

# NOMINATION FORM

**2022-23 A Craig Phillips North Carolina Superintendent of the Year  
AASA 2023 National Superintendent of the Year**

## **SUPERINTENDENT INFORMATION**

Name: Dr. Monique Felder

School System: Orange County Schools

Mailing Address: 200 East King Street

City, State, ZIP/Postal Code: Hillsborough, NC 27278

Telephone: (Office: Cell: ) 919-732-8126

Email: monique.felder@orange.k12.nc

## **NOMINATOR INFORMATION**

Name: Carrie Doyle

Relationship to Superintendent: Board Chair

School System: Orange County Schools

Mailing Address: 2700 Canter Drive

City, State, ZIP/Postal Code: Hillsborough, NC 27278

9192603006 carrie.doyle@orange.k12.nc.us

**Please complete this form and a letter (no more than 2 pages)**

providing justification and supporting information for your nomination. The letter should include information about the nominee's leadership for learning, communication, professionalism, community involvement, and overall impact on the school district.

Mail or email the completed nomination form and supporting letter by **May 1<sup>st</sup>** to:

Ed Croom, Central Carolina RESA Executive Director

Mail: Central Carolina RESA, Suite 104, 7208 Falls of Neuse Rd, Raleigh, NC 27615

**Or**

Email: [croome@ccresa.net](mailto:croome@ccresa.net)

If you have questions, contact Ed Croom ([croome@ccresa.net](mailto:croome@ccresa.net)) or Dana Stutzman ([stutzmandm@ccresa.net](mailto:stutzmandm@ccresa.net)) at 919-882-5951.

Dr. Ed Croom  
Central Carolina RESA, Suite 104  
7208 Falls of Neuse Rd.  
Raleigh, NC 27615

Re: Superintendent of the Year Recommendation: Dr. Monique Felder of Orange County Schools

April 29, 2022

Dear Dr. Croom,

It is with great enthusiasm that we recommend Dr. Monique Felder, Superintendent of Orange County Schools, for the honor of CCRESA Superintendent of the Year. In her tenure leading OCS, beginning in November 2019, Dr. Felder has worked tirelessly to improve student outcomes, support our educators and staff members, foster a more inclusive and equitable culture, as well as nurture community engagement during an incredibly challenging period of time.

Below we have highlighted examples of different facets of her leadership that have collectively moved Orange County Schools forward in a stronger, more equitable direction:

### **Leadership for Learning**

- Creating "Listen and Learns" throughout the district for an introductory sense of our district's strengths and weaknesses
- Partnering with ABC Science Collaborative and the Orange County Health Department for weekly learning sessions throughout COVID, and working hard to implement their recommendations
- Seeking an honest assessment of where we are, via audits of our literacy program, our equity culture and practices, and our classified salary schedules
- Requiring all additional Central Services staff to take LETRS training, in order to support the Elementary tier implementing new approaches to literacy
- Inviting community partners such as Family Success Alliance, ISLA, and El Centro to guide us in building community engagement
- Joining board committee work for hard conversations with outside experts to address racial incidents and the presence of hate groups in our community
- Following through on a commitment for district and school leads to continue with equity training with outside groups such as Pacific Educational Group

### **Leadership for Communication**

- Expanding our language translation and interpretation services at all levels - in board meetings, in district communications - both the access to language services and the number of languages supported
- Initiating Parent Academies in multiple languages to address barriers and challenges for families supporting their students' academic journey
- Overhauling our district website and all the school websites for greater alignment and clarity
- Prioritizing hiring bilingual office staff (Spanish) for all school sites
- Creating Board Weekly Updates that include highlights from every Central Services department as well as articles to keep board members well informed on broad and current educational issues
- Implementing Board Matters communication sent to all families to promptly summarize board meetings
- Devoting board meeting time to the audits' outtakes for greater transparency: for example, presenting where we were seeing academic declines, literacy programs that weren't working, and areas of gains as we implemented the Science of Reading literacy approach

## **Leadership for Professionalism**

- Leading by example: No one in the district works harder or is more dedicated than Dr. Felder
- Respecting the expertise of her staff members, school leadership, and educators
- Demonstrating respect of all people, regardless of view or positions
- Always accepting responsibility for mistakes or areas where improvement is needed but always sharing credit for successes
- Encouraging high level governance from the board
- Utilizing facilitators for difficult conversations

## **Leadership for Community Involvement**

- Not asking anything of staff that she isn't willing to do herself, including covering classes, working in the nurse's office during Covid, and directing traffic at football games
- Recommending and hiring Family Liaisons throughout the district to help us connect with our difficult to reach families.
- Networking with our faith communities
- Participating in community forums and conversations, most recently the area's League of Women Voters Superintendents panel
- Pursuing and securing the Flamboyant Family Engagement Fellowship grant for OCS

## **Leadership for overall impact on the school district**

- Demonstrating bold, measured leadership, and never compromising her core values
- Treating literacy as a civil right
- Creating and implementing a new strategic plan, which includes an interwoven equity plan
- Evolving constantly to keep students and staff safe during Covid
- Mobilizing our Child Nutrition and Transportation Departments to feed the community during Covid
- Creating systems and protocols to ensure continuity of service regardless of staffing

In all things, Dr. Felder makes clear her work and our work is in service to children. She embodies the qualities of a CCRESA Superintendent of the Year and would be a shining example for this prestigious award. We appreciate your consideration of her candidacy and eagerly anticipate your decision.

Sincerely,

Carrie Doyle, Chair, Orange County School Board  
Brenda Stephens, Vice Chair  
Hillary MacKenzie, Board Member  
Sarah Smylie, Board Member  
Dr. Jennifer Moore, Board Member  
Will Atherton, Board Member  
Bonnie Hauser, Board Member

*Members of the Cabinet and Extended Cabinet, including:*

Dr. Kathleen Dawson, Deputy Superintendent  
Patric Abele, Deputy Superintendent-Operations  
Rhonda Rather, Chief Finance Officer  
Joyce Hatcher, Chief of Human Capital & Organizational Development  
Dr. Chris Gammon, Executive Director of Curriculum and Instruction

Ambra Wilson, Executive Director of Literacy

Connie Crimmins, Executive Director, Office of Exceptional Children and Pre-K Services

Dwayne Foster, CAA, Director of Athletics, Health, and Operations

Emily Myers, Director of MTSS

Mariah Morris, Director of K-12 Literacy

Shannon Braxton, Director of CTE & Cultural Arts

Maryellen Gollnick, Assistant Director, Office of Exceptional Children and Pre-K Services

Franklin McCune, Administrative Assistant to the Superintendent and Board Specialist

Tia Wallington, Previous Administrative Assistant to the Superintendent and Board Specialist