latino and Black communities.
- Directed the PUSH-Excel Program in nine secondary schools to improve academic performance, attendance and civic responsibility with student contracts.

Management Training

- Designed an Effective Classroom Practices training program proposal for Region/Division DIs, Principals, Mentor Teachers, Instructional Advisors and classroom teachers based on the Los Angeles Unified School District three year research study of Chapter 1 schools.
- Organized and trained 9 Instructional Leadership Teams of principals and teachers in 80 Region D schools to participate in collegial and/or shared instructional decision-making process to implement the Effective Schools Program.
- Provided management training and staff development workshops for 231 administrators in Los Angeles Unified School District Regions A, B, C and D; and 170 CUSD central office/school site administrators for a training period of two years to implement court-ordered desegregation plans.
- Developed and taught 32 School Management, Cultural Awareness and Affirmative Action courses at UCLA, CSULA, Mt. St. Marys, USC, Calif Lutheran and Occidental Colleges
- Provided training in organizational development for managers and staff of Rockwell International, CACE, Strategic Air Force Command, San Diego and Sacramento Police/Sheriff's Departments, CUSD, Avanti Films, ITPD, Campfire

Girls, PUSH-Excel, UCLA Urban Affairs Institute, System Development Corporation, Department of Corrections, Probation Department, etc.

Organizational Development

- Designed and implemented the Community Relations Program resulting in the creation and organization of 31 School Advisory Councils in Los Angeles Unified School District Administrative Regions B, C and D.
- Co-founded three professional educational organizations: LAABSE, BEI and CAABSE to meet the needs of African American educators.

Publications/Research

- Developed and published Handbook For Elementary Teachers (178 pp.) and Handbook For Secondary Teachers (194 pp.) for the new teachers of Administrative Region D.
- Author and co-author of Adult Skill Texts, Silver Burdette; Values Clarification Teachers Lesson Plan Book, Los Angeles Unified School District; and Children's College Proposal, COBA.
- Researched and wrote the COBA Desegregation Plan presented to the Los Angeles Unified School District Board of Education as a 'friend of court' brief to Judge Egly in the 1977 Crawford case.
- Developed twelve Critical Incidents training instruments for participants in the CSLA Administrator Training Center. (1987-1988)
- Developed an Effective Schools Planning Instrument for the Western Regional Conference on Educating Black Children. (1988)
- Designed the National Black Training Institute for community organization models in urban communities. (IFCO of the National Council Of Churches and the Mott Foundation, 1972)

Awards/Honors

- During my administration of Administrative Region D, three junior high schools (Audubon, Palms, Burroughs); and one elementary school (Melrose Avenue) and one magnet school (L.A./Pasteur CES) won the California Distinguished School Award for improvement. Two junior high schools (Audubon, Palms) won the U.S. Department of Education Distinguished Schools Award.
- As Principal of 95th Street Preparatory School, our staff won seven Exemplary School Awards from the California Achievement Council, L.A. County Education Office, L.A. Chamber of Commerce, Urban League, County Board of Supervisors, Los Angeles Unified School District, COBA and NAACP.
- Presented the Martin Luther King Achievement Award for innovative educational programs presented by Mrs. Coretta Scott King at Hooper Avenue School.
- Library named in my honor for facilitating the construction of a \$2.7 million building at Hooper Avenue School for implementing the successful 'Classroom Without Walls' project.
- Presented the CACE Excellence Award for facilitating improved student achievement in Chapter One Compensatory Education programs at Hooper Avenue School with consistent high MAR/PQR team ratings for three consecutive years.
- Presented the Exceptional Leadership Award for developing outstanding projects and organizing professional and parent organizations. Presented by the Brotherhood Crusade.
- Nominated for the L.A. Chamber of Commerce "Principal of the Year" award in 1983 from Los Angeles Unified School District's Administrative Region C.
- Voted the 1984 Diane Watson Award for Instructional Leadership by secret ballot of 400 administrators of the Council of Black Administrators.

- Presented with the Outstanding Instructor Award at the Law Enforcement Training Academy of the Sacramento Police and Sheriff's Departments.

DISTRICT-WIDE COMMITTEE ASSIGNMENTS

I have participated on central office and regional office committees to formulate operational policy and implementation procedures that impact upon classroom, school, region and district management.

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| • District-Wide Library Committee | 1987 - 1988 |
| • Region C Steering Committee, Los Angeles Unified School District | 1979 - 1984 |
| • Desegregation Analysis Committee, COBA | 1977 - 1978 |
| • Desegregation Task Force, Los Angeles Unified School District | 1976 - 1977 |
| • Revenue Limit Election Office (5 months), Los Angeles Unified School District | 1975 |
| • Superintendent's Administrative Advisory Committee, Los Angeles Unified School District | 1975 |
| • Joint AESA-LASSA Committee, Los Angeles Unified School District | 1974 |
| • Superintendent's Goals Committee, Los Angeles Unified School District | 1972 |
| • District Cafeteria Committee, Los Angeles Unified School District | 1972 |
| • PWT Integration Task Force (Six Weeks), Los Angeles Unified School District | 1972 |
| • AESA Classified Committee, Los Angeles Unified School District | 1971 |
| • Black Education Commission, Los Angeles Unified School District | 1968 - 1971 |
| • Chapter One ESEA Principals' Advisory Committee, Los Angeles Unified School District | 1970 |
| • Ethnic Research Center Committee, Los Angeles Unified School District | 1970 |
| • Educational Development Committee, Los Angeles Unified School District | 1970 |
| • Zone B Parent Conference Committee, Los Angeles Unified School District | 1968 |

PROFESSIONAL ORGANIZATIONS

I have been a member, officer or founder of the following professional and educational organizations:

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| • Association of Administrators of Los Angeles | • Council Of Black Administrators | 1969 - 1993 |
| • Association of California School Administrators | • National Education Association | |
| • Phi Delta Kappa | • L. A. Teachers' Association | |
| • Los Angeles Alliance of Black School Educators | • Black Educators Incorporated | 1955 - 1968 |
| • Association of Elementary Administrators | • California Teachers Association | |
| • Association of School Curriculum Development | | |
| • California Association of Compensatory Education | • United Teachers of Los Angeles | 1955 - 1980 |
| • California Alliance of Black School Educators | • National Alliance of Black School Educators | |
| • African American Alliance of School Educators | | |
| • Chairperson of Mayor Bradley's South Central Revitalization Task Force Education Subcommittee | | 1989 - 1990 |

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| • Chairperson of Fremont Education Consortium (16 schools/15 agencies) | 1979 - 1982 |
| • President of Council Of Black Administrators | 1971 - 1978 |
| • Chairperson of Metropolitan NAACP Education Research Committee | 1976 - 1977 |
| • Vice President/Co-Founder of L.A. Alliance of Black School Educators | 1979 - 1980 |
| • Vice President of Chapter One ESEA Principals' Association (55 schools) | 1971 - 1972 |
| • Chairperson of Jefferson Complex, Zone B (25 schools) | 1970 - 1971 |

COMMUNITY ACTIVITIES

My participation in a wide range of community activities is illustrated in a partial listing below:

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| • Member of Board of Directors of the Neighborhood Participation Project | 1980 - 1984 |
| • Research Analyst of the Black Leadership Coalition | 1975 - 1978 |
| • Member of Board of Directors of the Brotherhood Crusade | 1973 - 1978 |
| • Member of Board of Directors of the South Central Planning Council | 1973 - 1978 |
| • Vice President of the Black Lay Catholic Caucus | 1973 - 1974 |
| • Member of Board of Directors of the Advance Foundation | 1971 - 1972 |
| • Member of Board of Directors of Child Advocacy Institute | 1971 - 1972 |
| • Vice President of the Institute for Training and Program Development | 1967 - 1971 |
| • Vice President of the Avalon Credit Union | 1966 - 1970 |

