

**Dale E. Gaddis Ed.S**

**Personal Information**

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**Educational Preparation**

Post-Graduate Studies/  
All but dissertation

University of Alabama  
Tuscaloosa, Alabama  
K-12 Educational Administration  
1993-1995

Educational Specialist

West Georgia College  
Carrollton, Georgia  
K-12 Administration and Supervision  
1986-1990

M. Ed.

West Georgia College  
Carrollton, Georgia  
K-12 Administration and  
Supervision  
1985-1986

B.S.

Kennesaw State University  
Marietta, Georgia  
Major: Secondary Education  
Minor: Social Science  
1975-1983

**Professional Experience**

2002 – Present    Area Assistant Superintendent    Cobb County Public Schools  
Marietta, Georgia

- Supervise and evaluate elementary, middle and high school principals in Area 2
- Supervise K-12 cluster operations, management, and administration
- Leadership Development
- Ensure continuous evaluation and improvement of area schools
- Plan and coordinate with schools to ensure program continuity and articulation
- Plan and coordinate with Staff Development activities designed to promote appropriate instructional practices
- Develop and coordinate school personnel and facility needs assessment
- Develop departmental budget and oversee cost-center budget operation for each school
- Maintain weekly contact with and visitation in area schools
- Maintain communication with principals to determine effectiveness of special programs and activities in schools
- Ensure principals receive information to perform their job responsibilities
- Assist principals in implementing their school improvement plan objectives

- Work with Assistant Superintendent for Curriculum to ensure appropriate instructional accountability and implement continuous achievement and a comprehensive objective-based curriculum
- Coordinate with Human Resources in establishing staffing allocations for schools
- Serve as central office liaison to cluster area advisory committees, including school councils

2001-2002

Assistant Superintendent  
of School Improvement  
6-12 Education

Cobb County Public Schools  
Marietta, Georgia

- Supervise high and middle grades curriculum, school improvement and operations (apprx. 60,000 students)
- 6-12 School Improvement and supplemental budget development and management
- Supervise 6-12 cluster management, planning and SIP development
- Coordinate 6-12 team planning and management
- Supervise magnet/theme school development
- Supervise Performing Arts Magnet program
- Develop alternative school programs
- Develop and coordinate eLearning@Cobb opportunities
- Assist in the development of curriculum alignment
- Coordinate block schedule waivers/evaluations
- Assist in coordinating K-12 instruction and articulation activities
- Responsible for 6-12 Principals
- Leadership development
- Supervised 2 Executive Directors

2000-2001

Assistant Superintendent  
of School Improvement  
High School Education

Cobb County Public Schools  
Marietta, Georgia

- Supervise high school curriculum, school improvement and operations (apprx. 29,000 students)
- 9-12 School Improvement and supplemental budget development and management
- Supervise magnet/theme school development
- Supervise Performing Arts Magnet program
- Develop alternative school programs
- Develop and coordinate eLearning@Cobb opportunities
- Develop and design curriculum
- Coordinate block schedule waivers/evaluations/alternative education
- Assist in coordinating K-12 instruction and articulation activities
- Responsible for high school principals
- Leadership Development

1997-2000

Executive Director of  
Educational Leadership

Cobb County Public Schools  
Marietta, Georgia

- Supervise high school curriculum, school improvement and operations
- Supervise magnet/theme school development
- Supervise Performing Arts Magnet program
- Develop alternative school programs
- Develop and design curriculum
- Coordinate block schedule waivers/evaluations
- Assist in coordinating K-12 instruction and activities
- Supervise high school principals
- Leadership development

1996-1997

Executive Director of  
High School Operations

Cobb County Public Schools  
Marietta, Georgia

- Assist all high schools with operational management
- Supervise all high school principals

- Coordinate, review and revise all student policies
- Coordinate with system legal representatives
- Serve as liaison with local government officials
- Conduct facility reviews and develop system high school needs list
- Coordinate high school graduations
- Coordinate high school summer school operations
- Leadership Development
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1990-1996

Principal

North Cobb High School  
Kennesaw, Georgia

- Supervise total school program (145 staff and 2300 students)
- Coordinate and supervise curricular and school improvement initiatives
- Implement Shared Decision Making
- Design and implement school-wide diversity program
- Design and implement local curriculum grant program
- Introduce strategic and multi-year planning to staff
- Develop Ninth Grade Center
- Perform all duties associated with the principalship
- Georgia School of Excellence 1996
- Initiated Cluster Program

1986-1990

Associate Principal

Wheeler High School  
Marietta, Georgia

- Supervise curricular and extra-curricular programs
- Supervise financial services for the school
- Supervise the development of the master schedule
- Coordinate Department Chair meetings
- Supervise instructional program
- Coordinate instructional technology program
- Coordinate school maintenance program
- Supervise extra-curricular budgets
- Coordinate PTSA and booster organizational activities

1984-1986

Administrative Assistant

North Cobb High School  
Kennesaw, Georgia

- Coordinate physical operations of the facility
- Coordinate facility planning
- Supervise temporary and long-term substitute teachers
- Coordinate activities and scheduling of events
- Supervise selected teachers
- Taught World Geography, U.S. History, World Affairs and Ninth Grade English

1983-1984

Social Studies Teacher

North Cobb High School  
Kennesaw, Georgia

- Taught World Geography and English
- Taught U.S. History
- Taught U.S. Diplomatic History
- Taught Grammar Composition

1980-1987

Emergency Medical Technician Atlantic Steel Company  
Atlanta and Cartersville GA

- 11-7 Shift in Medical Lab
- Emergency management and care



Cobb County Interagency Task Force  
School Improvement Planning  
P-16  
K-12 Curriculum Alignment  
I Policy Review Committee  
NSSE School Improvement  
Leadership Development

## Professional Highlights and Recognitions

Phi Alpha Theta: Historical Honor Society  
Who's Who Among Students in American Universities and Colleges  
Presentation to Kennesaw Business Association: Community Partnerships  
Implementation of "Shared Decision Making" at North Cobb High School  
North Cobb High School Ninth Grade Transition School Within a School  
Required Summer Reading Program for all students at North Cobb High School  
Developed and implemented Peer tutor Program at North Cobb High School  
Developed a high school tutor program at cluster elementary schools  
Developed and implemented cluster-wide strategic planning  
Presentation: Multi-Culturalism in the School Setting  
Presentation to Cobb County high school principals: Learning for All  
Presentation to Administration and Community: Educational Planning and Specifications  
New Teachers Presentation: The New Mission  
System-wide leadership meeting: Seven Habits and the Administrator  
North Cobb High School: 1996 Georgia School of Excellence  
NASSP Administrative Assessor and Trainer  
Development of alternative educational opportunities and work place development within Cobb  
NovaNet- credit recovery  
E-Learning @ Cobb

## Professional Organizations

Georgia Association of Educational Leaders  
National Association of Secondary School Principals  
Association for Supervision and Curriculum Development

## Personal/Community Involvements/Recognitions

Marietta First United Methodist Church	
Scholarship Committee	1994-96
Administrative Board	1995-96, 1998-99
Board of Stewards	1999-2001
Executive Board	2000-2001
Executive Council	2001-2005
Prayer Ministry Co-Chair	2000-2002
Five and Six year-old Sunday school teacher	1997-Present
Weekday Ministries Board	2006-Present
Lay Leadership Committee	2006-2008
Finance Committee	2008
M.U.S.T. Ministries Board of Directors	1999-2001
Life Membership Georgia PTA	1988
Georgia Heart Association Certificates of Recognition and Appreciation	1979, 1980, 1981, 1982
Who's Who Among Students in American Universities and Colleges	1982-83
Optimist Club	70's
Rotary Club	90's
Kennesaw State University 2001 Distinguished Alumni Award	
Kennesaw State University 2004 Commencement speaker (Colleges of Education and Humanities)	
Empire Who's Who Registry of Executives and Professionals	2003- 2004 and 2004-2005

## **Professional Accomplishments**

### **Local School:**

- Cluster Initiative (planning and data analysis)
- School-community partnerships
- Ninth Grade transitions program
- Student Achievement gains
- High School tutorial program for elementary feeders
- Required summer reading for all students
- Georgia School of Excellence (1996)

### **Systemic:**

- Working collaboratively with local municipalities and civic organizations for school support and community involvement
- School Improvement Planning and Implementation
- Data Training and analysis
- Georgia State School Keys (Standards) Trained
- Employee Recruitment and Retention
- Budget Development
- Work with Cobb County Public Schools Safety and Security (standards, training and operations)
- Facility Standards
- Alternative Education development and refinement
- Cobb County Interagency Task Force
- Development of Professional Learning Communities
- Early release for local school staff development
- Technology Integration
- Virtual High School and other distance learning and alternative instructional delivery models
- PK –12 continuous instructional focus and alignment
- School Improvement Planning
- System Strategic Planning
- Municipal joint use planning
- Magnet Planning
- Learning Focused Schools and America's Choice Initiatives
- Curriculum Mapping