

Bruce C. Newlin

PROFESSIONAL EXPERIENCE

2006-present	Consultant, Leadership Solutions
2000-2006	Director, UCLA Principals Leadership Institute University of California, Los Angeles
1997-2000	Director of New Directions Faculty, School Management Program University of California, Los Angeles Los Angeles, CA
1989-1997	Superintendent of Schools Ceres Unified School District Ceres, CA
1978-1989	Superintendent of Schools Norwalk-La Mirada Unified School District, Norwalk, CA
1974-1978	Superintendent of Schools Amador Valley Joint Union High School District Pleasanton Joint School District Pleasanton, CA
1972-1974	Superintendent of Schools Lancaster School District Lancaster, CA
1970-1972	Assistant Superintendent, Education Services Lancaster School District Lancaster, CA
1968-1970	Assistant Superintendent, Education Services Calexico Unified School District Calexico, CA

1967-1968	Administrative Assistant Beverly Hills Unified School District Beverly Hills, CA
1965-1967	High School Teacher, Geometry, Mathematics, Civics Oxnard Union High School District Oxnard, CA
1962-1965	Elementary School Principal The John Thomas Dye School Bel Air, CA
1959-1965	Elementary/Junior High School Teacher The John Thomas Dye School Bel Air, CA

EDUCATIONAL BACKGROUND

1971	Ed.D.	University of California, Los Angeles
1959	M.S.	University of California, Los Angeles
1958	B.S.	University of California, Los Angeles

ORGANIZATIONS

- *Association of California School Administrators (ACSA)
 - Charter Member
 - State Superintendents Committee 1982-1985
 - Project Leadership (charter member)
 - ACSA Superintendents Academy Faculty (1984-1996)
 - ACSA Superintendents Symposium Faculty 1988
- *American Association of School Administrators (AASA)
- *American Association for Supervision and Curriculum Development (ASCD)
- *Ford Foundation Fellow (1967-1968)
- *I.D.E.A. Fellowship Institute (1982-1984)
- *Southern California City Superintendents
- *Northern California City Superintendents (Founder)

PUBLICATIONS

"Sustainability: How To Make Reform Work", SMP Quarterly, Spring 1999.

"The District Role in School Renewal" in 1987 NSSE Yearbook, The Ecology of School Renewal, John Goodlad, Editor.

"Personnel Evaluation" THRUST, October 1982 Journal of ACSA

"A Collective Bargaining Alternative" (CSBA White Paper)
California School Boards Association, 1980

Participative Management (ACSA Workbook) 1978.

OTHER

California State Curriculum Commission, 1983-1987 Oversight of framework development (Social Studies, English, Math, Arts, Science)	Member
California State Curriculum Commission 1984-5 and 1986-7	Chairperson
Leadership Solutions, Inc.	Founding Partner
Advisory Committee, California Credentialing Commission, Credential Assessment	Member
Administrative Credential Task Force California Credentialing Commission (2002-3)	Member
Governors Report/Business Roundtable Task Force, 1988	Chairperson
Institute for Education in the Arts The J. Paul Getty Trust	Member, National Advisory Board
Advisory Board, Academy for the Performing Arts, Music Center, Los Angeles	Member
California State Advisory Committee on Fine Arts	Member
Advisory Board, California Institute for Education in the Arts (Arts High School)	Member

Partnership on the Future of Education, (UCLA) 1980-1984	Executive Committee
Southern California Partnership for Educational Renewal (UCLA)	Chairperson
Executive Committee Schools in Transformation (Partnership with Claremont Graduate School)	Chairperson
University of Southern California, Superintendents Advisory Committee Superintendents Forum	Member
IBM National Advisory Board for Education	Member
CSBA Annual Conference 1984	Member, Planning Committee
Chapman College 1974	Adjunct Professor
St Marys College 1976-1978	Adjunct Professor
California State, Fullerton 1982-1988	Adjunct Professor

HONORS AND AWARDS

Ford Foundation Fellowship

District PTA Honorary Service Award (1982)

ACSA Region XIV Award for Excellence in Administration (1984)

IDEA Fellowship

CSBA Golden Bell Awards
Arts Program
District-wide coaching

University of Southern California, Superintendents Institute

PRESENTATIONS/STAFF DEVELOPMENT/TEACHING ACTIVITIES

*Consultant to many school districts and a speaker at meetings and conferences in the following areas.

Participative Management/Site Based Management
Research Using Problem Solving (RUPS)
Problem Solving
Shared Decision Making
Organizational Development

Organizational Theory
Structuring a Productive Meeting
Cultural Diversity
School Renewal/Restructuring
Curriculum Development/Instructional Improvement
Role of the State of California in Curriculum Development
Art Education
The Place of Art in a Comprehensive Curriculum
At-Risk Students
Technology (Curriculum Delivery, Literacy etc.)
Writing to Read; A Chance for All Students
Win-Win Negotiations
Systemic Change Processes
Becoming a Learning Organization

SUCCESSFUL IMPLEMENTATION OF DISTRICT WIDE PROGRAMS

Adult Literacy

Implemented the PALS program designed to develop literacy in adults and also utilized as a dropout prevention program.

Language Rich Primary

Developed a primary reading program based on the "Writing to Read" model that successfully teaches reading at the primary level.

Discipline Based Art Education

Participated in a project partially funded by the J. Paul Getty Foundation that integrates discipline based art in every elementary school in the district.

Elementary Counseling

In an attempt to prevent problems at the upper grade level, an intervention program has been implemented that focuses on the elementary grades (especially the primary).

Model Schools

In an effort to improve the quality of instruction, two schools in the district provided extensive training in instructional techniques for volunteers selected to serve on the staff as well as for some new teachers. One of the schools had a special focus on training bilingual teachers. Each high school had an identified cadre of trained teachers who provide leadership at the high schools in improving instruction.

Coaching

Teachers who are trained in instruction techniques have the opportunity to voluntarily be coached by teachers who are specially trained to do so. This coaching program provides an ongoing support for classroom teachers.

Administrative Training

Working through the District's university partnership, administrators participate in training programs with individuals from other school districts and the university.

School Renewal

Individual schools have the opportunity to identify areas of concern unique to that school and to design solutions to that problem. Resources are provided to assist in resolving the problem.

Year-Round Education

Two schools in the district moved to a single track year-round program to improve the quality of education and to provide time for staff development spaced through the school year. Over fifty percent of the elementary schools in Ceres are multi-track year round as of July 1, 1995, representing over 70% of the students at those grade levels.

Employee Resources

Implemented a program designed to provide programs for all employees. This position assists employees in a wide variety of growth areas including such things as the program Pacific Institute's "Investment in Excellence".

Non-Adversarial Bargaining

Implemented a program of non-adversarial bargaining with both certificated and classified employee unions. The concept is based on the Harvard Negotiation Project and provides a system for resolving problems through interest based processes.

Technology

District designed a comprehensive plan for the integration of technology into the curriculum. In this plan extensive staff development is called for along with the development of processes for using technology to assist the teacher in the delivery of the curriculum.

Restructuring

Schools in the district use the California State Program Quality Review (PQR) as the basis for planning change at individual schools.

Portfolio Assessment

Administrative evaluation is based on the concept of portfolio assessment. Each administrator is responsible for developing a set of goals and objectives and providing supporting documentation with samples of work performed (e.g. parent newsletters) as the basis for the evaluation.

Learning Organizations

Worked with school districts to develop the systemic capacity to become learning organizations and to begin the process of change in the organization.

External Evaluator

Served as an external evaluator under the IIUSP program to improve under performing schools in California.

COMMUNITY/CIVIC

- *Rotary International (Ceres, Norwalk, Calxico) President of Norwalk (1982-3).
- *Exchange Club, Pleasanton, CA
- *Coordinating Council, La Mirada
- *La Mirada Theater
- *Coordinating Council, Norwalk
- *Chamber of Commerce, La Mirada
- *Chamber of Commerce, Modesto
- *Board of Trustees, Studebaker Hospital, Norwalk
- *Board of Trustees, Southeast Los Angeles ROP
- *Board of Trustees, Whittier YMCA
- *Area Coordinator, Boy Scout Recruitment Campaign
- *Area Coordinator, United Crusade Campaign