

**Timothy R. Lucas**  
5531 Skyline Drive  
Schnecksville, PA 18034  
H-610-769-5355 C-201-370-4606  
[trl5@lehigh.edu](mailto:trl5@lehigh.edu) or [LucasRPS@aol.com](mailto:LucasRPS@aol.com)

**Professional Pathway:**

June 2007  
To Present                      Consultant - Special Projects for Curriculum and Instruction  
Carbon Lehigh Intermediate Unit

Responsibilities:

Support School Improvement Teams from districts identified by PDE, review and assess department process for professional development programs, design Emergency Response Plans for CLIU, Transportation Building and other CLIU facilities, create bus accident/emergency response plans, support Emergency Management Council and county-based initiatives for schools and children, help coordinate the use of on-line learning options for districts within CLIU, participate in all department meetings, retreats, and council meetings, serve as a resource for the Executive Director of CLIU and the Director of C and I and Educational Technology. CLIU serves 14 school districts, provides special education for students in the two counties, and supports over 59,000 students.

January 2004  
To Present                      Professor of Practice, Graduate Program of Education  
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, coordinate and teach 15 credit teacher leadership certificated program for the University.

July 2000  
To July 2003                      Assistant Superintendent for Curriculum, Instruction, and Gifted Education  
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.

July 1993 to                    Principal - Willard School  
June 1997                    Ridgewood Public Schools, Ridgewood, NJ

Responsibilities:

Tenured principal of elementary school with 450 students; Chair of Child Study Team; active community involvement with parent participation in over 30 school programs; built a learning organization with students, parents, and staff on all school-based committees; multi-aged instruction in grade 2 to 5; provided an enriched learning environment for six blind students.

Sept. 1973 to                    Professional Experiences in the Ridgewood Public Schools  
June 1993                    Ridgewood Public Schools, Ridgewood, NJ

Fourth Grade Teacher – Ridge Elementary School                    September 1989  
to June 1993

Director of Curriculum and Instruction                    October 1985  
12 month position – part time/full time                    to June 1993

Vice Principal, Ben Franklin Middle School                    July 1983 to  
September 1985

Junior High/Middle School Science Teacher                    September 1973 to  
Ben Franklin Middle School                    June 1989

Related Educational Experiences:

National Consultant on Integrating Systems Thinking into Schools	1995 to Present
Crisis Management Trainer and Responder	2001 to Present
Consultant for PDE Classroom for the Future training modules through Learning Sciences Inc.	2006 to present
Coordinator of On-Line Graduate Leadership Training Courses for Global Classroom Inc.	2006 to Present
Chair of Elementary Child Study Team	1993 to 1997
Teacher for The Gifted Child Society of New Jersey – Saturday Workshops	1973 to 1980
Adjunct Professor – William Paterson College, Montclair State College	1980 to 1987
NJCCCS – Member of core writing team for first science standards	1995

## Education:

May 1983 Master of Arts, Administration/Supervision  
William Paterson College, Wayne, NJ

May 1979 Master of Arts, Science Education  
William Paterson College, Wayne NJ

1976-78 Graduate Work in Education  
Montclair State College, Montclair, NJ

May 1973 Bachelor of Arts, Junior High Education – Science/Mathematics  
Paterson State College, Wayne, NJ

1998-02 Workshops, seminars, action research projects  
Massachusetts Institute of Technology, Sloan Business School  
With Dr. Jay Forrester and the Systems Dynamics Lab, Boston, Mass.

## Certifications and Certificates:

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)  
NIMS 700 Certificate for Emergency Management  
ICS 100 Certificate for Incident Command Systems  
PEMA Trained Public Information Officer for Effective Media Relations

## 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. Currently published in eight languages

## 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  
Principals That Learn, Nance, ASCD 2007  
Principal Training on the Ground: Ensuring Highly Qualified Leadership, Stein  
How to Align Literacy Instruction, Assessment, and Standards: And Achieve Results You  
Never Dreamed Possible, Akhavan  
Understanding Learning: the How, the Why, the What, Payne  
Leadership Issues in the Information Literate School Community, Henri  
Mapping Inner Space: Learning and Teaching Visual Mapping, Margulies  
Politics, Language, and Culture: A Critical Look at Urban School Reform, Check  
Content-Focused Coaching: Transforming Mathematics Lessons, West  
The Power to Transform: Leadership That Brings Learning and Schooling to Life, Marshall  
The Competitive Enterprise: 10 Principles of Business Excellence for Increased Market  
Share, Bell

Featured Interview in Leverage Points Journal – Issue 101, August 2008  
“Planting Seeds for Change in Education: An Interview with Tim Lucas  
Pegasus Communications, Inc. Boston, MA

## Recent Presentations and Special Projects:

Keynote Presentation at National Systems Dynamics / Systems Thinking Conference,  
“Systems Tools for Action Research Projects with Teacher Leaders – Plants  
The Seeds of Change”, June 28, 2008. Boston, MA

Leadership Training for PAHSCI – Pennsylvania High School Coaching Initiative  
Fall training workshops for High School Administrators and Coaches  
Funded through Annenberg Foundation and PD, 2006 and 2007

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 Funded Grant, 2006-07  
Monthly leadership trainings for Understanding by Design and Differentiated Instruction  
Cohort 2006-07

“Systems Thinking Goes to School”  
Training for New Jersey ELITE Trainers funded by the Gates Foundation  
New Jersey Principals and Supervisors Association  
2003 school year, NJPSA, New Jersey

“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 2005

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

## Specific Projects Supporting Intermediate Units, BOCES, and Regional District Support Agencies:

“The Galileo Project” – Wayne RESA for Northern Detroit Schools  
Developing school leaders and administrators from within the districts

2001 through 2003, Detroit, Michigan

“Baldrige Criteria for Excellence in Education Grant” Santa Cruz County ASD  
Workshops for special education and school leaders  
2004 and 2005 school years, Santa Cruz, California

Programs for New York State BOCES Systems in Southern and Northern  
Westchester Counties, Erie County, Sullivan County, and Long Island.

Programs included:

- Yearlong School-Business Leadership Partnerships with Internships
- Leading Schools in the Shadow of Indian Point Nuclear Reactor
- Leadership That Changes Culture – How to Build School Goals
- Designing A Data-Informed Administration Supervision Tool
- Building Schools That Learn