

## Eric J. Becoats, Ed.D.

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### Professional Summary

Over 15 years in private and public senior executive management positions with specific expertise in:

Management and Leadership  
Process Improvement  
Organizational Development  
Facilitation  
Business Development

Training and Development  
Executive Presentations  
Strategic Planning  
Cross Functional Teambuilding  
Educational Planning

A result oriented, proactive leader who enjoys working independently and with a team across diverse organizations to analyze and improve systems that will increase academic achievement.

### Selected Accomplishments

Implemented a Balanced Scorecard Management Process for monitoring and evaluating the districts' efforts toward increasing academic achievement for all students.

Instituted organizational team briefings for Curriculum Organizational Development and Academic Improvement divisions.

Developed and implemented operational procedures for opening of schools processes for schools within the district.

Managed over seventy technology staff members in processes that enhanced technology for business applications, student applications, instructional technology and business development.

Implemented technology enhancements and a curriculum framework for the districts' Leadership & Global Economics Magnet Program.

Managed the process of updating technology systems in secondary schools that allowed for videoconferencing within the school district, local colleges/universities and Russia.

Managed the process of implementing Total Quality Management (TQM) systems for 145 schools and central office departments. The TQM efforts supported the development and implementation of the Balanced Scorecard. The district was able to meet 80% of Goals 2005 within one year of development.

Managed a staff of sixteen technical professionals to develop an assignment plan for 112,000 students in the 26<sup>th</sup> largest urban school district in the nation. The new assignment plan was the first significant reassignment plan in over 30 years. Interfaced with the Board of Education and elected officials, made numerous public presentations, and served as the technical spokesperson for the rollout of the plan.

Interfaced two data collection systems to ensure that the school district student database had accurate and accessible information, resulting in the first data dictionary for 112,000 students in an urban school district.

Managed the development of the long-range school facilities master plan for the school district which projected the student population in the next ten-year period to ensure better preparation for facilities planning and capital needs.

Managed a diverse group of citizens to solicit feedback and input on concerns related to the school system and incorporated community inputs to enhance the operational delivery of services and products.

## **Professional Experience**

*Guilford County Schools, Greensboro, North Carolina* 2005-present

The state's third largest urban school district serving 70,000 students in grades K-12, with 116 schools and an operational budget in excess of \$450 million.

### **Chief of Staff**

2005 to present

Translates the district's educational philosophy, goals and objectives into active strategies that will benefit each student. Provides leadership and oversight in the development of K-12 curriculum, instructional strategies, and professional development initiatives. Oversees the implementation of the district's capital improvement program. Assist in the development and administration of the annual operational budget. Conducts studies and research in various aspects of educational policy. Works collaboratively as a member of the Superintendent's Cabinet.

### **Instructional Intervention Team Leader**

2007 to present

Manage staff in the process of improving instructional delivery in order to meet Adequate Yearly Progress goals. Utilize formative assessment data to interpret and direct instructional efforts around teaching to mastery and re-teaching. Interpret value-added teacher data to assist in the development and deployment of staff. Develop daily schedules to maximize the use planning, remediation and acceleration for students in grades 3-5. Analyze and determine staff development needs in the areas of literacy, math, discipline, and effective instructional strategies.

*University Park Baptist Church, Charlotte, North Carolina* 2004 to 2005  
One of the largest Baptist churches in Mecklenburg County, NC serving over 7,000 members throughout the county with a budget in excess of \$9 million dollars.

**Director, Community Economic Development** 2004-2005  
Provided leadership and direction for business-wide research and development programs and activities. Obtained Research and Development contracts and funding. Responsible for the development and execution of non-profit and for-profit businesses within the organization. Responsible for financial and human resource accountability within four departments. Developed process improvement strategies for each department to ensure an enhanced delivery of services. Managed and directed operations related to the development of a middle school serving students in grades 6-8.

*Charlotte-Mecklenburg Schools, Charlotte, North Carolina* 1997-2004  
The nation's 26<sup>th</sup> largest urban school district serving 112,000 students, with 141 schools and an operational budget of approximately \$600 million.

**Assistant Superintendent, Planning and Development** 2002-2004  
Reported to the Superintendent. Managed financial and human resources accountability within five departments, including over 35 professional staff and 100 support staff. Developed policies and procedures related to technology, instructional technology, curriculum development, strategic planning, operational planning, student planning, total quality management, and inventory systems and facilities management. Managed an operational budget in excess of \$15 million.

**Chief Officer, Demographics and Planning** 1998-2002  
Reported to Deputy Superintendent. Responsible for financial and human resources accountability within two departments, including 18 professional and support staff. Developed policies related to long-term and short-term planning. Managed a budget in excess of \$300,000.

**Executive Director, Planning Management** 1997-1998  
Reported to Assistant Superintendent for Planning Services. Developed student assignment plans for 98,000 students in grades K-12. Managed and directed the activities of six Community Based Planning Advisory Councils.

*Baltimore City Public Schools, Baltimore Maryland* 1992-1997  
The nation's 25<sup>th</sup> largest urban school district serving 110,000 students, with 182 schools and an operational budget of \$800 million.

**Chief Planner, Planning and Student Placement** 1996-1997  
Reported to Deputy Superintendent. Developed and recommended policies and procedures related to student assignment planning for adoption by the Superintendent's Cabinet and the Board of School Commissioners.

**Director II, Planning and Student Placement**

1992-1996

Reported to Director of Planning and Student Placement. Developed and maintained, in cooperation with the Management Information Systems Department, a system-wide geographical information system for data collection, compilation, and dissemination of student-based and school-based data.

**Professional Credentials**

Ed.D., Educational Leadership, University of North Carolina-Charlotte

M.S., Financial Planning, Johns Hopkins University, Baltimore, Maryland

B.S., Accounting/Business, Lincoln University, Lincoln University, Pennsylvania

Member, Leadership Greensboro, Class of 2007

Former Executive Board Member, Leadership Charlotte

Member, Association for Supervision and Curriculum (ASCD)

Member, North Carolina Association of School Administrators (NCASA)

Member, Community Building Initiative and Social Capital

Former Member, City & County Government Planning Liaison Committee