

Nicole M. Anderson

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EDUCATIONAL BACKGROUND

Degrees

B.A., Business Administration/minor in Spanish, Oregon State University

M.A., Educational Leadership, Sonoma State University, pending completion

Credentials

Preliminary Single Subject Teaching Credential in Business, National University

Administrative Services Credential, Sonoma State University

EDUCATIONAL EMPLOYMENT

Independent Contractor/Business Owner:

Nicole Anderson Consulting, Bethel Educational Solutions, Equity Now and Associates, 2016-current

Educational Consultant:

Generation Ready, Epoch Education, Footsteps to Brilliance, McPherson and Jacobson Executive Recruitment and Development, 2018-current

Educational Leadership Support:

Diversity and Equal Access Executive, Association of California School Administrators, Sacramento, Ca. 2014-2018

Higher Education:

Adjunct Professor, Touro University, Vallejo, Ca. 2009-present

Administration:

Substitute Administrator, Vallejo City Unified School District, 2018-current

Principal, Highland Elementary School, Vallejo City Unified School District, 2011-2014

Vice Principal, Vallejo High School/Vallejo City Unified School District, 2009-2011

Assistant Principal/Dean, Vallejo High School/Vallejo City Unified School District, 2004-2009

Summer School Principal, Jesse Bethel High School/Vallejo City Unified School District 2004

Classroom Teaching:

Computer Applications Teacher, Jesse Bethel High School/Vallejo City Unified School District, 2004

Student Activities Director, Jesse Bethel High School/ Vallejo City Unified School District, 2000-2004

Leadership Teacher, Jesse Bethel High School/ Vallejo City Unified School District, 2000-2004

Spanish I Teacher, Jesse Bethel High School/ Vallejo City Unified School District, 1998-2004

Athletic Coaching:

Girls' Varsity Head Basketball Coach, Jesse Bethel High School/ Vallejo City Unified School District, 1998-2004

AAU Youth Basketball Assistant Coach, Vallejo, Ca. 2013-2017

Excel in Basketball Summer Coach, Concord, Ca. 1993-2005

CURRENT PROFESSIONAL ACTIVITIES (February 2018-present)

- Provide services around educational leadership development in numerous areas including but not limited to keynote speaker, workshop facilitator, professional development planning, instructional leadership (Literacy, Math, Cultural Proficiency) mentoring, executive and site principal coaching, career advancement support, leadership development, organizational strategic planning, equity/diversity content development, student advocacy, networking alliance facilitation, educational research, co-author, and brief writer
- Provide content expertise in the following areas and related activities : equity leadership, cultural proficiency, improvement science, organizational change, equity walks/site visits, equity networks, executive coaching, site/district administrator training
- Facilitate professional learning networks focused on equity for the Association of California School Administrators and the California School Boards Association
- Provide content, research, and expertise to develop educational equity briefs for the California School Boards Association
- Develop content and curriculum for various professional development programs and organizations
- Collaborate with national organizations and partners to develop equity leadership programs and services (i.e. NABSE, NASS, Generation Ready, Community Responsive Educators)
- Collaborate with higher education and research based experts in the development of certification programs and publications of best practices. (i.e. Stanford, USC, and Brandman)
- Provide professional support through presentations, workshops, coaching in districts, counties, regions, state, and national venues.

PAST PROFESSIONAL ACTIVITIES (2014-2017)

- Supported school administrators through the equity institute model with understanding and adapting specific strategies that advance diversity, inclusion and equity. Specifically, provided guidance to align equity and LCFF/LCAP implementation strategies to shift resources, programs, and practice to meet the needs of students who were historically underserved in the school system. Provided a continuous improvement model to include phase of awareness, strategies, action planning and metrics for sustainability of equitable outcomes for all students.
- Served as a thought leader, ambassador and advocate on behalf of the Association of California School Administrators and the California Equity Leadership Alliance with regard to their efforts around diversity, inclusion and equity in education.
- Identified, developed and fostered relationships among various external constituencies and partners (ex. CAAASA, CALSA, West Ed, Ed Trust West, PTA, CCSESA, CASBO, CSBA, CLEAR, CDE, CCEE) for the purpose of improving existing collaborative efforts with the goal of better serving ACSA members in the area of equity leadership.
- Collaborated with the Director of Member Services and Director of Educational Services to create measurable annual goals for diversity and equity initiatives, assessing progress and benchmarking ACSA initiatives against evolving best practices and research.
- Collaborated with the Director of Member Services and Director of Educational Services to develop and support programming, networks and other services that improve recruitment and retention efforts for members of color and other targeted populations.
- Developed equity project services and products to support equity leadership capacity (i.e. equity toolkit, online courses, institutes, academies, workshops, coaching, mentoring, and more)
- Developed and collaborated with equity research team to conduct case studies and research on the effectiveness of professional development that focuses on building capacity of educators as evident in closure of educational gaps.
- Collaborated with legislative advocates to work directly with local, state, and national legislators on educational policy matters that impact equitable outcomes for students.
- Sought and obtained funding for the ACSA equity project through sponsorships, grants, and revenue sharing including the CCEE grant for the equity professional learning network

NOTABLE ACCOMPLISHMENTS/ORGANIZATIONS

- Recipient of Full Athletic Scholarship to Oregon State University (Basketball)
- Active parent participant on school district committees (LCAP, School Site Council, Facilities Planning, PBIS, PTA, Benicia Educational Foundation)
- ACSA Equity Committee Chair, 2012-2014
- Featured Speaker at numerous educational engagements including CAFE Conference 2019
- Advisory Board Member, Garvey Allen Visual and Performing Arts Academy (2018-present)
- Excellence in Keynote Speaking Award, Rialto Unified School District (2018)
- Featured author in several ACSA Ed Cal Newsletter and Leadership Magazine publications
- Featured presenter at numerous district, region, state, and national events
- CA State Leader representative on ACSA Legislative Advocacy Trip to Washington D.C. (2013)
- Coordinator of California Equity Leadership Alliance
- Multiple site awards as Principal in VCUSD

NOTABLE PRESENTATIONS/PROFESSIONAL SERVICES DELIVERED

- National Alliance Of Black School Educators
- California School Boards Association
- California Association Of African American Superintendents And Administrators
- California Association Of Latino Superintendents And Administrators
- National Association Of School Superintendents
- University Of Redlands
- California State University, San Bernardino
- San Diego County Office Of Education
- Stockton Unified School District
- Yuba College
- Shasta College
- Rialto Unified School District
- Moreno Valley Unified School District
- ABC Unified School District
- Humboldt County Office Of Education
- Solano County Office Of Education
- San Bernardino County Office Of Education
- Santa Clara County Office Of Education
- San Luis Obispo County Office Of Education
- Del Norte County School District
- Fall River Unified School District
- Fresno Unified School District
- Napa Valley Unified School District
- Evergreen Unified School District
- Riverbank Unified School District
- Pittsburg Unified School District
- Museum Of Tolerance
- Center For Leadership Equity And Research
- Corwin
- Riverside Coe Excellence Through Education Conference
- California Parent Teacher Association
- California Association Of School Counselors
- California Department Of Education
- Curriculum And Instruction Steering Committee
- EQ Schools

REFERENCES

Professional

Dr. Wes Smith, Executive Director, Association of California School Administrators (ACSA)
(408) 500-9024 (cell)

Tom Armelino, Executive Director, California Collaborative for Educational Excellence
(CCEE) (530) 510-1769

Dr. Paul Gothold, Superintendent, San Diego County Office of Education
(323) 440-7568

Dr. Randall Lindsey, Cultural Proficiency Author/Emeritus Professor, California State University Los Angeles
(714) 309-9605 (cell)

Dr. David Verdugo, Executive Director, California Association of Latino Superintendents and Administrators/Leadership
and Associates Superintendent Search Firm Consultant
(562) 810-6249

Teri Vigil, School Board Member, Fall River Joint USD/McPherson and Jacobson Superintendent Search Firm Consultant
(530) 227-0668 (cell)

Personal

Joe Jones, Retired Administrator/ Retired Assistant Executive Director, Association of California School
Administrators/Director, Willie B. Adkins Scholar Program
(916) 217-2272 (cell)

Tony Gross/Retired Principal-District Director/ACSA Mentor
(707) 567-5708 (cell), (707) 644-7944 (home)

William Spalding/Superintendent (Dos Palo-Mira Loma School District)
(530) 601-6200 (cell)

Community

Charles Young, Superintendent, Benicia Unified School District
(707) 333-5114 (cell)

Kevin Y. Brown, Former Vallejo City Unified School District Student/Educational Consultant, Legacy Thinking Labs
(707) 712-3180 (cell)

Arnold "Mac" McKenzie/School Photographer (VCUSD)
(707) 310-2440 (cell)