

James J. Lavender, Ed.D.

Office

213 Kings Highway

Woolwich Township, NJ 08085

856.467.4600 ext. 4205

lavenderj@krsd.org

Educational Leadership

2010 – Present **Superintendent of Schools, Kingsway Regional & South Harrison School District**
Currently providing leadership, direction and management of the regional school system comprised of 400+ employees, 3,100 (grades K-12) students and a \$40M operating budget.

Accomplishments as Superintendent of Schools

- Improved student attendance by more than 6 percentage points.
- Started an entrepreneurial program entitled Community Education & Recreation that provides hundreds of student summer camp opportunities, generating a net profit of \$150,000 annually.
- Started the Kingsway Education Foundation in 2010 which has donated more than \$200,000 to students in the District for programs and scholarships.
- Engaged in a number of shared services including technology, food service, curriculum, superintendent, curriculum and maintenance resources to improve services while saving multiple governmental entities money. Shared Services generates close to \$300,000 annually for Kingsway and more than \$1.5M since 2013.
- Achieved Energy Star Award for implementation of a energy conservation program, saving more than \$2.3M in tax dollars.
- Passed a \$31.1M construction referendum to improve school facilities and oversaw the construction process which added \$100,000 square feet of new and renovated spaces. Construction was completed on-time and more than \$2M below budget.
- Created a Regional Curriculum Team that involves the sending elementary school districts to ensure vertical and horizontal articulations of curriculum and programs.
- Restructured organization to include a new administrative hierarchy.
- Implemented a zero-based budgetary process which has resulted in 54 new faculty and staff.
- Implemented County's first district-wide student mindfulness program.

2008 – 2010 **Superintendent of Schools, Berlin Borough & Gibbsboro School Districts**
Provided leadership, direction and management of two PK-8 school systems comprised of 200 employees, 1150 students and \$15M in combined budgets.

Accomplishments as Shared Superintendent of Schools

- Implemented the second "shared-superintendent" model in Camden County.
- Achieved a combined savings in excess of \$1.3M through shared services.
- Reduced administrative costs by 28% below regional limit.
- Voted "One of the Best" South Jersey School Districts by Courier-Post (5/2/2010).
- Articulated curriculum with Eastern Regional High School.
- Improved scheduling efficiency to create "block" math and language arts classes.
- Passed two consecutive school budgets.

- 2008 – Present **School Business Administrator, Gibbsboro School District**
 Provided management of all business affairs in a way that provided the best educational program and services possible with the financial resources available.
Accomplishments as School Business Administrator
- Prepared annual school budget and long-term planning initiatives.
 - Mitigated local tax increases by holding the general levy flat for 3 years.
 - Passed four consecutive budgets after several years of budget defeats.
- 2006 – 2008 **Principal, Gibbsboro School District**
 Balanced roles of superintendent and principal in a way that advanced educational programs, curriculum, community support and teacher pedagogy.
Accomplishments as Principal
- Implemented “block” math and language arts classes in middle school.
 - Negotiated successfully a teacher’s contract that increased instructional time.
 - Facilitated growth, opportunity and improvement of pedagogy for teachers.
- 2004 – 2006 **Director of Early Childhood, Gloucester City School District**
 Provided direct supervision and management of 395 preschool-kindergarten students, 66 employees, and a \$3M budget in a (Abbott) high quality early childhood program.
Accomplishments as Director of Early Childhood
- Recognized by DOE for effective implementation of quality program.
 - Managed construction of \$8M, 27-classroom addition to elementary school.
 - Piloted a two-year looping program resulting in district-wide implementation.
- 2002 – 2004 **Assistant Principal, Gloucester City School District**
- 2001 – 2002 **Assistant Principal (*Interim*), Delsea Regional School District**

Teaching & Coaching

- 1998 – 2002 **Middle School Social Studies Teacher, Delsea Regional School District**
- Taught U.S. History I, II, World History/Cultures and Geography.
 - Taught inclusion U.S. History I class to students with disabilities.
 - Served as 7th grade class advisor.
 - Revised 7th grade social studies curriculum.
- 1995 – 1998 **High School Social Studies Teacher, Delsea Regional School District**
- Taught U.S. History I and World History to 9-12 students.
 - Taught inclusion U.S. History I class to students with disabilities.
 - Revised 10th grade social studies curriculum.
 - Served as high school dance chaperone and Powder Puff football coach.
- 1996 – 1998 **Alternative High School Social Studies Teacher, Delsea Regional School District**
- Taught U.S. History I and World History to “at-risk” students in grades 9-12.
 - Worked cooperatively with parents, child study team and law enforcement.
 - Identified appropriate learning strategies based on individual student needs.
- 1995 – 1996 **High School Social Studies Teacher, Collingswood School District**
- Taught U.S. History II to 10th grade students.
 - Taught basic skills and honors level classes.
 - Worked closely with members of the Child Study Team.
- 1994 – 1998 **High School and College Football Coach**
- Haddonfield High School.
 - Gloucester Catholic High School.
 - Rowan University.

Community Relations

- 2011 – 2017 **Trustee, Gloucester County College Board of Trustees**
 - Appointed to two terms by the Gloucester County Freeholder Board
 - Chair, Academic & Continuing Education Committee
 - Trustee Ambassador
 - Member, Finance Committee
- 2016 – 2016 **Committeeman, Woolwich Township, Gloucester County, N.J.**
 - Appointed unanimously by Township Committee to fill unexpired term.
 - Liaison to Woolwich Township Police Department.
- 2013 – 2015 **Trustee, Inspira Health Network (IHN)**
 Inspira Health Network, formerly Underwood-Memorial Hospital, is a regional hospital in Woodbury, NJ. The hospital has 305 beds and serves approximately 53,000 people annually. The hospital is home to over 1,800 employees.
- 2005 – 2010 **Deputy Mayor, Woolwich Township, Gloucester County, N.J.**
 - Elected and re-elected during the general elections in 2005 and 2007.
 - Appointed Deputy Mayor by Committee four consecutive years.
 - Negotiated two PBA contracts.
 - Engaged in planned development process.
 - Interfaced with state and federal legislators.
 - Created Woolwich “Tomato & Heritage” Festival.
 - Led efforts to study and merge Swedesboro-Woolwich police departments.
- 2005 – 2010 **Board of Education, GCIT and Special Services School District**
 - Appointed by Board of Chosen Freeholders.
 - Completed all school accountability training requirements.
 - Participated in consolidation of two districts.

Publications

- 2012 *Every Referendum is a Success, But Only Some are Approved!* How the Kingsway Regional School District turned a referendum loss into a referendum win. School Leader. New Jersey School Boards Association. Lavender, J (2012, January/February).
- 2008 *Looping Through Preschool: The Benefits of Looping on Kindergarten Readiness.* VDM Verlag Publishing. Berlin, Germany. Lavender, J (2008, February).
- 2005 *The Effectiveness of Looping on Kindergarten Readiness.* Dissertation submitted to Wilmington University. Lavender, J (2005, November).

Presentations

- 2017-2018 **Presentation: Fair Funding for New Jersey’s Public Schools**
 Multiple presentations, press conferences, testimonies provided over the course of the past two years to residents/tax payers and local and state elected officials on the detrimental impact inequitable distributions of state aid are having on more than sixty percent of New Jersey’s Public Schools.
- 2013-2018 **Presentation: The Ten “Must-Dos” to Strategic Planning**
 One of a few required presentations offered to new superintendents at the annual Superintendent’s Academy for the past six years.

- May 11, 2016 **Presentation: Leading Your School District: Strategic Planning Through Community Engagement**
Presented strategies on how to develop a strategic plan to school superintendents at the annual NJASA Spring Conference.
- Jan. 20, 2012 **Presentation: Engaging Your Community in Dialog and Decision Making**
Presented strategies and best practices to superintendents and other key administrators at the annual NJASA Techspo.
- Apr. 6, 2010 **Presentation: Governor's School Aid Cuts**
Presented the detrimental impact on our local school districts as a result of the Governor's school aid cuts to local residents in Swedesboro and Woolwich Twp. in a town hall format.
- Apr. 6, 2009 **Presentation: Woolwich-Swedesboro Police Merger**
Presented the plant to merge the Swedesboro and Woolwich Police Departments to local residents in a town hall format.
- Feb. 5, 2006 **Presentation: Renters: What You Need To Know**
Presented rights & responsibilities of renters and landlords to Gloucester City residents to provide assistance to many parents struggling as renters.
- Nov. 5, 2005 **Presentation: Modeling a Dissertation Defense**
Modeled dissertation presentation and defense to Approximately 80+ doctoral students and professors. The presentation was videotaped for Wilmington University for the purpose of presenting during 2006 Middle States review as well as doctoral study classes.
- Sep. 9, 2005 **Presentation: The Effectiveness of Looping on Kindergarten Readiness**
Dissertation defense to the Dissertation Committee and members of public. Awarded doctorate degree.
- Jun. 2, 2005 **Presentation: High Quality Early Childhood Program**
Provided an overview of an Abbott preschool program to NJ's Early Childhood Consortium in an effort to exchanged best practices and experiences among educators.

Honors, Awards & Recognition

- 2018 **Citizens Award for Service to the College Medallion**
Presented by the Board of Trustees of Rowan College at Gloucester County from contributions and service to the College and community-at-large.
- 2017 **Distinguished Service Award**
Presented by the Kingsway Regional School District for consistent demonstration of the District's mantra "Committed to Excellence" for achieving a level of performance that goes above and beyond the normal call of duty.
- 2015 **Certificate of Appreciation**
Presented by the VFW Post 10886 for constant loyal support, involvement, respect and honor given to the Veterans of Foreign Wars Post 10886.
- 2006 **Service Award**
Presented by faculty and staff of the Gloucester City School District for dedication and service to the children of Cold Springs Elementary School.

- 2006 **Courier-Post Features**
“Administrator’s study may help Gloucester pupils.” (3/16/06)
“Lavender, Life is a balancing act.” (2/26/06)
- 2006 **President’s Award for Leadership**
Awarded for outstanding student leadership and dedication to the philosophy and mission of Wilmington University. Presented by President Varsalona.
- 2005 **Department of Education Compliance Recognition**
Recognized by the N.J. Department of Education, Office of Early Childhood for efficient and effective management of Gloucester’s Early Childhood Program.
- 2002 **Outstanding Middle School Teacher of the Year/Americanism Award**
Presented by Officers and Members of Sgt. Anthony P. Grochowski Post 2071 and Ladies Auxiliary, VFW for excellence in teaching.
- 2001 **Peer Recognition Award**
Presented by colleagues at the Delsea Middle School for kindness, dedication, hard work and devotion to the children of Delsea during the holiday season.

Professional Affiliations

- 2016 – Present Executive Committee, New Jersey Association of School Administrators (NJASA)
2009 – Present New Jersey Council of Education
2008 – Present PENN Graduate School of Education – Suburban School Study Council
2006 – Present Association of Supervision and Curriculum Development
2006 – 2010 Camden County Association of School Administrators, NJASA, AASA
2006 – 2010 Camden County Association of School Business Officials, NJASBO, AASBO
2004 – 2006 Secretary, Principal and Supervisor’s Association
2000 – 2002 Government Relations Chair, Gloucester County Education Association
2001 – 2002 Vice President, Delsea Education Association

Licensure/Certification

- 2009 School Business Administrator, Standard Certificate – NJ
2007 School Administrator, Standard Certificate – NJ, PA
2003 Principal and Supervisor, Standard Certificates – NJ
1997 Teacher of Social Studies, Standard Certificate – NJ
1997 Elementary School Teacher, Standard Certificate – NJ

Education

- Jan. 2006 **Doctor of Education, Educational Innovation and Leadership**
Wilmington University, New Castle, DE.
Dissertation: The Effectiveness of Looping on Kindergarten Readiness
Chair: Linda H. Frazer, Ph.D.
- Jan. 2002 **Master of Education, School Leadership and Instruction**
Wilmington University, New Castle, DE.
- May 1995 **Bachelor of Arts, History and Secondary Education**
Rowan University, Glassboro, N.J.