

Tovi C. Scruggs, M.Ed.

Visionary – Leader – Coach – Author

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ACSA Region 6 Marcus Foster Memorial Award for Administrator Excellence, 2015

SENIOR-LEVEL ADMINISTRATION & LEADERSHIP COACHING

AREAS OF EXPERTISE

- Visionary Leadership
- Mindfulness in Leadership
- Leadership & Lifestyle Coaching
- Leadership & Professional Development
- Organizational Design and Development
- School Climate & Culture Design
- Social & Emotional Intelligence
- Project Planning/Execution
- Family Engagement - Parent Champion Coach™
- * Equity Training
- * Academic Culture Building
- * Alternative Education Models
- * Culturally-Relevant Models & Instruction
- * Restorative Practices & Justice
- * Public Speaking & Presentation
- * Special Event & Commencement Planning
- * Team Building/Trust Building
- * Entrepreneurship

PROFESSIONAL EXPERIENCE

Principal, San Lorenzo High School, San Lorenzo, CA. August 2012 – June 2016. Over the last 4 years, I have cultivated significant positive change, growth, and a culture of collaborative excellence managing a staff of more than 100 educators and support staff and a budget of over 1 million dollars. By implementing sweeping changes, I have successfully eliminated union grievances in a highly tumultuous district, greatly reduced fighting and expulsions, expanded learning opportunities for underrepresented groups, and increased parent engagement.

Highlights include:

- Successful community engagement process to remove the confederate-like mascot that has been in place since 1951 <https://youtu.be/GTenFBT59SY>
- 2015 Marcus Foster Awardee for Administrative Excellence for massive systemic school improvement in culture and climate & equity and access.
- Lead a complete turn-around in the culture & climate by implementing academic culture building and restorative practices in school climate to reduce fights on campus and increase academic student achievement. This resulted in a decrease in student behavior referrals, suspensions, and expulsions
 - The suspension rate dropped from 358 students in 2013 to 196 students in 2015.
 - The number of fights on campus dropped from 209 to 63 in just 4 months in 2013.
 - The expulsion rates went down by more than half just in the last two years from 16 down to 8
- passionate leadership style successfully handling campus conditions in response to the school

- and community tragedy of 2 student deaths over the last 3 years.
- partnered with families to bring back the first PTSA in over 20 years
- Instituted the need for a tardy policy that reduced tardies from 30,000 upon arrival to less than 5,000 in a year
- Designed an academic student incentive program and brought back the California Scholarship Federation so students had a vehicle to show their academic greatness starting as early as 9th grade
- Secured the buy-in and collaboration of the English department to effectively implement “Rebel Work”, a school wide mindset and motivational program designed to increase academic and social success in school
- worked with the athletic department to institute athletic study halls as part of practice, and, as a result, 3 sports teams (Baseball, Football, and Boys’ Cross Country) have all earned NCS-CIF Division II Scholastic Award Banners. There were no athletic scholastic awards since 2009. Further, this was a first for both the Baseball and Football Teams, both of which serve the lowest achieving demographics.
- Increased equity work on campus by creating greater accessibility and success for students of color by adding 3 new AP courses that were more strongly connected to the school’s underrepresented populations. Through this intentional strategy, the total number of AP students has almost doubled (from 110 to 201) and the percentage of AP students with scores of 3+ has significantly increased (34% to 52%).
- Created policy change and implementation school wide to eradicate policies that were not effective in closing the achievement gap for students of color and blocking college access/A-G eligibility

Certified Teacher, Search Inside Yourself Leadership, San Francisco, CA. January 2016 – present.

SIYLI is a best in class and globally recognized program and network. Born at Google, Search Inside Yourself (SIY) blends evidence based mindfulness, emotional intelligence and neuroscience to awaken the best in people and organizations, including schools. SIY is currently offered in over a dozen countries for leading organizations, including Google, SAP, LinkedIn and the United Nations. SIYLI is guided by a board comprising thought leaders such as Arianna Huffington and world renowned neuroscientist Dr. Richard Davidson.

As a certified SIY Teacher along with over 25 years of mindfulness experience and practice, Tovi is dedicated to bringing mindful leadership to the leaders in our classrooms and the leaders in our schools all over the nation. Globally, there are fewer than 100 SIY Certified Teachers and far fewer with a focus on educational settings with this rare expertise. Tovi has committed her next body of educational leadership to this purpose.

Adjunct Professor, Mills College, Oakland, CA. Summer 2016. Co-Teaching Education 406: “Leading for Diversity.” Focus on trauma-sensitive schools and English Language Learners.

Co-Director, for “Equity in Education” Academy, series 2016-17, Association of CA School

Administrators, Region 6. April 2016 – present. This Academy will be delivered to educational leaders and principals throughout the Northern California region.

Executive Director, Urban Services Branch, YMCA of the East Bay, Oakland, CA. September 2010 – August 2012. Restructuring and rebuilding a branch of the Association to be fully compliant and operating under YMCA standards of excellence; overseeing 3 facilities throughout West & East Oakland with a staff of 50 and establishing the West Oakland YMCA as a Juvenile Evening Reporting Center, a new initiative under Alameda County Chief of Probation. Please visit my profile at www.linkedin.org for a complete description and data of success.

Co-Founder and Executive Director, ASA Academy & Community Science Center, Oakland, CA. August 2002 – August 2009. Designed from the ethers of vision to physical manifestation. ASA Academy (Grades 6 – 12) was an educational model & framework for responsibly and powerfully educating African-American youth in a culturally-relevant setting with academic rigor, helping to close the academic achievement gap. ASA doubled growth and resources for over 4 years. ASA Academy proudly celebrated 100% graduation & college-going rates. Successfully coordinating WASC Accreditation and UC a-g college level coursework approval and curriculum. Please visit my profile at www.linkedin.org for a complete description and data of success.

Assistant Principal, Royal Sunset Continuation High School, San Lorenzo Unified School District, San Lorenzo, CA. August 1998 - August 2002. Restructuring the continuation high school academic programs to increase graduation rates more than 100% for two years. Please visit my profile at www.linkedin.org for a complete description and data of success.

Acting-Assistant Principal, San Lorenzo High School, San Lorenzo Unified School District, San Lorenzo, CA. November 1997 – June 1998. Responsible for: student discipline, campus safety, conducting parent conferences, evaluating teachers and staff, WASC preparation, teacher coverage duties, and planning graduation commencement.

English and Health Teacher, San Lorenzo High School, San Lorenzo Unified School District, San Lorenzo, CA. August 1994 – November 1997. Responsible for: implementing and designing innovative curriculum and methodologies designed for youth of color, maintaining classroom management, maintaining parent contact, developing and evaluating student achievement, creating standards for Language Arts and Health in accordance with the CA State Framework, participating as an agent of social and educational change in both the English and Health Departments. Also taught “Sheltered Health” to ELL Students.

PROFESSIONAL LEADERSHIP HIGHLIGHTS while Teaching (1994 – 1997)

Teacher-Leader (1994 – 1997) – instruct and support teachers in facilitating changes in classroom instruction, organization, and management to increase student learning and achievement, especially students of color. Successfully presented the following culturally-relevant novels for San Lorenzo School Board adoption: *Native Son*, *Always Running*, *Monster*, and *Makes Me Wanna Holler*

Mentor Teacher, English & Health Depts., San Lorenzo Unified School District, San Lorenzo, CA. Spring 1997 – Spring 1998. *Youngest teacher in district to ever hold this honor.*

Human Relations/Certified Diversity Trainer (1994 – Present) – led workshops for all stake-holders to effectively learn to listen, respect, and value the traditions and contributions of every culture.

“True Colors” Trainer (1996) – educate both students and teachers to learn about people and personality traits beyond race/color; team-building to develop effective strategies and intervention methods based on “personality-types”.

Beginning Teacher Support and Assessment (BTSA) Support Provider (1996) – supported and coached

new teachers in the six modules designated for successful teaching.

Site Representative Council Member, San Lorenzo High School, 1995-1997. Provided representation and input as a teacher representative on a council that consists of every major campus stakeholder: parents, students, teachers, and administration. This council is the major decision-making body on campus, and all members must be voted to the council.

Youth Empowerment Services (YES) Coordinator (1995-1997) – designed and organized school-wide and all-day activities that fostered student awareness of consequences of tobacco and drug-use as well as team/community-building skills.

CONSULTANT EXPERIENCE

Consultant/Co-Chair School Design Team Member, “The 100 Black Men of the Bay Area Community School For Boys” – The 100 Black Men of the Bay Area, Oakland, CA. April 2010 to March 2012. Development, organization, and strategic plan for new school.

Consultant, Parent Equity Coalition for Tracey Unified School District, Tracy, CA. April 2010 to August 2011. Development, organization, and strategic plan for newly formed parent group charged with closing the academic achievement gap and increasing cultural-relevancy.

Consultant, “PATHS: Providing Access to HIV-Testing through Schools” - Educational Training & Research Associates, Scotts Valley, CA. 2009. Revised resource guide, refining content and layout. Consulted with developers and representatives on revisions and recommendations.

Consultant, “Focus On Youth: HIV Prevention” - Educational Training & Research Associates, Scotts Valley, CA 2007. Revised workshop curriculum to be more culturally-relevant. Met with Center for Disease Control Representatives to articulate action plan for revision, dissemination, and implementation.

Consultant/Diversity Trainer for New College, San Francisco, CA. Summers 1999 & 2000. Conducted workshops and presented highly sensitive material for teacher credentialing candidates.

Curriculum Consultant & Teacher Advisor/Trainer, Real Alternatives Program, Berkeley, CA. Summers 1996 & 1997. Responsible for: designing and conducting a summer intensive teacher training program to prepare and support teachers and college students in teaching new material to highly at-risk youth of color; evaluating and mentoring teachers in methodology and classroom management, and designing curriculum to be delivered by other teachers.

PUBLICATIONS

Be A Parent Champion: A Guide to Becoming a Partner With Your Child’s School.
Dirt Path Publishing, 2014.

KEYNOTES & PRESENTATIONS

The College Board “Dream Deferred Conference” Presentation: “Successful Models of Educating African-American Youth,” – 2007

California Girls State Keynote: “Spiritual Leadership: Leading With Your Spirit” – 2007

Fun Fact: Tovi attended CA Girls State in 1989, elected Lt. Governor, & appointed as one of two representatives of CA at Girls Nation in Washington, D.C.

Connecting Communities Coalition Keynote: “Bridging the Home to School Connections” – 2008

Crocker Highlands Elementary School Parent Coalition Presentations: “Creating a College-Going Culture at Home” - 2007 AND “What Parents Can Do...Because School is Not Enough” – 2008

Black Infant Health Care Conference Keynote: “Preparing Our Children for Success” – 2009

San Francisco National Association of Black Accountants Education Conference Keynote: “Community Responsibility for the Success of All Youth” – 2010 AND “Creating a Vision for Your Child’s Education’ - 2011

UC Davis Puente Transfer Motivational Conference Keynote: “The Power of Feminine Leadership” – 2011

L.I.F.E Courses, Inc. Annual Education Conference – 2011 – 2014

California GEAR UP Leadership Institute Keynote “We, Us, & Ours: Aligned Leadership to Outsmart Oppression” – 2014

Greene Scholars Program Parent Engagement Workshop – “How to Be a Parent Champion” – 2014

ACSA Student Services Institute Workshop – “Equity in Family Engagement & Academic Culture Building” – 2014

African-American Regional Education Alliance – “Strategies to Engage African-American Parents” – 2015

CAASA Educational Summit Presentation - “Strategies to Engage African-American Parents” – 2015

Longfellow Middle School PTSA Workshop - “How to Be a Parent Champion” – 2015

Bay Area Infant Health Workshop – “Make It Explicit: Educational Parenting™” – 2015

Bay Area Infant Health 2-Day Training – “Search Inside Yourself Leadership Institute: Emotional Intelligence for Leaders” – 2015

Castro Valley USD Professional Development Workshop – “Mindfulness for School & Classroom Leaders” – 2016

AWARDS & ACCOLADES

Nominated as one of the “10 Most Influential” African-Americans in the Bay Area for City Flight Magazine, April 2003 (jointly represented by Sharon Parker, Co-Founder of ASA)

“Unsung Hero Award” by National Council of Negro Women, Oakland Chapter, 2004

“101 Outstanding Women” Award by The Black Expo, Oakland, CA, 2006

“101 Champions for Our Youth” Award by The Black Expo, Oakland, CA, 2008

“2009 Woman of Greatness” Award by Oakland Mayor Ron Dellums Model City Summit, 2009

“Community Hero” Award by The 100 Black Men of the Bay Area, Oakland, CA, 2011

Hemera Foundation Fellow, 2014

ACSA Region 6 Marcus Foster Memorial Award for Administrator Excellence, 2015

EDUCATION

Bachelor of Arts Degrees in English and Social Welfare, University of California at Berkeley, Berkeley, CA. May 1993.

Master of Arts in Education (emphasis in teaching), Mills College, Oakland, CA. May 1995.

Secondary Teaching Credential in English and Health, Mills College, Oakland, CA. May 1994.

CLAD Training, Alameda County Office of Education, Hayward, CA. March 1996.
Tier 1 Administrative Credential Program in Education, Mills College, Oakland, CA. May 1998.
Non-Profit Management Program, California State University East Bay, Hayward, CA 1999-2000.
Administrative Credential in Education, Mills College, Oakland, CA. January 2012.
Integral Coach™ Certification, New Ventures West, San Francisco, CA. September 2013.
Search Inside Yourself Leadership Teacher Certification –January 2016.

MEMBERSHIP & AFFILIATIONS

Alpha Delta Kappa Honorary Philanthropic Sorority for Women Educators (ADK)
Association of California School Administrators (ACSA)
Recently appointed to serve as Region 6 At-Large Representative, Executive Committee.
California Alliance of African American Educators (CAAAE)
California Association of African-American Superintendents and Administrators (CAAASA)
New Ventures West Certified Integral Coaching™ Community

References Available Upon Request