

**Timothy R. Lucas**  
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Professional Pathway:

January 2004            Professor of Practice, Graduate Program of Education  
To Present            Lehigh University, Bethlehem, PA

*Responsibilities:*

*Teach graduate level courses in education leadership program, oversee administrative interns, and support principal and teacher leadership academies in the eastern Pennsylvania state run Intermediate Units. Coordinate curriculum design strands for principal training for the Philadelphia City Schools, represent the University on the State Department of Education's work committee for revisions of the state leadership standards, design and teach 15 credit teacher leadership certificated program for the University.*

July 2000                Assistant Superintendent for Curriculum, Instruction, and Gifted Education  
To July 2003            Glen Rock Public Schools, Glen Rock, NJ

*Responsibilities:*

*K-12 curriculum coordinator for 3700 students; coordinate Board committees for Curriculum, Technology, and Community Relations; interview and hire principals; oversee all State and Federal mandates including NCLB, QAAR, IASA, Multi-year Equity Plan, all state testing; oversee all grant funds and budget expenditures for curriculum, instruction, new courses, and staff development; Board appointed district Compliance Officer for State codes and Affirmative Action Officer; coordinator for all school-based 504 and Pupil Assistance Committee/I&RS teams; organize all K-12 staff development and workshops; led district through state monitoring (2001), redistricted community and opened fourth elementary school (2002), district liaison to Community Response Team working with police and town officials, head of district Crisis Response Team; attend Board of Education meetings and closed work sessions; head of department for K-12 ESL and Bilingual Education, elementary reading specialists and world language teachers, evaluate and supervise 20 staff members; teach staff development courses and demonstrate instructional methods in K-12 classes; work with parent groups and all building Home and School Associations (PTA's); run three day new teacher orientation; responsible for district when superintendent is unavailable, wrote and was awarded \$ 150,000 Homeland Security Grant.*

July 1997 to             Superintendent/Principal  
June 2000                Ho-Ho-Kus Public School, Ho-Ho-Kus, NJ

*Responsibilities:*

*Chief school administrator for small K-8 district with 650 students; coordinated daily operation of school, policies, and School Board; monitor 9-12 partnership with Northern Highlands High School, Allendale, NJ; prepared school budget; worked closely with Mayor, Chief of Police, Town Council, and Chamber of Commerce; served as head of human resources; hired business administrator, vice-principal, and all staff; built community based committee to work in partnership with school; taught 7<sup>th</sup> grade enrichment course each semester.*



Certifications:

Elementary Teacher K-8 (NJ)  
Teacher of Science K-12 (NJ)  
Teacher of Mathematics K-12 (NJ)  
Supervisors Certification (NJ)  
Principals Certification (NJ and PA)  
School Administrators Certification (NJ and PA)

Publications:

Co-Author of Schools That Learn: A Fifth Discipline Fieldbook  
With Peter Senge, Art Kleiner, Janis Dutton, Nelda Cambron-McCabe, Bryan Smith  
Doubleday Inc., September, 2000. Book was awarded National Staff Development Council  
(NSDC) Book of the Year for 2001.

Cited and Contributed to:

Developing More Curious Minds, Barrell, ASCD 2003  
Who Really Matters: Core Group Theory, Kleiner, Doubleday 2003  
When a Butterfly Sneezes, Booth-Sweeney, Pegasus 2001  
The Fifth Discipline Fieldbook, Senge, Doubleday 1994

Recent Presentations and Special Projects:

Keynote Presentation for NAMTC – “Dealing with Rapid Change – The Perfect Educational Storm”  
National Association of Media and Technology Centers  
8<sup>th</sup> Annual Leadership Conference, April 22, 2007 Pittsburgh, PA

Leadership Training and Grant Projects for Carbon Lehigh Intermediate Unit 21  
Monthly trainings for CLIU Directors, 2006-07  
Monthly trainings for Getting To One Technology Mentors - PDE 1.5 Million Dollar Grant  
Across Pennsylvania 2006-07  
Trainer and Leadership of Classroom of the Future Grant – PDE 5,5 Million Dollar Grant  
Across Pennsylvania 2007 - 2010  
Monthly leadership trainings for Understanding by Design and Differentiated Instruction  
Cohort 2006-07

“Systems Thinking Goes to School”

Training for New Jersey ELITE Trainers  
(Schools That Learn is distributed to every administrator trained by NJ ELITE)  
New Jersey Principals and Supervisors Association  
March 2003, NJPSA, New Jersey

“The Galileo Project”

A K-14 Leadership Initiative with initial funding through the Kellogg Foundation  
Impacting Northern Detroit Schools and two junior colleges  
August 2001, August 2002, November 2003, Detroit Michigan

“September 11, 2001 School Renewal Project for District 2 – New York City Schools”

12 month volunteer crisis response efforts for the eight schools that ran with their students  
in the World Trade Center neighborhood, training principals, school counselors, and

*parents on renewal activities for students, teachers, and parents. Also serve on advisory committee responsible for overseeing 911 Grant on teacher and principal renewal.  
October 2001 to Present*

*International 'Schools That Learn Conferences' presented by TW Branum and Associates  
Locations: Victoria, BC; Chicago, Ill.; Toronto, Ont.; Scottsdale, AZ; New York City, NY.  
February 2002 to July 2003*

*"Schools That Learn – Applying the Five Disciplines in Schools"  
MECC National Conference for Dutch Educators sponsored by Dutch Corporations  
July 2002, on-going training November 2003, Maastricht, Holland*

*Recent and On-going Leadership Training Projects:*

*Arizona Association of School Administrators – Glendale Public Schools, Phoenix  
Philadelphia Leadership Academy - Philadelphia Public Schools, Pennsylvania  
Cooperating School Districts – Maplewood Richmond Heights Public Schools, St. Louis  
Center for Professional Development – Salisbury University, Maryland  
Western Quebec School Board – English Speaking Public Schools – Quebec, Canada  
School Leadership Institute – William and Mary College, Williamsburg  
Nazareth Teacher Leadership Academy – NASD, Nazareth, PA*

*Letters of reference on file and available on request.*