

SUSAN DEMIRSKY ALLAN

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Present Position: Assistant Superintendent for Curriculum, Assessment, Instruction and Technology
Grosse Pointe Public School System

Education: Ph.D. Education and Psychology (Organizational Dynamics and School Leadership) University of Michigan, 1974
M.A. Psychology, University of Michigan, 1970
A.B. Speech (Theater and Television), University of Michigan. 1968
Administrator Certification, Elementary and Secondary K-12 and Central Office
Teaching Certification: Secondary Professional; State of Michigan

Further Training: Superintendent Preparation Academy, Michigan Leadership Institute, 2001
Summer Institute on Academic Diversity, University of Virginia, 1997-2001
Post-graduate work in School Law and Finance, University of Michigan
and Eastern Michigan University (1991-92)
Instructional Theory Into Practice (ITIP), Course in Clinical
Supervision; Dearborn Public Schools (1992)
Travelling Scholar, University of Chicago, Organizational Development
and Administration in School Systems (1971-72)

Areas of Expertise: Educational Administration and Teaching:

1996-Present Assistant Superintendent for Curriculum, Assessment, Instruction and Technology,
Grosse Pointe Public School System

Areas of responsibility:

- Curriculum development and implementation, instructional practices, assessment, staff development, textbooks, differentiated education and technology initiatives
- Supervision of special education and high school administrators, curriculum specialists, gifted education, and system wide department chairs, administrator hiring
- Accountability systems including NCLB and Education, Yes! and student data management
- Central Negotiations Team, Superintendent's Budget Council, grants, transfer and grading appeals

Accomplishments:

- ⇒ guided the development and implementation of nationally recognized language arts, math, social studies, science, foreign language, music, art, library, and computer education curriculums
 - ⇒ integrated instruction, curriculum, assessment, materials, technology and staff development
 - ⇒ initiated and implemented a student data management system used to improve learning outcomes
 - ⇒ developed a New Teacher Academy for Wayne RESA and an Academy, Handbook, expanded New Teacher Orientation and New Administrator Seminar and Handbook for Grosse Pointe
 - ⇒ integrated differentiated instruction and model units into all new curricula
 - ⇒ guided the development of an extensive instructional website, currently having over 17,000 hyperlinks, that is keyed to the district curriculum and initiatives www.gpschools.org/ci/
- 1993 - 96 Director of Curriculum and Instruction, Grosse Pointe Public School System [Title changed from Director of Instructional Services as responsibilities expanded, 1995]

Areas of responsibility: Similar to above, excluding administrator evaluation and administrator in charge and including ESL/bilingual education, and middle school liaison

Accomplishments:

- ⇒ developed a phased-in program for differentiated instruction in all K-8 schools, including a procedure to create model differentiated curriculum units/lessons K-12 and model lessons for both elementary and middle school levels
- ⇒ developed and implemented a systemwide technology staff development plan for all teachers
- ⇒ conducted a revision of Board regulations for approval of instructional material
- ⇒ initiated a university-public school partnership for extensive staff development and research on the process of school change
- ⇒ developed and implemented a new teacher and new administrator orientation and mentorship program, including over 140 new hires during 1995-96
- ⇒ initiated comprehensive evaluations of the gifted program K-12

1992 - 93 Assistant Principal, Pierce Middle School, Grosse Pointe Public School System

Responsibilities: shared all building administrative functions with the principal, including teacher evaluations, but primary responsibility for testing programs, student discipline, feeder school coordination, both individual and building schedules, and special events.

Accomplishments:

- ⇒ developed a differentiated educational program for students that accommodates individual differences, initiated a project to evaluate the change process in implementing differentiation at the middle school level, served on the administrative leadership team for differentiated education, and developed and presented in-service education for administrators and teachers
- ⇒ developed an expanded identification system for the elementary magnet program

1990 - 1992 Consultant for Gifted Education and Fine Arts, Dearborn Michigan Public Schools

Responsibilities:

- administered a K-12 Gifted Program and Programs in Art, Music, and Drama, supervising over 100 staff members (assisted by art and music resource teachers), all department staff allocations and assignments, public relations, and budgeting
- served on district-wide committees: Strategic Action Teams on Reorganization of the School Day and Magnet Schools; Student Assessment; Administrator Advisory Committee to the Superintendent on Decision Making and district representative to inter-district and state councils

Accomplishments:

- ⇒ initiated a School Improvement Pilot Program in Gifted Education in six pilot schools
- ⇒ implemented curriculum development in multiple areas and developed information materials

1975 – 1990 Coordinator K-12 and Resource Teacher in Gifted Education K-8, Falls Church City Schools. Named district Gifted Education Teacher of the Year by the Northern Virginia Council for Gifted/Talented Education

1973-1977 Teacher, George Mason High School, Falls Church, Virginia; Psychology, Government, Sociology, Philosophy

Selected National and State Presentations

- 2009 “Leading Implementation of Differentiated Instruction: From Imagination to Reality” ticketed featured session at the Annual Conference of ASCD (Association for Supervision and Curriculum Development) Orlando, FL
- 2009 “What Differentiation Is and Isn’t – And How to Make It Work in Your Classroom” for Michigan Association for Supervision and Curriculum Development, Wexford-Missaukee ISD, Michigan
- 2009 “One Size Doesn’t Fit All: Leadership in Differentiated Schools and Classrooms” for Michigan Association for Supervision and Curriculum Development, Macomb ISD, Michigan
- 2008 "Leading Implementation in Differentiated Instruction: Strategies from the Trenches", ticketed featured session at the Annual Conference of ASCD (Association for Supervision and Curriculum Development) New Orleans, LA
- 2008 "Differentiating by Incorporating High School Standards in Middle School Science" with Karen Sullivan and Christine Geerer, ticketed featured session at the Annual Conference of ASCD (Association for Supervision and Curriculum Development) New Orleans, LA
- 2006 “Leading Toward Differentiated Instruction: Developing Our Diverse Future” presentation at the *Annual Conference of ASCD (Association for Supervision and Curriculum Development)* Chicago, Illinois
- 2005 “Leading Toward Differentiated Instruction: Perspectives and Strategies from the Trenches” presentation at the *Annual Conference of ASCD (Association for Supervision and Curriculum Development)* Orlando, Florida
- 1999 – 2003 “Systemwide and School Based Implementation of Differentiated Instruction” and “A Panel on Administrative Practice” presentations at *The Summer Institute for Educators on Academic Diversity* at the University of Virginia, Charlottesville, Virginia.
- 2001 “Systemwide and School Based Implementation of Differentiated Instruction, or Been There and Tried That”, a featured workshop for administrators and “One Size Doesn’t Fit All: Accommodating Academic Diversity in Middle and High Schools”, a featured workshop for secondary teachers, for the *2001 Annual Conference* of the Kentucky Association for Gifted Education, Lexington, KY
- 1998, 2000 and 2001 “Academic Diversity in the Classroom: Using the Framework as a Support to Help Teachers Differentiate Instruction” and “Meeting Individual Students’ Needs: Using the Framework for Teaching to Support Differentiated Instruction” presented at the 1st, 3rd and 4th annual Framework for Teaching Network Conferences, cosponsored by Educational Testing Service and the ASCD, Baltimore, Maryland, Wakefield, Massachusetts and Cleveland, Ohio
- 1998 “Linking Gifted and General Education: Communication, Collaboration, and Cooperation” panel participant, Annual Convention of the National Association for Gifted Children, Little Rock, Arkansas
- 1994 “Gifted Education and School Reform: Can We Make Them Work Together?” Keynote speech, Annual Conference of the Iowa Talented and Gifted Association, Des Moines, Iowa
- 1991, 1994 “Learning from One Another: Interactions Among University Research, Public Schools and Teacher Education in Servicing Diverse Learners in the Classroom”, New Orleans, Louisiana, and

“Beyond the Tracking Debate” invited panel presentation in Chicago, both for the American Educational Research Association Convention

Selected Publications

- 2000 **Leadership for Differentiating Schools and Classrooms**, ASCD (Alexandria, VA) With C. Tomlinson
- 1996 **Interface Between Gifted Education and General Education: Toward Communication, Cooperation, and Collaboration.** with Tomlinson, Coleman, Udall and Landrum, in Gifted Child Quarterly, Vol. 40 No. 3
- 1991 **Ability Grouping Research Reviews: What Do They Really Say About Grouping and the Gifted?**, Educational Leadership, Vol. 48
- 1989 **Local Realities, Local Adaptations: Problem, process and person in a school's governance.** The Falmer Press, (London, New York, Philadelphia) by Frederick F. Lighthall with Susan D. Allan
- 1974 **Clinical versus Environmental Role Models in School Counseling.** Ph.D. Thesis, The University of Michigan