

Dr. DAVID E. CHRISTOPHER

- EDUCATION:** **SHIPPENSBURG UNIVERSITY**, Shippensburg, PA
EdD: **Educational Leadership and Public Policy** (Dec. 2018)
MEd: **Educational Leadership and Policy** (August 2008)
- PENN STATE UNIVERSITY**, University Park, PA
MEd: **Instructional Systems** (18 credits completed)
- JUNIATA COLLEGE**, Huntingdon, PA (May 1996)
BS: **Elementary Education**
- HONORS:** Juniata College Trustee (July 2023)
National Center for Education Research and Technology- Board Member (June 2023)
World Affairs Council of Harrisburg Torch of Global Enlightenment Award (July 2020)
Chair – Innovative Teaching and Learning Committee of PASA (June 2019)
United Way of Huntingdon County Executive Director's Award (March 2015)
Shippensburg University Distinguished Graduate and Commencement Speaker (Dec. 2012)
Shippensburg University Educational Leadership and Special Education Department Outstanding Student Award (May 2011)
Juniata College Cum Laude Graduate (May 1996)
- PUBLICATIONS:** Dissertation: A Case Study of the Perceptions of the Principal, Teachers, and Parents of a High Poverty, High Performing, Rural Elementary School (2018)
Chapter Author: Sexual Misconduct in the Education and Human Services Sector (2016)
Narrowing the Focus of the Danielson Frameworks for Teaching and Leading (*The Pennsylvania Administrator*, September, 2017)
- EXPERIENCE:** **SUPERINTENDENT OF SCHOOLS** (July 2019- December 2023)
Cumberland Valley School District, Mechanicsburg, PA
- Supervised, directly or through consultation, all faculty (715), staff (1,300), students (10,300) and programs in the district
 - Led Pennsylvania's fastest growing school district through the COVID-19 Pandemic by:
 - Creating a fully virtual academy with more than 3,000 students grades K-12
 - Fully re-staffing the entire elementary school system to maintain class sizes of less than 17:1 to ensure 6 feet of space between students so that all students K-5 who wanted to attend face-to-face instruction were able to do so beginning in September of 2020
 - Creating a hybrid education schedule for students in grades 6-12 so that all students could take their classes of choice regardless of whether they were face-to-face or online
 - Implementing a 1:1 technology device program for all students grades K-12 between March of 2020 and May of 2022
 - Communicating weekly with the community about the District's plans to ensure that all community members understood the complexity and rationale for all decisions (videos on the Superintendent YouTube channel eclipsed 100,000 total views between March of 2020 and June of 2022)
 - Led the development of a Portrait of a CVSD Graduate with more than 100 community members involved in the design team and with input from hundreds of parents, staff, and students
 - Led the adoption of a new Code of Student Conduct that utilized information collected as part of a student conference facilitated by the Department of Justice that ensured representation for all underserved and historically marginalized student groups (SPIRIT-School/Student Problem Identification and Resolution of Issues Together) and the Pennsylvania Human Relations Commission
 - Led the training of all staff in bias identification and de-escalation techniques
 - Created both formal and informal methods of data collection (survey and small and large group facilitated discussions) with district students and staff and utilized information

collected to make changes to demonstrably improve school climate and staff engagement

- Substantially completed the full review of the District's Board Policy Manual
- Opened a new 9th Grade Academy to relieve overcrowding at the high school level
 - Reduced overall disciplinary infractions by more than 20% in grades 9-12
 - Significantly reduced grade failures in 9th grade
- Completed more than 150 classroom observations during the 2022-2023 school year
- Created optional feedback opportunities at all buildings for all employee groups through small group lunches and building level listening sessions (+90% employees participated)
- Maintained a high level of academic performance on state assessments (PSSA, AP, SAT) through the COVID-19 pandemic while also experiencing rapidly changing student demographics and growth
 - 1,100 additional students since 2019
 - 350 additional English Language Learners since 2019
- Successfully completed and adopted new collective bargaining agreements for professional staff and support staff and a new Act 93 agreement for administrators
- Presented at numerous state and national Conferences about innovative solutions to complex problems currently being employed by CVSD (PASA/PSBA; AASA Learning 2025, Ed Leader 21 National Event)
- Pushed 3 of 4 secondary school start times back more than 20 minutes while also rerouting all buses to allow for the opening of a stand-alone 9th grade academy (not on the high school campus)
- Adopted a new core reading resource based on the Science of Reading that is considered an exemplary program in Pennsylvania
 - First year results show a substantial increase in the number of K-5 students reading at Benchmark across the school district (two buildings had zero students in grades K and 1 who were reading below benchmark- including students with IEPs)
- Continued to support neuro-diverse student groups with the opening and operation of 21 full-time autism support classrooms
- Instituted a School Police Force as a recognized municipal police force in Cumberland County to provide increased safety and security on CVSD campuses
- Created a threat and risk assessment system that has greatly helped to identify students at risk and create safer environments in CVSD schools
- Substantially updated all athletic facilities in the school district, resulting in CVSD being awarded the PIAA Championships for football, soccer, field hockey, and girl's volleyball

ASSISTANT SUPERINTENDENT OF SCHOOLS FOR SECONDARY EDUCATION/DEPUTY SUPERINTENDENT (July 2018 – June 2019)

North Allegheny School District, Pittsburgh, PA

- In addition to supervision and administrative duties held as the Assistant Superintendent for K-12 Education, also supervised two members of Executive Council including the *Director of Student Services* and the *Director of Curriculum, Assessment, and Professional Development*

ASSISTANT SUPERINTENDENT FOR K-12 EDUCATION (July 2016 – June 2018)

North Allegheny School District, Pittsburgh, PA

- Oversaw day-to-day operations of the district with more than 8,500 students and 1,100 staff members
- Led numerous district-wide change projects including:
 - Leading in-service programming for all teachers on homework practices and perceptions
 - Implementing a differentiated supervision model for the district's teacher evaluation system for more than 650 teachers
 - Creating a decision tree framework for redistricting more than 1,000 elementary and middle school students due to unprecedented growth

- Leading a core team of teachers in implementing mindful practices to reduce teacher and student stress
- Participated, along with the Superintendent, in bi-weekly meetings with the President and Vice President of the Board
- Coordinated research projects including large district-wide surveys with the district's research partner, *Hanover Research*, in the areas of: homework, school start times, grade weighting, and post-graduate outcomes
- Coordinated implementation and action planning of the district's School Climate Initiative using the US Department of Education's School Climate Survey
- Selected as a member of the Pennsylvania Senate Bill 880 Task Force at the Pennsylvania Department of Education, which made recommendations to PDE regarding changes to graduation requirements related to Keystone Exams now codified in Act 158 of 2018

SUPERINTENDENT OF SCHOOLS (June 2012 – July 2016)

Juniata Valley School District, Alexandria, PA

- Created a culture of continuous improvement in the district and ensured that all students were engaged in rigorous coursework, instruction, and systematic interventions when needed
- Ensured all students attended a safe school through comprehensive safety planning, anti bullying and mental health programming, community partnerships, and security renovations
- Testified in front of the PA House Education Committee about JVSD's exemplary personal finance and college and career advising program (Oct. 2014)
- Selected as a guest expert panelist at a general session of the 2015 Pennsylvania Department of Education Data Summit hosted by the Regional Education Laboratory to provide districts with insights into transitioning to a data driven school and using data for feedback
- Selected by the Pennsylvania Department of Education as 1 of 15 ESSA Workgroup members charged with reviewing Educator Evaluation as part of PDE's ESSA authorization plan
- Increased standardized test scores half a standard deviation above other schools with similar socioeconomic demographics (Newsweek Magazine #975 Beating the Odds, 2015)
- Increased the number of dual enrollment courses available for students by 500% and ensured that all dual enrollment offerings were from accredited institutions and were highly transferable (2014 graduates averaged almost 3.0 college credits per graduating student)
- Doubled the percentage of graduates attending 2- and 4-year colleges or the military (84%)
- Served on countywide executive boards for Business and Industry, United Way, Criminal Justice Advisory, Partnership for Economic Progress (Commissioners), and Businesses and Schools In Coordinated Service (Chamber of Commerce)
- Doubled the district's fund balance to approximately 44% of the annual budget
- Reduced transportation costs in the district by more than 30% by optimizing all transportation routes and renegotiating terms with all busing contractors
- Reduced district utility costs by more than 25% through a comprehensive review of utility consumption and energy efficiency
- Spearheaded approval of an EITC program through the Juniata Valley Education Trust that substantially funded a 1:1 high school Chromebook program for all students in grades 8-12. The program was recognized in the January 27, 2016 edition of the PSBA Bulletin.

SENIOR HIGH PRINCIPAL & ACTING SUPERINTENDENT (Aug. 2011 – June 2012)

Juniata Valley School District, Alexandria, PA

- Served as both High School Principal and Acting Superintendent for eight months to save the district the funds it needed to remain within the budget for the 2011 – 2012 school year

SENIOR HIGH PRINCIPAL & K – 12 DIR. OF CURRICULUM (July 2009 – Aug. 2011)

Juniata Valley School District, Alexandria, PA

- Significantly reduced disciplinary infractions in the high school
- Received a Bronze award by U. S. News and World Reports as one of America's Top High Schools

ELEMENTARY PRINCIPAL (August 2008 – July 2009)

Juniata Valley Elementary School, Alexandria, PA

- Increased student performance on the PSSA in every grade level
- Instituted an RtII model that provided interventions to all students who needed them in the area of reading

BUILDING LEADER (January 2006 – August 2008)

Southside Elementary School, Huntingdon, PA

- Instituted an RtII model that reduced the gap to “no statistical difference” in performance between students who were economically disadvantaged and those who were not
- Won a Title I award for reduction of achievement gaps for socioeconomically disadvantaged students in a building where more than 40% of students received free or reduced lunch

ELEMENTARY TEACHER (August 1996 – January 2006)

Huntingdon Area School District, Huntingdon, PA