



MCPHERSON MACJACOBSON, LLC

EXECUTIVE RECRUITMENT & DEVELOPMENT

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***Broward County Public Schools
Fort Lauderdale, Florida***

APPLICATION SUMMARY

FOR

Dr. Rituparna (Rita) Raichoudhuri

Record of Professional Education:

Degrees and Institutions:

- * University of California, Davis: Davis, California - Environmental Sciences, Bachelor of Science (06/2001)
- * University of Illinois, Chicago: Orange, CA - Doctorate - PhD (06/2016)
- * Chapman University: Orange, CA - Masters in Education (06/2006)

Record of Professional Experience:

- * Superintendent - Kalamazoo Public Schools: Kalamazoo, Michigan (06/2020 - 12/2022)
- * Executive Director of Early College and Career Education - Chicago Public Schools: Chicago, Illinois (10/2017 - 04/2020)
- * High School Principal - Chicago Public Schools: Chicago, Illinois (07/2012 - 09/2017)

Summary completed: May 2023

REFERENCE CHECK AND SUMMARY ON DR. RITUPARNA (RITA) RAICHOUDHURI – CANDIDATE FOR SUPERINTENDENT OF SCHOOLS IN BROWARD COUNTY, FLORIDA

Dr. Rita Raichoudhuri is a candidate that should be brought forth as a final candidate for the position of Superintendent of Broward County. Dr. Raichoudhuri has two decades of experience in education. She resigned in December from her position as Superintendent of Kalamazoo School District, due to a misalignment of values. She has received excellent evaluations for her two- and one-half year tenure there. She has worked in the Chicago School District for eight years, five as a High School Principal and three as the Executive Director of Early College and Career Education. Her other positions she held within Chicago Public Schools were director of the Office of Professional Learning and senior manager of the Office of Professional Learning.

A native of California, she holds a doctorate in urban education leadership from the University of Illinois, Chicago; a master's in education from Chapman University, Orange, California; and a bachelor's in environmental sciences from the University of California, Davis. Dr. Raichoudhuri meets the criteria that the Broward County Board of Education established for their next educational leader.

Following the completion of a Google search and direct conversations with her references, Supervisors, and others there were no issues by the firm or shared by her supervisors or references that would embarrass either McPherson and Jacobson, LLC, or the Broward County Board of Education.

Her references and supervisors provided the following information regarding her candidacy:

- She is extremely bright and a true Academic, always well read and on top of new issues in education.

- She gets things done and drives for results with all her teams.
- Well-liked by staff, teachers, parents and accepted with open arms in the community.
- Her innovative thinking brought the district a newcomer program for refugee students, a youth apprenticeship program, an equity taskforce, and urban teacher residency program.
- She has always been invested in our growth. She has been intentional and consistent in creating a culture that works that feels like a safe place to innovate, make mistakes, learn, and grow.
- In my experiences she has been the best problem solver I have encountered.
- She's a very strong visionary.
- She had strong support at Kalamazoo. Many were disappointed that she resigned.
- Represents consistency and resiliency.
- Foundations and non-profits in Chicago loved working with her and supported her initiatives.
- Great sense of humor.
- All the references and her former supervisors support her candidacy to become the Superintendent of schools for Broward County.

Rita Raichoudhuri

Broward County Public Schools, Fort Lauderdale, FL - Superintendent (242)

7753 Timberview Avenue
Kalamazoo, MI 49009
raichoudhuririta@gmail.com

COVER LETTER

Cover Letter

Please type your personalized cover letter here.

Cover Letter

May 10, 2023

Dear Members of the Broward County School District Superintendent Search Committee:

It is with great honor that I submit my candidacy for Superintendent of Broward County School District. As a former teacher, school principal, systems leader, and most recently Superintendent, I believe that I bring the requisite skills, talents, and dispositions to lead Broward County Schools to and through its next edges of growth. I have demonstrated a record of success throughout my career in the various roles I have held.

When I was a classroom teacher in a high needs school, my students demonstrated their learning through double digit gains in all state examinations year after year. While significant growth in state examinations were celebrated by all, what I was most proud of as a teacher was the academic curiosity and the subsequent critical thinking and civic leadership I was able to help build in my students as a result of their learning and development. Subsequently, as a principal, and in all other leadership roles I have held, I have brought about these same outcomes in learning and development - for both students and adults.

While my Masters degree in Curriculum and Instruction served me well in the classroom, my Doctorate level courses (both theory and practicums) helped me hone my skills in school and district level improvement through change management, and adult empowerment and capacity development. Additionally, I undertook various courses which taught me the tangible knowledge and skills about fiscal responsibility, family and community engagement, operational excellence, and other such skills that I have been able to successfully employ ever since. I believe in being a leader who is intentional about being a life-long learner and models that behavior for others to create a learning organization that is focused on growth. For example, I am currently working with an Executive Coach on developing my skills on how to work well with a board of trustees.

As a principal, through the employment of mission driven and data informed decision making, I was able to turn-around my school that had been on probation for 16 years and was rated in the bottom 2% in the state of Illinois at the beginning of my tenure. Through deliberate and comprehensive usage of cycles of Inquiry and positive change theory, we not only pulled our school out of probation and moved it into good standing, we were able to accomplish this in a matter of a couple of years with the same staff and the same students that I inherited. This accomplishment was so celebrated that my school and the strategies that we enacted were cited in various publications by the University of Chicago Consortium for School Research along with other media sources. It is also important to note that no student group was left behind in this process. Meticulous attention and differentiated strategic interventions were undertaken with each student sub-group with respect to learning differences, language needs, gender, socio-economic status, and race/ethnicity.

School improvement is not just a matter of academic performance, it is a holistic approach which incorporates youth development, adult development, brain science, social emotional approaches, restorative practices, culturally responsive pedagogy, and the implementation of both adaptive and technical strategies. I believe I am adept at seeing how all these pieces connect and am knowledgeable about how to put them into action in convergent and robust ways. So much so, that Education Week invited me to write a piece on how we approached this work under my leadership titled Lessons from a Chicago High School, published July 27, 2017.

In my role as Executive Director of Early College and Career Education, I have been able to incorporate some of the same change management theories I used as a school leader and was able to take an innovative approach to creating tangible future outcomes for young people never before undertaken in Chicago. While most of the skill sets were transferable, taking the work to scale from one school to all students in all schools in the third largest school district in the country required a different set of management skills.

Among implementing many success strategies, the one that I'm most proud of is that I managed to construct working groups composed of multiple stakeholders to increase opportunities for students. As a result, we have collectively been able to build sustainable and equitable college and career pathways for all students regardless of the barriers they come into our education system with. This work constitutes attention to relationship building and maintenance, clear and transparent communication, and intentional inclusion, empowerment, and celebration of all voices that come together as a village to uplift our young people and our communities.

I was able to lead the building of these post-secondary pathways with collaborative and ongoing collective learning with schools, families, community organizations, corporate partners, 4-year university partners, 2-year college partners, vocational programs, labor unions, research institutions, philanthropic partners, the Board of Education, the City of Chicago, the Illinois State Board of Education, the Illinois Department of Commerce, and the Illinois Department of Labor. While I was just the convener and the facilitator of these working sessions designed to produce results for young people, the work was mainly about creating a shared vision for the future of our shared communities, and then creating strategic plans with systems and structures to execute the shared vision.

I have also been intentional about learning from other schools districts both inside and outside of Illinois and sharing our learning with others as well. I was invited to present the cutting edge work we are doing around preparing students for post-secondary opportunities in Denver, Colorado, and also at the Council of Great City Schools conference in Louisville, Kentucky. I see the education of our young people not as a segmented approach but as a responsibility of an ecosystem (of which the school district is a part and the convener) brought together by a collective goal of social justice and social advancement for all.

As Superintendent of Kalamazoo Public Schools (one of the largest and diverse school districts in Michigan), I successfully led the district through the pandemic. Our district was recognized in November of 2022 by the state of Michigan and the Michigan State University as one of the few districts in the state of Michigan to see academic gains during the pandemic. I also led the passage of the largest bond in the district's history - close to \$200M. This bond also passed by the largest percentage in the history of the district. I was also able to establish a number of new initiatives around college and career pathways, new-comer programs, the SEL center, etc. Our students started receiving the Seal of Biliteracy for the first time during my tenure and significant enhancements were made to our pre-K, AP, Dual Credit, dual-language, ELL, and Special Education programs.

I don't see PK-12 education as just as a preparation milestone for entrance in college and career. I see it as a continuum for preparing our students for success in those fronts and in life. I firmly believe that increased graduation rates from high school and increased enrollment rates in post-secondary opportunities aren't the gauge of true success of a PK-12 education system. What matters are student persistence, success, and completion rates in those post-secondary opportunities, and the evidence that our students are thriving once they leave our classrooms. I pledge that I will deliver nothing less if chosen to lead your great district.

I am multi-lingual and have successfully completed a Management Fellowship with Northwestern University Kellogg School of Management, and an Early Childhood fellowship with the nationally recognized Erikson Institute.

Sincerely,

Rita Raichoudhuri

PERSONAL DATA

Personal Data

How did you hear about this position?	McPherson & Jacobson website	Title	Dr.
First Name	Ritupama (Rita)	Middle Initial	n/a
Last Name	Raichoudhuri	Suffix	
Email	raichoudhuririta@gmail.com	Primary Phone	9252868282
Alternate Phone	9252868282		

PERSONAL INFORMATION

Present Address

Street	7753 Timberview Avenue	City	Kalamazoo
State	Michigan	Zip Code/Postal Code	49009

Permanent Address

(If different from Present Address)

Street	City
State	Zip Code/Postal Code

Work Authorization

Are you legally able to work in the U.S.? **Yes**

EDUCATION

Undergraduate Institution #1

Type of School	College/University	Name of School	Other: University of California, Davis
City	Davis	State	California
Attended From (mm/yyyy)	08/1997	Attended To (mm/yyyy)	06/2001
Graduation Date (mm/yyyy)	06/2001	Degree	Bachelor of Science
Subject	Other: Environmental Sciences		

Undergraduate Institution #2

Type of School	College/University	Name of School
City		State
Attended From (mm/yyyy)		Attended To (mm/yyyy)
Graduation Date (mm/yyyy)		Degree
Subject		

Undergraduate Institution #3

Type of School	Name of School
City	State
Attended From (mm/yyyy)	Attended To (mm/yyyy)
Graduation Date (mm/yyyy)	Degree
Subject	

Graduate Institution #1

<i>Name of School</i>	Other: University of Illinois, Chicago	<i>City/State</i>	Orange, CA
<i>Graduation Date (mm/yyyy)</i>	06/2016	<i>Degree</i>	Doctorate - PhD

Graduate Institution #2

<i>Name of School</i>	Other: Chapman University	<i>City/State</i>	Orange, CA
<i>Graduation Date (mm/yyyy)</i>	06/2006	<i>Degree</i>	Other: Masters in Education

Major/Course of Study

<i>Undergraduate</i>	Environmental Sciences	<i>Master's</i>	Education - Curriculum and Education
<i>Specialist's</i>	Reading Endorsement and Cross-Cultural Language and Academic Development Cert.	<i>Doctorate</i>	Urban Education Leadership
<i>Publications</i>	From School Failure to School Success: Lessons from a Chicago High School [Published July 27, 2017]	<i>Activities/Honors</i>	Rated in Top 3 for Innovative Techniques on Teaching Leadership - CADA Conference, Reno, NV; Golden Star Award, MDUSD - increased student scores by over 15% three years in a row

EXPERIENCE

Current Employment

<i>Employer Name</i>	Kalamazoo Public Schools	<i>From (mm/yyyy)</i>	06/2020
<i>To (mm/yyyy)</i>	12/2022	<i>Assignment</i>	Superintendent
<i>Reason For Leaving</i>	Resignation due to misalignment of values with certain members of the board	<i>Supervisor Name</i>	Megan Maddock, Trustee on the Board of Education
<i>Supervisor Phone Number</i>	269-615-1544	<i>Supervisor Email</i>	maddock4KPS@gmail.com
<i>Employer City</i>	Kalamazoo	<i>Employer State</i>	Michigan
<i>May we Contact this Employer</i>	Yes		

Professional Experience #2

<i>Employer Name</i>	Chicago Public Schools	<i>From (mm/yyyy)</i>	10/2017
<i>To (mm/yyyy)</i>	04/2020	<i>Assignment</i>	Executive Director of Early College and Career Education
<i>Reason For Leaving</i>	Left to assume the role of Superintendent	<i>Supervisor Name</i>	Alan Mather
<i>Supervisor Phone Number</i>	312-543-7730	<i>Supervisor Email</i>	a.w.mather@gmail.com
<i>Employer City</i>	Chicago	<i>Employer State</i>	Illinois
<i>May we Contact this Employer</i>	Yes		

Professional Experience #3

<i>Employer Name</i>	Chicago Public Schools	<i>From (mm/yyyy)</i>	07/2012
<i>To (mm/yyyy)</i>	09/2017	<i>Assignment</i>	High School Principal
<i>Reason For Leaving</i>	Promotion to Central Office	<i>Supervisor Name</i>	Ernesto Matias
<i>Supervisor Phone Number</i>	312-480-1315	<i>Supervisor Email</i>	1966ernestomatias@gmail.com
<i>Employer City</i>	Chicago	<i>Employer State</i>	Illinois
<i>May we Contact this Employer</i>	Yes		

Professional Experience #4

<i>Employer Name</i>	<i>From (mm/yyyy)</i>
<i>To (mm/yyyy)</i>	<i>Assignment</i>
<i>Reason For Leaving</i>	<i>Supervisor Name</i>
<i>Supervisor Phone Number</i>	<i>Supervisor Email</i>
<i>Employer City</i>	<i>Employer State</i>
<i>May we Contact this Employer</i>	

Experience Summary

<i>Years of administrative experience</i>	12
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ATTACHMENTS

Attachments

Resume **Raichoudhuri R. - 2022 Resume (3).docx**
Transcript **UIC Transcript.pdf**
Other **References.docx**

DISCLOSURES

Disclosures

Contract Status **No**
Are you currently under contract?

If Yes, When does it expire? **Superintendent Certification**

Do you have a Superintendent Endorsement for the state represented by the position listed on this Application Form?

No

Background Check

I understand that if I am selected as a finalist for this position, I will need to complete a background check.

Yes

Birkman Personality Questionnaire

I understand that if I am selected as a finalist for this position, I may be required to complete a Birkman International Questionnaire. The results of the questionnaire will be shared with the consultants and the school district.

Yes

BACKGROUND INFORMATION

Legal Information

Please Note: A conviction will not necessarily bar you from employment. Facts, such as date of occurrence and rehabilitation will be considered. This information will be used only for job-related purposes and only to the extent permitted by applicable law.

Have you ever been convicted of a violation of law other than a minor traffic violation? **No**

If yes, please explain

Have you been convicted of any offense for physical or sexual abuse of a child? **No**

If yes, please explain

Have you ever been involuntarily terminated or asked to resign, or resigned in lieu of termination from the employment of another school district?

No

If yes, please give the name of the district, the date and the reason for the resignation or termination

Background

Have you ever been **No**
placed on leave by
your employer for
any alleged
misconduct?

If yes, explain.

I authorize my listed references, current and past employers and educational institutions, and anyone else who has information about my work history, education qualification, or fitness to provide such information to the school district for which I have completed an employment application. I release the school district and all persons providing this information to the school district, from any liability whatsoever for obtaining and providing that information, regardless of the results.

Yes

Indicate you have read and agree to these terms by placing both your INITIALS and DATE in the text box.

RR 2/20/23

FLORIDA SUNSHINE ACT

Florida Sunshine Act

I am aware that the Florida Sunshine Act will require that all applicant information is public and can be released to the media upon request.

Applicant hereby waives their right to confidentiality with regard to their work record or criminal record and consents to and authorizes the release of information from current or former employers and/or law enforcement personnel upon inquiry under this application.

Please sign and date. **Ritupama Raichoudhuri 5/10/23**

BROWARD COUNTY PUBLIC SCHOOLS, FLORIDA - CRITERIA

Broward County Public Schools, Florida - Criteria

Please describe your
strengths and
abilities as they relate
to the listed criteria.

The School Board of Broward County, Florida is seeking a highly qualified visionary Superintendent to lead the District. The Board is seeking a candidate with the following required characteristics:

1. Strong communication skills
2. Successful experience overseeing and directing a multi-racial, multi-ethnic, and diverse socioeconomic population.
3. A commitment to equity.
4. An innovator and creative thinker.
5. Build strong relationships with the Board and community.

1. Strong communication skills - Communication skills are paramount in a leader. Communication has to be tailored to the audience - it needs to be differentiated for students, staff, teachers, community members, parents, partner organizations, board members, the media, etc. A superintendent is the face of the district and needs to communicate clearly, often, with confidence, transparency, and with data to back up any decisions and claims. He/she needs to be fully accessible and open to two-way communication and multiple back and forths until concerns are fully addressed and confidence is restored. They need to be able to communicate

through multiple forums - written, oral, in-person, recordings, interviews, etc. They need to be equally adept at formal and informal communication and need to be ready to convey messages in high stress impromptu situations. I received highly effective ratings from my board of education during all of my years as superintendent of Kalamazoo Public Schools. Communication was a category in the evaluation where I received very high ratings. The community, the staff, and the board believed that I did an exceptional job communicating with confidence and compassion with all constituent groups especially while leading during the Covid crisis.

2. Successful experience overseeing and directing a multi-racial, multi-ethnic, and diverse socioeconomic population and a commitment to equity- I have only worked and led in districts that fit this description. It is important to me to be a part of and have impact in this type of a community. I have innovated and instituted multiple equity initiatives that have been successful and are still continuing today years later. These initiatives have reduced or eliminated equity gaps and barriers to provide access, support, and ultimately success for students and families who have been left out in the past. I have been able to accomplish the success of these equity initiatives by working closely with all stakeholder groups.

An innovator and creative thinker - I pride myself in being an innovator and creative problem solver. I actually teach concepts of both to adults using adult learning theory. It is very exciting to be intentional in approaching both problems and new ventures with this type of thinking. This has led to better financial management, more collaborative efforts among the district and partners, better programs and outcomes for students.

5. Build strong relationships with the Board and community - I believe that strong productive relationships are the foundation of success. I have always been a relational leader and I firmly believe that this characteristic is a big reason behind my success. The board-superintendent relationship is one of a unified team leading and guiding the district towards continued improvement and success. Co-creating strong communication protocols and working guidelines are important to the success of the board-superintendent team. Similarly, having multiple opportunities to work with and build strong relationships with all stakeholder groups is important for a superintendent to be successful in leading the district. I have done this by creating both informal and formal ways for stakeholder groups to gather with the superintendent to have conversations, problem solve together, create ad-hoc committees where folks come together to address concerns and find solutions. I have held formal townhalls and have attended informal coffee chats with the superintendent. It is also important for the superintendent to be visible in the community, accept invitations to various community events that may be happening and represent the board and the district well.

DISCLAIMERS AND AFFIRMATION

District Policy

McPherson & Jacobson, L.L.C. and the client we represent are an Equal Opportunity Employer. McPherson & Jacobson, L.L.C. ensures equal employment opportunities regardless of race, creed, gender, color, national origin, religion, age, sexual orientation, or disability. McPherson & Jacobson, L.L.C. has a policy of active recruitment of qualified minority applicants. Any individual needing assistance in making application for any opening should contact McPherson & Jacobson, L.L.C.

Application Confirmation Statement

I certify that the information provided herein is true and complete to the best of my knowledge. Applicant hereby waives his/her right to confidentiality with regard to his/her work record or criminal record and consents to and authorizes the release of information from current and former employers and/or law enforcement personnel upon inquiry under this application.

I agree to the terms **Affirm**
above

Initials **RR**

Affirmation Date **05/15/2023**

Rita Raichoudhuri
raichoudhuri.rita@gmail.com
925-286-8282

PROFILE

I am committed to ensuring the best possible educational outcomes for students of all ages. I have a record of success in the field of education at both the school and district levels. I have diverse experiences working with all levels of school and district staff, students, families, community members, district supports, businesses, organizations, and external partners. I have extensive experience in focused and purposeful development of educator practices in both engaging students via robust academic instruction and social emotional learning. I am goal-oriented, mission driven, and focused on closing the achievement gap.

My skills include: strategic planning; mission driven and data informed decision making; equity focused change management; project and program creation, implementation and management; organizational continuous improvement through adult learning principles; cycles of inquiry; maintaining stability once desired state is achieved; strategic collaboration for optimal stakeholder buy-in and program success.

PROFESSIONAL EXPERIENCE

CHICAGO PUBLIC EDUCATION FUND, CHICAGO, ILLINOIS
Consultant – High School Strategy

January 19, 2023 – Present

KALAMAZOO PUBLIC SCHOOLS (KPS), KALAMAZOO, MICHIGAN
12,600 students, \$200M+ budget

June 1, 2020 – Dec 12, 2022

Superintendent

- Implemented new career pathways and economic development program called Career Launch Kalamazoo with \$1M grant received from Department of Labor through the PAYA partnership
- Inaugurated the first newcomer centers in the region for refugee students through multiple private and public grants – ELL learning outcomes increased significantly
- Inaugurated the first Social Emotional Learning Center (SEL Center) in the region for the community after procuring a \$1M grant from the Stryker Johnston Foundation
- Implemented the Urban Educator Residency program in collaboration with post-secondary institutions with \$5M grant received from Department of Education
- Launched the first ever Equity Task Force with membership from all stakeholder groups with grants from the Kalamazoo Community Foundation
- Launched and facilitated the Youth Gun Violence Prevention Task Force in collaboration with multiple stakeholder partners supported by City of Kalamazoo AARPA funds.
- Launched the first ever Virtual School to continue post-Covid
- Created medical school scholarship program for KPS students with local medical school
- Co-founded the KPS Foundation
- Passed the largest bond in KPS history (\$197M) with the largest percentage (71%)
- Served on and led various city-district-community organization collaborative task-forces
- Got recognized by the state for being one of the highest academic growth districts during Covid
- Created and led professional development sessions for school and district leaders around cycles of inquiry to improve schools

UNIVERSITY OF ILLINOIS, CHICAGO, ILLINOIS

Adjunct Professor – Urban Education Leadership Doctorate Program
Course taught: Practitioner Inquiry for School Leaders

August 2018 – May 2019

CHICAGO PUBLIC SCHOOLS (CPS), CHICAGO, ILLINOIS

2010 - 2020

**Executive Director – Early College and Career Education
Office of College and Career Success (CPS Central Office)**

October 2017 – April 2020

- Developing the capacity of others to create collective efficacy. Created a team culture that is mission driven and student centered.
- Developing and implementing processes and systems of support that provides equitable access to students for rigorous, relevant, college-level, hands on, and career-focused courses.
- Facilitating the design and implementation of high-quality STEM learning environments.
- Establishing secondary to employment pipelines that accelerate students toward post-secondary success by offering college credit, professional credentials, and the soft skills required by college, civic-life, and the 21st century labor market.
- Led the establishment of Jumpstart to Jobs in Summer 2018 in collaboration with the City Colleges of Chicago - a first ever initiative that provides opportunities to youth (with a special emphasis on access and equity) to take advantage of courses that lead to early college credit and career credentials.
- Led the establishment of FastTrack in Summer 2019 in collaboration with the City Colleges of Chicago - a first ever initiative that allows CTE HS students to continue their career pathway learning and paid internships beyond HS graduation.
- Collaborated with the City Colleges of Chicago which led to removal of entry barriers for CPS students into Early College coursework allowing 5000 more students (predominantly minority students) to be eligible.
- Established the first registered apprenticeship system in the history of CPS called Career Launch Chicago.
- Created the first set of progressive pathways in three high demand labor market areas allowing students to earn college credit, career credentials, and engage in work-based-learning while in high school.
- Created and implemented the first ever Teacher Pipeline program called Teach Chicago with guaranteed employment in CPS for students interested in Teaching.

Principal – Wells Community Academy High School September 2013 - October 2017

{49.2% African American, 48.6% Latinx, 2.2% Other, 96.4% Low Income}

Implemented systems and structures and adult learning communities that allowed school to get off probation after 16 years and embark on a continuous improvement path

- Increased attendance rate from 63% (beginning of tenure) to 92% (end of tenure)
- Increased Freshman on track rate from 49% (beginning of tenure) to 95% (end of tenure)
- Increased high school graduation rate from 55% (beginning of tenure) to 73% (end of tenure)
- Increased college persistence rate from 43% (beginning of tenure) to 52% (end of tenure)
- Decreased drop-out rate from 16% (beginning of tenure) to 4% (end of tenure)
- School earned highest SEL rating under tenure

**Resident Principal - Wells Community Academy High School
Chicago Leadership Collaborative**

July 2012 - September 2013

Developing and implementing a strategic plan that resulted in whole-school improvement and involved:

- Improving the quality of classroom instruction through instructional coaching and the development of teacher professional learning communities and teacher leaders
- Improving student attendance and behavior by empowering and developing the school Social-Emotional Learning team members to design and implement effective school wide initiatives
- Working collaboratively with the Family and Community Engagement coordinator to increase the rate of family and community involvement in order to impact student success

Director - Office of Professional Learning (CPS Central Office)

October 2011–June 2012

Developed and implemented a system for providing high quality Professional Development to district leaders around key district initiatives: Common Core, Full School Day and REACH. Led a team in:

- Setting the Scope and Sequence of Common Core learning
- Setting PD design principals and standards for the district
- Designing and engaging stakeholders in purposeful PD
- Gathering and utilizing needs and impact data in continuously improving the PD process
- Designing and facilitating intra-Network Professional Learning Communities based on stakeholder needs

Senior Manager – Office of Performance (CPS Central Office)

January 2010-October 2011

Developed and implemented systems and structures for principals and other school leaders to effectively lead their Instructional Leadership Teams and Teacher Teams in meeting school-wide goals by doing the following:

- Developing needs based tools, templates and protocols to aid in productive and purposeful collaboration
- Developing school based team capacity around the use and analysis of data to impact instruction
- Coaching school leaders around adaptive and technical skills of leading a team to achieve success
- Coaching school leaders to build a school culture of collaboration and transparency

MOUNT DIABLO UNIFIED SCHOOL DISTRICT (MDUSD), CONCORD, CALIFORNIA

2004 - 2008

Educator, Team Leader, Member – Glenbrook Middle School

August 2004–June 2008

{76.3% Latinx, 12.6% Black, 6% White, 2% Other, 92% Low Income}

Led several school-wide initiatives that dramatically impacted student performance by tightening the assessment systems and tying results to change in instruction, dramatically increasing parental involvement in school and increasing attendance and lowering behavior infractions

- Implemented reading intervention for struggling readers (2006-2008)
- Led the Student Leadership and Conflict Management teams (2005-2008)
- Served in student performance/curriculum development teams (2006-2008)
- Wrote several grants for the school. One of which allowed the school to install monitoring devices such as cameras around the campus, lowering vandalism significantly and therefore saving the school and the district valuable funds that could be allocated elsewhere (2007-2008)

OTHER RELATED LEADERSHIP EXPERIENCE

Executive Committee Member and Trustee, Communities in Schools, Kalamazoo

CTE Committee Co-Chair, KRESA CTE Center, Kalamazoo

Trustee, Gilmore Piano Labs, Kalamazoo

Trustee, Kalamazoo Public Schools Foundation

Council Member, Advisory Council, College Board

Education Co-Chair, Status of Women and Girls in Chicago, City Clerk's Office

Council Member, Education Advisory Council, Chicago Education Fund

Council Member, Principal's Advisory Committee to the CEO, CPS

Advising Member, School Supports Working Group, CPS

Advising Member, High School Choice Working Group, CPS

Steering Committee Member, Continuous Improvement Work Plan (CIWP) Committee, CPS

Steering Committee Member, Generation All Initiative, Chicago Community Trust

Search Committee Member, Dean - College of Education, Western Michigan University

Search Committee Member, CEO – Kalamazoo Community Foundation

UNIVERSITY OF CALIFORNIA, DAVIS

1998 – 2001

Peer Advisor, Environmental Studies Department (2000-2001)

- Academic advising and community outreach.

Student Project Manager, Stockton Blvd. Redevelopment Project (2000-2001)

- Uplifting underprivileged areas to commercial viability

Commissioner, Associated Students of University of California (1999-2001)

- Environmental Policy and Planning Commission - Environmental stewardship

Resident Advisor, University Student Housing (1998-2001)

- Counseling and addressing the needs of new students, organizing events and group activities

EDUCATION

ERICKSON INSTITUTE, CHICAGO, ILLINOIS Early Childhood Education Executive Fellow	2018 – 2019
NORTHWESTERN UNIVERSITY, EVANSTON, ILLINOIS Leadership and Management Fellow, Kellogg School of Management	2015 – 2016
UNIVERSITY OF ILLINOIS, CHICAGO, ILLINOIS Doctor of Education in Urban Education Leadership	2011 – 2016
UNIVERSITY OF CALIFORNIA, BERKELEY, CALIFORNIA Cross-Cultural Language and Academic Development (CLAD) Fellow	2006 – 2007
CHAPMAN UNIVERSITY, ORANGE, CALIFORNIA Master of Arts in Education, Emphasis: Curriculum and Instruction	2002 - 2006
UNIVERSITY OF CALIFORNIA, DAVIS, CALIFORNIA Bachelor of Science in Environmental Sciences	1997 - 2001

CERTIFICATION

Illinois Superintendent Endorsement
CPS OPPD Principal Eligibility Endorsement
Illinois Type 75 Administrative Certificate
Illinois Teaching Credential – Certificate
California Multiple Subject Teaching Credential – Reading Specialist Endorsement
Cross-Cultural Language and Academic Development (CLAD) certification - ELL endorsement

HONORS/AWARDS

Rated in Top 3 for Innovative Techniques on Teaching Leadership - CADA Conference, Reno, NV (2006, 2007)
Golden Star Award, MDUSD – increased student scores by over 15% three years in a row (2006, 2007, 2008)

SPEAKING ENGAGEMENTS

Several speaking engagements as Superintendent of Kalamazoo Public schools 2020 - 2023
Preparing Students for Work – Braven Event (March 21, 2019)
Multiple Choice: Multiple Pathways to Success in Life - Youth Job Center Event – (February 21, 2019)
Perceptions vs. Reality: Strong Neighborhood High Schools for a stronger Chicago - Generation All Event
(March 29, 2017)
Improving Practice and Influencing Policy: Preparing and Developing School Leaders for Tomorrow – School
Leadership Preparation and Development Network, Loyola University, Chicago, IL (September 25, 2015)
Leadership for School Improvement – AERA Conference, Chicago, IL (April 17, 2015)
Principal Leadership – Educational Issues Forum, DePaul University, Chicago, IL (October 22, 2014)

MEDIA HIGHLIGHTS

<https://www.youtube.com/watch?v=rjE8M2Efw2c> HYPERLINK "https://www.youtube.com/watch?v=rjE8M2Efw2c&feature=youtu.be"& HYPERLINK "https://www.youtube.com/watch?v=rjE8M2Efw2c&feature=youtu.be" feature=youtu.be
<http://urbanedleadership.org/about-us/news/principal-profiles-rita-raichoudhuri/>
http://www.pbs.org/newshour/bb/education-july-dec13-principals_08-29/
http://www.edweek.org/ew/articles/2012/12/05/13principal_h32.html

<http://www.chicagoreader.com/chicago/segregation-neighborhood-high-schools-wells-community-academy/Content?oid=13362509>
<https://encorekalamazoo.com/magazine/encore-september-2022/>

PUBLICATIONS

From School Failure to School Success: Lessons from a Chicago High School
[Published July 27, 2017 in Education Week]

To Whom It May Concern:

I am writing to recommend Dr. Rita Raichoudhuri to the position of Superintendent of the Hillsboro School District. I have known Dr. Raichoudhuri for over a decade and in that time I have served as her direct report in two different positions. First, as her Assistant Principal while she served as the Principal of Wells Community Academy High School in Chicago. Then, most recently, as her Assistant Superintendent of Instruction and Student Services while Dr. Raichoudhuri served as Superintendent in Kalamazoo. Dr. Raichoudhuri has always been more than just a supervisor to me and other. She has been a mentor and coach. She has always been invested in our growth. She has been intentional and consistent in creating a culture that work that feels like a safe place to innovate, make mistakes, learn, and grow. Dr. Raichoudhuri brings this type of leadership to any organization. Please feel free to contact me if you would like to discuss further.

Thank you,

Dr. Amy Vondra

Assistant Superintendent of Instruction and Student Services

Kalamazoo Public Schools

vondraae@kalamazoopublicschools.net

773-415-8700

Dear Hiring Manager:

I highly recommend Dr. Rita Raichoudhuri for the Superintendent position at your district. I was Rita's supervisor in two different roles. I supervised her when she was a resident principal in my building and I was the principal. She did such an amazing job as the resident principal, that after her residency year, I recommended her for the principal role and as my successor as I was transitioning due to a promotion. The staff, faculty, parent organization, community organization and students were all in agreement with me. Subsequently, while she was principal, I supervised her in a different role where I was the chief of schools. She was one of several principals that I supervised who led some of the toughest and high needs high schools in Chicago. She was an incredible leader who turned the school around which was on probation for 16 years, and brought it up to good standing. She improved every single metric significantly. She was an award-winning principal and was then promoted to lead some of the most critical initiatives in central office as the Executive Director of Early College and Career Education.

I'm happy to further discuss Rita and her caliber as a leader.

Sincerely;

Dr. Ernesto Matias

Chief Education Officer, Illinois State Board of Education (retired)

1966ernestomatias@gmail.com

312-480-1315

To Whom This May Concern,

It is my pleasure to strongly recommend Dr. Rita Raichoudhuri for the position of Superintendent.

My name is Megan Maddock and I serve as Trustee and Board Communications Lead on the Kalamazoo Public Schools Board of Education. I have known Dr. Raichoudhuri professionally for 2.5 years during her time as Superintendent for Kalamazoo Public Schools. Her dedication to equity and innovation made her an effective leader who accomplished much in her time.

In the time I have known Dr. Raichoudhuri, she has demonstrated strong leadership, guiding the district through the COVID-19 pandemic. During that time, she implemented the district's first entirely virtual learning platform and developed an impressive three-year acceleration plan in response to the pandemic. Her innovative thinking brought the district a newcomer program for refugee students, a youth apprenticeship program, an equity taskforce, and urban teacher residency program. Additionally, her collaboration and networking skills allowed the district's largest bond in history to be passed.

Dr. Raichoudhuri gained the respect of many in her time with Kalamazoo Public Schools, mentoring and developing leaders along the way. She has the ability to transform school districts as demonstrated by her many accomplishments in her time with our district.

If you need more information, please do not hesitate to contact me at (269) 615-1544.

Best regards,

Megan Maddock, M.Ed.

Trustee for Kalamazoo Public Schools Board of Education

Member of Executive committee

Member of Academic Excellence committee

Member of Community Engagement committee

Former member of Operations committee

Dear Search Committee:

My name is Dr. Cynthia Barron and I have known Dr. Rita Raichoudhuri for over a decade and have seen her grow as a leader while she received multiple promotions at Chicago Public Schools. She is a graduate of our Principal Preparation and Urban Education Leadership doctorate program at the University of Illinois, Chicago. She also taught a year long course to new and aspiring principals in our doctorate program on how to effectively lead their schools to high levels of success. She received high marks on her evaluation from the students. I served as her leadership coach and mentor for several years and I still consider myself her mentor. She impresses me with the level of reflection and attention to self-growth that she is continuously attending to so she can become a better servant leader. She has always been very well liked and respected by her staff, parents, community members, students, and her supervisors. Her passion for the work was evident not just during our many heartfelt coaching conversations, but her actions bear out her passion – the numerous times she drove her students to college because they didn't have anyone to take them, the care packages she would send home to families when they were recovering from tragedy, the parent education programs that she started, and much more. She is a true leader and has the capacity to truly diagnose gaps and bridge them. I hope you consider her for the role of Superintendent for Hillsboro School District.

Sincerely,

Dr. Cynthia Barron

Program Director, Clinical Professor, Leadership Coach

The University of Illinois; Chicago: Urban Education Leadership Program

ckbarron@uic.edu

773-447-0052