

# James J. Lavender, Ed.D.

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## **Educational Leadership**

### 2010 – Present **Superintendent of Schools, Kingsway Regional & South Harrison School Districts**

Currently providing leadership, direction and management of the regional school system comprised of 400 employees, 3,000 (grades K-12) students and a \$37M operating budget.

#### *Accomplishments as Superintendent of Schools*

- Spearheaded and implemented new high school schedule, S.M.A.R.T. that was designed to meet individual needs of students, preparing them for college.
- Passed through referendum a \$31.1M construction proposal to expand schools.
- Oversaw the construction process, which added \$100,000 square feet of new and renovated spaces. Construction was completed on time and more than \$1M 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.
- Engaged in a number of shared services including technology, food service, curriculum, superintendent, and maintenance.

### 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 Superintendent/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 7<sup>th</sup> grade class advisor.
  - Revised 7<sup>th</sup> 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 10<sup>th</sup> 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 10<sup>th</sup> 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 – Present     **Trustee, Rowan College at Gloucester County Board of Trustees**  
Rowan College at Gloucester County serves the educational needs of Gloucester County and the surrounding South Jersey area. Today, the College is the center of educational opportunity with more than 7,000 students enrolled annually.  
Responsibilities include: Chairman of the Academic & Student Services Committee and member of the Finance Committee.

- 2014 - Present **Executive Committee, New Jersey State Interscholastic Athletic Association**  
 The NJSIAA, through the Executive Committee, sets forth the rules and regulations governing high school athletics in order to equalize competition for member schools. The NJSIAA conducts tournaments, and crowns champions in thirty-one sports.
- 2013 – 2014 **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**

- 2010 **Presentation: Woolwich-Swedesboro Police Merger**  
 Date: April 24, 2010  
 Purpose: Conveyed “how-to” strategies when merging police services.  
 Audience: Local Unit Alignment, Reorganization & Consolidation Commission.  
 Results: Complimented by LUARCC and invited to speak throughout NJ. Story covered by Trenton Times.
- 2010 **Presentation: Governor’s School Aid Cuts**  
 Date: April 6, 2010  
 Purpose: Town Hall Meeting.  
 Audience: Swedesboro and Woolwich residents.  
 Results: Led to some understanding of local tax burden and impact school aid cuts will have on local public schools.
- 2009 **Presentation: Woolwich-Swedesboro Police Merger**  
 Date: April 6, 2009  
 Purpose: Town Hall Meeting.  
 Audience: Swedesboro and Woolwich residents.  
 Results: Led to recommendation and approval of police merger.

- 2006           **Presentation: Renters: What You Need To Know**  
Date:           February 5, 2006  
Purpose:       Discussed rights & responsibilities of renters and landlords.  
Audience:     Gloucester City residents.  
Results:        Provided assistance to many parents struggling as renters.
- 2005           **Presentation: Modeling a Dissertation Defense**  
Date:           November 5, 2005  
Purpose:       Modeled dissertation presentation and defense.  
Audience:     Approximately 80+ doctoral students and professors.  
Results:        The presentation was videotaped for Wilmington University for the purpose of presenting during 2006 Middle States review as well as doctoral study classes.
- 2005           **Presentation: The Effectiveness of Looping on Kindergarten Readiness**  
Date:           September 9, 2005  
Purpose:       Dissertation defense.  
Audience:     Dissertation Committee and members of public.  
Results:        Awarded doctorate degree.
- 2005           **Presentation: High Quality Early Childhood Program**  
Date:           June 2, 2005  
Purpose:       Provided an overview of an Abbott preschool program.  
Audience:     Early Childhood Consortium.  
Results:        Exchanged best practices and experiences among educators.

## Honors, Awards & Recognition

- 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

- 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

2010 – Present Gloucester 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**

January, 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.

January, 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.