

# RORY T. EDWARDS

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## PROFILE

Skilled and analytical manager, team player/builder; Expertise in areas of strategic planning and implementation, marketing, public relations and community-based leadership. Accomplished in building, mentoring, motivating and leading high performance teams of staff and volunteers to achieve aggressive acquisitions revenues and retention goals. Change agent and innovator in customer service, quality management and performance improvement. Extensive public speaking presentation and training experience. A hands-on manager with a consistent record of accomplishments of direct, decisive and result-oriented leadership.

## EDUCATION

B.S., Human Services  
Springfield College, Springfield, MA 1997

M.Ed., Urban Teaching Preparation  
Cambridge College, Cambridge, MA 1999

Ph.D. (Candidate) Educational Leadership  
Howard University, Washington, DC 2008

## WORK EXPERIENCE

2005–Present

Edwards Educational Consulting LLC, President  
New Britain, CT | Atlanta, GA

- ▶ Over twenty years experience in the non-profit and government sectors
- ▶ Design and implement programs and monitoring for infrastructure action plans, for individual teachers, students and school communities.
- ▶ Presented at numerous workshops, lectures and delivered keynote addresses on strategies for promoting academic and life success goals.
- ▶ Provide coaching and guidelines, for effective discipline, personal responsibility and self-respect within and outside the classroom for positive life outcomes
- ▶ Provide professional development workshops concentrating on strategies and action plans for schools that succeed and close the achievement gap
- ▶ Provide proven models and strategies for re-teaching our children values that replicate successful citizens

2004–2005

Cross-Cultural Academy of Arts and Technology Charter School, Co-Founder  
Hartford, CT

- ▶ Designed and implemented policies for educational standards, expectations, and goals
- ▶ Developed an interactive process for supervising through interviewing and coaching: managers, support staff, master teacher mentors, counselors, and coaches for all new staff members
- ▶ Developed academic assessment tools which monitor students and their educational progress
- ▶ Purchased software and installed a system that administers record keeping and preparation of the school budget
- ▶ Established the culture of the school by providing professional staff development training to help improve the skills of teachers and other staff

WORK  
EXPERIENCE

2002–2005	<p>Amistad Academy, Dean of Students and Faculty New Haven, CT</p> <ul style="list-style-type: none"> <li>▶ Established school-wide behavior expectations, a school-wide approach to student discipline and school culture</li> <li>▶ Observed, coached, supervised and supported classroom teachers in enhancing their ability to fill successful in classroom management techniques.</li> <li>▶ Facilitate professional development trainings</li> <li>▶ Supervise and evaluate, Director of Parent Outreach, School Social Worker</li> <li>▶ Assistant Dean of Students and teaching staff</li> <li>▶ Develop and refine a school-wide recognition system of students who live up to the school's R.E.A.C.H. values</li> <li>▶ Served as a member of the schools' Administrative Team</li> <li>▶ Facilitate student and parent access to social and educational services</li> <li>▶ Designed and implemented parent involvement activities</li> <li>▶ Drafted a Student-Parent handbook, that clearly defined the schools' expectations and the responsibilities of students and parents</li> </ul>
2001–Present	<p>"Once a Man, Twice a Child" Rites of Passage Academy, Director New Britain, CT</p> <ul style="list-style-type: none"> <li>▶ Recruitment, selection and evaluation of students, volunteers and staff</li> <li>▶ Set strategic direction and established policies for program</li> <li>▶ Yearly financial planning and fiscal management</li> <li>▶ Exercised leadership through observation, coaching, documenting data and professional performance evaluations</li> <li>▶ Ensured an effective, informed and responsive Board of Directors</li> <li>▶ Fostered a positive image of the program through community outreach</li> <li>▶ Assisted in preparation of a coherent and educational empowering curriculum promoting college</li> <li>▶ Established an agenda for staff and volunteer monthly meetings</li> </ul>
2000–2002	Mooreland Hill School, History and Social Studies Teacher, Kensington, CT
2000–2001	Central Connecticut State University, Advisor, Academic Center for Student Athletes, New Britain, CT
1999–2000	Jefferson Elementary School, Long-Term Substitute Teacher, New Britain, CT
1998–1999	Smith Elementary School, Coordinator/ Long-Term Substitute Teacher, New Britain, CT
1997–1998	E.C. Goodwin Technical High School, Long Term Substitute Teacher, New Britain, CT
1996–2005	Greater New Britain Branch of the NAACP, President, New Britain, CT
1996–1997	The Community Renewal Team, Health Educator, Hartford, CT
1994–1996	The Community Renewal Team, Case Manager, (McKinney Shelter) Hartford, CT
1988–1993	Department of Corrections, Corrections Officer, State of Connecticut: Suffield and Cheshire, CT
1986 –1988	Pratt & Whitney Aircraft, Engine Assembly Line Inspector, Middletown, CT
1981–1985	United States Air Force, Aircraft Armament Electrician, Nellis Air Force Base, Las Vegas, NV

APPOINTMENTS  
AND  
AFFILIATIONS

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2000–current	National Association for the Advancement of Colored People (NAACP) Life Member
2002–current	Central Connecticut State University, Africana Cultural Center. Board of Directors
1998–2002	Young Mens Christian Association (YMCA) Youth Basketball Coach
2000	National Association for the Advancement of Colored People NAACP National Board, Education Committee Member
1980–current	Ionic Lodge #7 Prince Hall Affiliated Mason
1999–2000	Connecticut Governor’s Task Force on Urban Education
May 2003	United States Congress Summit on Policy Based Dialogue for African-American Leaders
2000–current	Greater New England Alliance of Black School Educators—Member
2004	National Black Child Development Institute—Member
2004	Connecticut State Conference NAACP—Education Chairperson
2005	J.C. and Frankie Watts Foundation Leadership Academy—Washington DC

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REFERENCES AVAILABLE UPON REQUEST