

## Debra R. Lamb, Ed.D.



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### PROFILE

With more than 26 years of professional service in public education and 14 years of service in nonprofit and philanthropic organizations, Dr. Debra Lamb is experienced at:

- Leadership development, coaching, mentoring, and leveraging team strengths to generate quality processes and outcomes;
- Program development & management, grant writing, data analysis, strategic planning, policy analysis & implementation, and quality reviews;
- Communication, network building, diplomacy, cross-functional relationships, and instilling trust; and
- Designing and supporting initiatives focused on equity and inclusion.

### EDUCATIONAL BACKGROUND

- **Advanced Diploma, School District Leadership** (2014), The College of New Rochelle (now Mercy University), New Rochelle, NY. **Certification:** New York State School District Leader (SDL) (2014).
- **Doctorate in Education (Ed.D.) in Executive Leadership** (2013): St. John Fisher University, Ralph C. Wilson, Jr. School of Education, Rochester, NY. Dissertation: [Cultivating Educational Resilience in Students Experiencing Multiple Grade Retention](#).
- **Executive Master of Public Administration (XMPA)** (1998): Baruch College, City University of New York (CUNY), Austin W. Marxe School of Public & International Affairs, New York, NY.
- **Bachelor of Arts in Social Structure, Theory & Change** (1987), Empire State University, State University of New York (SUNY).
- **Brooklyn Technical High School** (New York), Major: Industrial Design.

### PROFESSIONAL EXPERIENCE

**UNIVERSITY OF THE STATE OF NEW YORK (USNY)/REGENTS RESEARCH FUND** (Albany, NY), **PLAN Pilot, Project Advisor** (Consultant) (February 2022-May 2023): The Performance-Based Learning and Assessment Networks (PLAN) Pilot supports the New York State Education Department's efforts to promote a performance-based system of instruction and assessment practices focused on student-centered learning, equity of opportunity, post-secondary preparation outcomes, and positive school culture shifts.

- Contributed to the development of five professional development webinars highlighting the voices of educators, students, and parents focused on performance-based assessment and experiential learning;
- Facilitated Communities of Practice conversations focused on conditions and supports needed by diverse public high schools to successfully transition to utilizing multiple measures for students to demonstrate progress and mastery of state learning standards; and
- Drafted a Strategic Funding Plan to support fiscal sustainability of the PLAN Pilot.

**NEW YORK CITY DEPARTMENT OF EDUCATION** (1998-2021)

- **Senior Director, Student Support Services & Community Partnerships, Division of the First Deputy Chancellor** (Central Office, Manhattan) (2019-2021):

- Led a team that provided support to, advocated for, and built capacity of Directors of Student Services and managers of health, guidance counseling, school climate & culture, attendance, and crisis intervention across 10 Borough/Citywide Offices;
  - Collaborated, communicated, and coordinated with central DOE divisions focused on incorporating multi-tiered systems of support for social, emotional, and academic learning, such as trauma-informed practices/healing-centered engagement, and other restorative initiatives like the Yoga & Mindfulness Teacher Preparation Program;
  - Provided support to, advocated for, and built capacity of Directors of Student Services and their managers of Health, Counseling, Culture & Climate, Attendance, Crisis Intervention, and Social/Emotional/Academic Learning & Leadership (SEALL) across 10 Borough/Citywide Offices;
  - Engaged in cross-functional collaborative activities with central divisions to disseminate policy and content to the field on major DOE initiatives including Comprehensive School Support, the Supportive Environment Framework, chronic absenteeism, disproportionality, student empowerment/voice/choice initiatives, and social/emotional learning;
  - Cultivated partnerships with multiple public agencies and non-profit organizations to assist Student Services in supporting vulnerable students, such as students in temporary housing, foster care, and formerly incarcerated youth;
  - Engaged with unions on consultations related to student attendance policy implementation;
  - Co-led DOE's "My Sister's Keeper" (MSK) initiative, which brings together diverse groups of girls and young women of color in grades 4-12, including all identifying as female, to engage in empowering experiences that build confidence, strengthen sisterhood, and promote gender equity; and
  - Organized screenings for students and staff of the films "PUSHOUT: The Criminalization of Black Girls in Schools" (2019) and "College Behind Bars" (2020) to improve school culture.
- **Assistant Superintendent/Field Support Liaison, Community School District 17 (Brooklyn) (2015-2019):**
    - Served as intermediary among Community School District 17 Superintendent's team, schools, and the Brooklyn Borough Field Support Center to ensure alignment of strategic support on administrative, instructional, and operational issues;
    - Facilitated development of school improvement plans for District 17's schools in collaboration with the Superintendent and the Principal Leadership Facilitator/Deputy Superintendent;
    - Planned and facilitated monthly principals' meetings, monthly district leadership team meetings, and the district's leadership retreat;
    - Conducted school-based professional development on such topics as effective action research processes for school-based inquiry teams and data analysis;
    - Contributed to the development of District 17's 2015-2017 Title III Annual Measurable Objectives Application, and the 2016-2017 District 17 Comprehensive Educational Plan, both essential for ensuring strategic planning and resource availability;
    - Focused attention on the educational challenges faced by Students in Temporary Housing by planning and facilitating a "Legislative Lunch & Learn" in February 2016 and a forum at a homeless shelter in December 2016;
    - Designed and secured grant funding for District 17's implementation of New York State's 2016-2018 My Brother's Keeper Initiative focused on eliminating opportunity gaps and helping boys and young men of color to reach their full potential;
    - Designed District 17's Family Resource Center at the Brooklyn Children's Museum funded through the district's My Brother's Keeper grant and coordinated a February 2018 Grand Opening aimed at supporting Students in Temporary Housing;
    - Served as point of contact for District 17 summer school coordination, partnership development, enrollment issues, fundraising, and service provision for students with special needs;
    - Trained as a Coach for NYCDOE's Wallace Foundation-funded Emotional Intelligence Initiative as well as for its Collaborative Action Research Program (CARP); and

- Spearheaded development of District 17’s successful federal grant proposal for “Education Innovation and Research Program/Early-Phase” grants.
- **Assistant Superintendent/Network Leader, Cluster 6 (Bronx) (2013-2015):**
  - Conducted School Quality Reviews across NYC’s five boroughs, collecting low- and middle-inference data and artifacts consistent with the NYC Department of Education’s Quality Review rubric;
  - Conducted one-day evaluative visits to support Principal Performance Reviews consistent with New York State’s Annual Professional Performance Review (APPR) legislation followed by written feedback with for each Principal observed and their superintendent; and
  - Assumed additional role of Network Leader for a Children First Network of 35 schools across six Districts in January 2015.
- **Network Leader (2012-2013), Deputy Network Leader (2008-2012), Achievement Coach (2006-2008), Children First Network (CFN) 407 (Manhattan):**
  - Provided differentiated instructional, administrative, and operational support for a Children First Network named the “Maverick Education Partnership,” which was comprised of 25 schools (Pre-Kindergarten through Grade 12, including one SUNY-authorized charter school) across 11 districts and 4 NYC boroughs;
  - Supported leadership development and sharing of best practices among consortium of schools by writing successful federal and state grant proposals;
  - Engaged in academic partnerships to facilitate and reinforce school-level professional development and leadership;
  - Delivered support, resources, and professional development to Pre-K through Grade 12 schools across four boroughs to empower the achievement of their academic goals and objectives;
  - Engaged school staff in school improvement efforts addressing structures, systems, and students;
  - Increased staff capacity to select and use of diagnostic and formative assessment tools and data analysis through training and development; and
  - Collaborated with school teams on action research, academic intervention services, and the school quality review process, to support capacity building and improved student achievement.
- **Director, Intervention Initiative, Division of Teaching & Learning (Central Office, Manhattan) (2004-2006):**
  - Led a citywide intervention initiative providing diagnostic assessment, intervention tools, and progress monitoring support to schools for students retained in grade in accordance with a new citywide promotion policy;
  - Supported a team of 10 Regional Directors of Intervention Services implementing academic intervention services citywide;
  - Collaborated with Regional Superintendents and their teams to support schools struggling with the most intensive intervention needs;
  - Gathered and disseminated best intervention practices for replication via publishing a quarterly newsletter entitled “Sharing What Works”; and
  - Forged strategic partnerships with universities, especially the City University of New York, as well as other providers of specific intervention services for students with special needs including students with disabilities and English Language Learners.
- **Manager of State & Federal Programs, Office of Government & Grants (Central Office, Manhattan) (2003-2004):**
  - Monitored district compliance across the NYC public school system with funder guidelines, grant procedures, and organizational policy;
  - Liaised with the New York State Education Department on district-level reimbursable funding issues, including federal, state, and discretionary grants and comprehensive educational planning; and

- Managed the citywide District Comprehensive Educational Planning process.
- **Director, Program Development & Planning, Chancellor's District** (Central Office, Brooklyn) (2002-2003):
  - Spearheaded reimbursable program planning, implementation, and evaluation processes for a special district aimed at realizing school-wide reform within New York City's lowest performing public schools;
  - Led the District's Comprehensive Educational Planning process;
  - Ensured that Chancellor's District met all New York State Department of Education compliance requirements to qualify for 100% of funding and other resources; and
  - Secured resources to support professional learning and leadership development programs for faculty as well as enrichment and intervention programs for students. Several schools met targets, were released from educational requirements, and returned to their home district.
- **Deputy Executive Director, Division of Parent & Community Partnerships** (Central Office, Brooklyn) (2000-2002):
  - Oversaw the citywide management of all reimbursable programs, Title I parent involvement, comprehensive school reform projects, and faith-based/community-based partnerships;
  - Managed the citywide District Comprehensive Education Planning (DCEP) process; and
  - Secured community input into decision-making about use of reimbursable funds as liaison to Citywide Parents' Advisory Council (CPAC) for Title I.
- **Director, Management & Compliance Unit, Division of Funded & Community Resources** (Central Office, Brooklyn) (1998-2000):
  - Coordinated citywide district comprehensive educational planning process for largest school system in the United States, with strategic planning for 32 school districts, as well as several special districts e.g., for students with special needs, overage students, and districts with the lowest-performing schools);
  - Managed process for securing approval of all District and school reimbursable budgets, involving City tax levy, state, and federal funds including Title I funds; and
  - Ensured district and school compliance with NYC Board of Education policy and funding guidelines.
- **Program Development Specialist, Division of Funded Programs** (Central Office, Brooklyn) (1998):
  - Secured and managed funding for projects supporting student achievement and was promoted seven months later.

**BODY POSITIVE, INC.** (New York, NY), **Director of Development** (1996-1998):

- Managed all fundraising for this non-profit organization working to empower people living with and/or affected by HIV/AIDS;
- Spearheaded the organization's direct mail program, and engaged in government and private grant proposal writing and event planning; and
- Developed grant proposals pivoting the organization's brand and appeal as the organization transitioned from serving primarily gay men to primarily intravenous drug users.

**WOMEN AND AIDS RESOURCE NETWORK, INC.** (WARN) (Brooklyn, NY), **Program Director** (1994-1996):

- Oversaw implementation and raised funding for a multi-services program for families impacted by HIV/AIDS at this community-based nonprofit; and
- Managed the organization's scattered-site housing program with sites throughout New York City's five boroughs, as well as the information clearinghouse and supportive services referral program.

**NEW YORK CITY DEPARTMENT OF EDUCATION**, Community School District 16 (Brooklyn), **Teacher, Decatur-Clearpool School** (PS/MS 35), (1992-1994):

- Taught literacy and library research skills for K-8 school's *Library Power* program, an initiative funded by the DeWitt Wallace-Reader's Digest Fund to transform school libraries into centers of learning;

- Co-planned and co-taught units that integrated content with information literacy skills; and
- Coordinated special events, such as school plays, chorus, and book fairs.

**BEDFORD-STUYVESANT COMMUNITY CONFERENCE, INC.** (Brooklyn, NY), **Executive Director** (1992):

- Spearheaded delivery of case management services to the community with funding from NYC Department of Health; and
- Organized conference highlighting work of 10 community task forces focused on critical issues including education, housing, aging, health, and economic development.

**THE FORD FOUNDATION** (New York, NY) (1984-1992)

- **Senior Editorial Assistant, Office of Communications** (1988-1992):
  - Provided editorial support on publication projects, including compiling grants list for Foundation's Annual Report, and drafting, editing, and proofreading the Foundation's newsletter.
- **Legal Assistant, Office of Legal Services** (1986-1988)
- **Administrative Assistant, Office of International Affairs** (1984-1986)

**RETINITIS PIGMENTOSA (RP) FOUNDATION FIGHTING BLINDNESS** (Pikesville, MD), **Manager of Donor Information, Office of Development** (1982-1984):

- Acknowledged donations and memorial tributes for nonprofit funding research leading to prevention, treatment, and vision restoration for the spectrum of degenerative retinal diseases, including retinitis pigmentosa and macular degeneration; and
- Managed organization's transition to a computerized donor base.

**PRATT INSTITUTE** (Brooklyn, NY), **Secretary, Department of Computer Science** (1980-1982)

**HIGHER EDUCATION EXPERIENCE**

**ST. JOHN FISHER COLLEGE** (Rochester, NY)

- **Executive Mentor** (2015-2020):
  - Served as a mentor for doctoral students engaged in field experiences.
- **Dissertation Committee Member** (2014-2020):
  - Reviewed and provided feedback on dissertation drafts from doctoral candidates.

**BARUCH COLLEGE/CITY UNIVERSITY OF NEW YORK** (Manhattan), **Executive-On-Campus Program Mentor** (2014-2020)

- Mentored experienced nonprofit, governmental, and private-sector executives pursuing a Master of Public Administration (MPA) degree at Baruch's School of Public and International Affairs.

**LONG ISLAND UNIVERSITY/BROOKLYN CAMPUS** (NY), **Mentor** (2016-2018):

- Mentored teachers engaged in administrative internships as part of their School District Leadership (SDL) certification requirement.

**SOUTHERN NEW HAMPSHIRE UNIVERSITY (SNHU)** (Manchester, NH), **Adjunct Professor, College of Online & Continuing Education** (2015-2017):

- Taught the following online undergraduate courses:
  - *Public Policy—Ethics & Theory* (Summer 2015, Fall 2016);
  - *Nonprofit Management Seminar* (Fall 2015, Winter 2015, Spring 2016); and
  - *Grant Writing Seminar* (Fall 2017).

**COMMUNITY ENGAGEMENT**

**HISTORICAL SOCIETY OF NEWBURGH BAY AND THE HIGHLANDS** (Newburgh, NY), **Trustee, Board of Managers,**  
(2023-Present)

**NEW YORK CITY COMMUNITY BOARD 3** (Brooklyn, NY), **Board Member** (2017-2021)

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