

APRYL FREEMAN

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Integral and influential Educational Leader with an exceptional track record and 16 years of experience designing professional development programs focused on driving learning outcomes, instructional effectiveness and staff retention. Leverages a unique blend of program development, training and development, and recruitment expertise to deliver superior educational program results. Regularly collaborates with teachers and districts to implement a continuous cycle of professional growth responsive to student needs.

- ✓ **Developed the TIF V Teacher Leader Career Continuum within 5 months.** Created program guidelines, participant qualifications, conducted interviews, organized program orientations, quarterly meetings, and monitored participants' success to help build capacity in the lowest-performing schools in the district.
- ✓ **Streamlined the Pay for Performance Incentive Program** to ensure over 1,500 teachers were able to attend two trainings during the 2018-2019 school year without the use of substitutes or time away from their classrooms, while receiving their incentive 3-months faster than the 2017-2018 school year.

KEY EXPERTISE

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|---------------------------------|---------------------------------------|-----------------------------------|
| ☑ Educational Administration | ☑ Program Growth & Management | ☑ Operational Planning |
| ☑ Fiscal Management & Budgeting | ☑ Staffing & Recruitment | ☑ Leadership Development |
| ☑ Curriculum Development | ☑ Quality & Performance Optimization | ☑ Diversity & Inclusion |
| ☑ Partnerships & Negotiations | ☑ Professional Development & Training | ☑ Team Leadership & Collaboration |

PROFESSIONAL EXPERIENCE

BROWARD COLLEGE | Nov 2019 – Present

Assistant Director, TRIO Upward Bound

Supervise staff of 6 and manage the daily operations of project activities, ensuring efficient and effective delivery of the Upward Bound grant objectives to all eligible participants at Deerfield Beach, McArthur, and South Broward high schools.

- Lead budget forecasting and strategic management for academic year and summer programming.
- Monitor the quality of service in rendering and implementing TRIO services, in addition to overseeing the identification and recruitment process to enroll and serve eligible students.
- Streamline program goals across school sites and steer the development and assessment of all Upward Bound systems.
- Hire, train, and supervise instructors for the Upward Bound Summer Program.
- Maintain the fiscal integrity of Upward Bound funds for all three sites by reconciling, balancing and tracking the budget.
- Review program proposals and negotiate college tour contracts, including events and transportation.
- Drive support and resource accessibility for scholars through site visits and regular communication with principals, assistant principals, guidance counselors, and BRACE advisors at grant sites.
- Develop, implement and facilitate professional development trainings, meetings and activities for the continuous improvement of the program staff, in addition to holding weekly and quarterly meetings.
- Ensure all staff, processes and procedures are fully compliant with grant guidelines and regulations.

EDCONNECTIVE | Oct 2019 – Aug 2020

Diversity, Equity and Inclusion Consultant | Instructional Coach

Led 8 and 12-week online coaching sessions in partnerships with K-12 teachers assigned to public and charter schools across multiple states. Sessions included 1:1 and small group coaching.

- Tracked performance data and composed detailed reports to support teacher goals and improve student achievement.
- Positively impacted student learning outcomes, student engagement, on-task student behavior, academic rigor, and student achievements by delivering timely feedback and recommendations to teachers.

BROWARD COUNTY PUBLIC SCHOOLS (DEPT. OF COACHING AND INDUCTION) | Jul 2004 – Nov 2019

Instructional Facilitator | Professional Development Coordinator (Jan 2017 – Nov 2019)

Continues...

Developed the Teacher Incentive Fund (TIF 5) Teacher Leader Career Continuum for 32 schools in the school district. Created the program guidelines, participant qualifications, along with roles and responsibilities.

- Actively involved in the school improvement planning process, which included developing a positive district and school climate aligned with the vision, mission, and values of the district.
- Recruited, interviewed and selected the participants to represent partner schools.
- Tracked program completion for 80 participants, including reinforcing program expectations throughout the school year.
- Conducted needs assessments and analyzed data to identify areas of improvement, training and development needs, and make informed decisions.
- Established ongoing professional learning communities within the department using the professional learning management system, Learning Across Broward (True North Logic).
- Designed and facilitated professional development training sessions for teacher leaders and district staff to help drive performance and outcomes at lower-performing schools throughout the district.
- Drove student achievement by routinely meeting with leadership teams to assess and determine training and additional academic support needs.

Induction Coach, Investing in Innovation (Jul 2013 – Dec 2016)

Employed instructional strategies, classroom practices, and professional learning opportunities to support the growth and development of first and second-year teachers in the district.

- Decreased teacher turnover and increased retention by implementing new teacher support and onboarding processes, as well as coordinating and delivering coaching, modeling, and facilitation to new teachers.
- Collaborated with school principals and department leadership team to develop organizational goals and objectives with a focus on fostering growth and highly-effective teaching practices.
- Utilized various data collection tools and protocols to guide teacher reflection and monitor their progress towards attaining their professional goals.

Literacy Coach (Jul 2010 – Jul 2013)

Delivered strategic literacy-focused mentoring and personalized support based on identified needs of individual teachers and differentiated supports that foster the growth and development of teachers.

- Administered and interpreted reading progress monitoring diagnostics, in addition to synthesizing progress monitoring reports to effectively support teachers to help them develop instruction based on assessment results.
- Monitored and revised the School Improvement Plan, and coordinated Reading Extended Learning Opportunities (ELO) after-school camps for students.
- Conducted needs assessments using student test scores and district standards.
- Planned and facilitated professional development and professional learning communities on text complexity, Common Core State Standards, Differentiated Instruction, High-Yield Strategies, and the Gradual Release of Responsibility Models.
- Trained teachers in the areas of analyzing student work, differentiating instruction, and supporting English Language learners and students with special needs.

Prior Related Experience: **Title I Liaison, Team Leader and Reading Teacher** | Broward County Public Schools (2007 – 2010) and **Team Leader and 5th Grade Teacher** | Broward County Public Schools (2004 – 2007)

EDUCATION

Master of Science in Educational Leadership K-12 | Florida Atlantic University (In Progress)
Master of Science in Reading Education | Florida International University
Bachelor of Science in Elementary Education | Florida Agricultural and Mechanical University
 Florida Department of Education Elementary Education K-6 Certification
 ESOL Endorsement
 Lean Six Sigma White Belt Certification
 Appreciative Advising Certification

LEADERSHIP ROLES

Board Member | Florida Association for Supervision and Curriculum Development
 Board Member | City of Lauderhill Educational Advisory Board