

Andalib Khelghati, Ed.D.

PROFILE

Education leader who has improved academic performance, staff development, and climate at the school and district level for equity outcomes.

LEADERSHIP: Consensus builder who influences parents, community, faculty, and staff to prioritize what is best for students' academic and social-emotional growth.

QUALIFICATIONS

- Strategic Planning
- Staff Development
- Principal Selection/Support
- Budgets & Forecasting
- Program Design
- Community Relations
- Mentoring & Coaching
- Messaging Strategy
- Board & Union Relations

EXPERIENCE

EVANSTON SKOKIE DISTRICT 65 Evanston, IL 2011-Present

ASSISTANT SUPERINTENDENT OF HUMAN RESOURCES 2021-Present

- Supervised the human resources team to be a strategic partner for schools to hire staff who represent the highest levels of capacity for student success
- Provide direction, guidance and counsel to the Superintendent, Board of Education, leadership to ensure compliance with a wide variety of complex federal, state, and local mandates, labor codes and regulations
- Audit and streamline the human resources department to be more efficient and responsive to staff needs
- Coordinate the Human Resources programs and related departments including benefits, labor relations, substitute services, and substitute teachers for the purpose of achieving district priorities.
- Establish effective communication and relationships to negotiate contracts and agreements with five different bargaining groups and additional employee interest groups, for the purpose of equitable outcomes consistent with the district's long- and short-range goals.

ASSISTANT SUPERINTENDENT OF SCHOOLS 2017-2021

- Oversaw school management in a district with 18 schools and 7,900 students
- Assumed leading role in formulating multi-year strategic plans and budgets that prioritize equity
- Supported the Superintendent at Board Meetings to develop policy, plan special initiatives, and answer questions
- Balanced data-driven and human-centered approaches to change management. Supervised staff including principals, Restorative Practice Coaches, and a Student Engagement Coordinator.
- Identified staff development needs with a focus on improving student outcomes
- Evaluated and hire principals who demonstrate a love for children a passion for academic success, and a collaborative, transparent leadership style
- Guided principals during design of school improvement plans and strategic interventions to improve academic outcomes
- Partnered with the Director of Communications and Legal Affairs to craft messages for internal and external audiences, including responses to crisis management incidents
- Met regularly with union leaders to foster cooperation and identify shared interests

Relations with Parents & Community:

- Build and maintain strong relationships with city officials, including police and fire departments
- Demonstrate an understanding of all stakeholders and their concerns, including students, parents, faculty, staff, and the community
- Proactively resolve escalated concerns of parents by listening, understanding the problem, building trust, and reconnecting parents to school level staff.

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PRINCIPAL, DEWEY ELEMENTARY SCHOOL

2011-2017

Directed operations at a K-5 school with 550 students and 45 faculty members. Developed and led processes to meet goals of the school improvement plan and budget. Promoted a positive school culture by building strong teams for instruction, climate, discipline, and equity. Made managerial decisions that were data-driven and focused on student needs.

- Increased enrollment from 470 to 550 students by building a collaborative climate with faculty, parents, and the community.
- Achieved platinum status in state ratings for five consecutive years by building a culture that emphasized positive behavior.
- Initiated multi-year Professional Learning Communities (PLCs) that gave teachers more autonomy and set higher expectations.
- Spearheaded a two-year initiative that improved vocabulary learning across grade levels, leading to a 15% increase in Reading MAP scores.
- Mentored an Assistant Principal who became a principal.
- Engaged parents through the Courageous Conversation series to address questions related to race, bias, and equity.
- Initiated and promoted literacy partnership with the Collaborative Classroom, leading to district wide implementation of the Making Meaning Curricula.

ASSISTANT PRINCIPAL & ELEVES LIAISON

2006-2011

REAVIS ELEMENTARY SCHOOL Chicago, IL

Guided and supported faculty to improve the school experience of students. Collaborated with aldermen/community stakeholders to address school needs.

- Wrote proposal and awarded a \$4 million grant for before/after school programming.
- Achieved more than 10% increase in ISAT scores.

LITERACY LEADER, EUGENE FIELD SCHOOL Chicago, IL 2003-2006

Coached teachers in grades 4-8 to improve instructional skills.

- Designed and implemented a five-week assessment to improve feedback.

RELATED EXPERIENCE

EDUCATIONAL CONSULTANT (2002-Present)

- Co-founded a non-profit organization and serve on the board, Books and Breakfast (booksbreakfast.org), serving students across District 65.
- Led revision of the professional development plan that enabled the opening of Urban Prep Charter School.
- Provided strategic and operational leadership in the development of a free online professional network for educators, Reel Teachers.
- Served as initiator of charter school application and board processes for a project-based learning school, Expeditionary Learning Schools.

EARLY CAREER

Classroom Teacher K, 3, 6, Developed an understanding of how to address student needs working in two of the country's largest systems (Chicago, New York).

EDUCATION

UNIVERSITY OF ILLINOIS, URBAN CENTER FOR SCHOOL LEADERSHIP Chicago, IL

Doctorate of Education (EdD)

2017

COLUMBIA UNIVERSITY, TEACHERS COLLEGE New York, NY Masters in Curriculum & Instruction in Elementary Education

2000

UNIVERSITY OF MASSACHUSETTS Amherst, MA BA, Social Thought & Political Economy

1997

CERTIFICATION/ AWARDS

- Administrative Certificate (Superintendent), Kindergarten-Grade 12
- Elementary Education Teacher, Kindergarten-Grade 9
- General Administrative, Kindergarten- Grade 12
- Phi Beta Kappa