

Dr. Laura Hebert

SUMMARY STATEMENT

Innovative and experienced educator passionate about ensuring all students, not just the elite or at-risk, have the opportunity and attention needed to achieve at a high level. Recognizes that teachers, parents, and community partners are critical in the development and execution of student-centered education.

PROFESSIONAL EXPERIENCE

Principal, Lloyd C. Bird High School

July 2011 - Present

Chesterfield County Public Schools, Chesterfield, VA

- Provide leadership and direction to over 1,800 students; moved from Accredited with Warning to Fully Accredited within one academic year
- Established Bird Block, a dedicated time during the school day designed to provide opportunities for academic remediation and enrichment
- Exceeded Virginia state Graduation and Completion Index requirements for five consecutive years
- Student population consists of a robust Career and Technical Education department, The Governors Academy for Engineering, Product Design, and Marketing, Visual and Performing Arts, English as a Second Language (ESL), Exceptional Education (Deaf/Hard of Hearing, MI/MOMD, SLD, OHI, ED, ED), and Health/PE departments
- Supervise, observe and evaluate 170+ faculty (teachers, counselors, and librarians), 15 clerical support staff, 20 custodians/cafeteria workers and 15 instructional assistants; hired over 80 teachers in the past six years
- Manage and administer annual operating budget and student activities fund of \$250K
- Worked in collaboration with Director of Grants to receive a Students With Disability (SWD) IDEA grant of \$10K, Workforce Investment Act grants of \$300K (2012-13) and \$173K (2013-14), and a STEM Academy Supplemental Special Education grant of \$22K
- Implemented Professional Learning Communities (PLCs) and developed systems to institutionalize PLCs as a strategic and universal school focus
- Created community partnerships to ensure the funding of critical initiatives such as “Who Do You Stand For?” and “Work Week @ The U”
- Implementation of Restorative Justice as part of the overall Positive Behavior Intervention System (PBIS) resulting in decreased long-term suspensions and disproportionality of discipline
- Facilitated and supervised a successful student activities/athletics program resulting in three consecutive state football championships and over 100 clubs that are differentiated to appeal to all students; all activities and sports have incorporated a service component including mentorship and outreach
- Established and maintains an active and positive public relations program incorporating weekly Sunday Spotlights, monthly Newsletters, and social media presence on Twitter, Instagram, and Facebook
- Increased feeder pattern connectivity through initiatives like Work Week @ the U academic pep rallies, Manners Luncheons, and Mentoring of Elementary School students
- Encouraged and supported the growth of a nationally-ranked, world-class Robotics program resulting in a 6th place finish at the FIRST Robotics World Championships in St. Louis, MO (2016)
- Encouraged and supported teachers in a school-wide wellness program (B-Active) resulting in being awarded the Active RVA Award in 2014 and 2015
- With division support, implemented a 1:1 technology initiative, distributing a Chromebook to every student
- Created new Governor’s Academy curriculum pathways in Product Innovation and Marketing, allowing all students the opportunity to collaborate on Capstone projects with Engineering students
- Funded and created the Innovation Lab by refurbishing the automotive shop into a state-of-the-art Maker Space
- Scheduled educational assemblies for the student population by bringing nationally acclaimed presentations such as Rachel’s Challenge to the school three out of five years. Added Power Up Monday Motivational speakers and Senior Convocation

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Chair, US Lacrosse Board of Directors
Baltimore, MD

August 2012 – June 2014

- 501(c)(3) non-profit organization fueled by membership dues, annual giving, grants, endowments, and corporate sponsorships/partnerships
- Membership base of 430K and an annual budget of \$18million
- Largest lacrosse organization in the world focused on providing leadership, opportunity and safety primarily at the youth and high school levels of play.
- The volunteer structure includes over 300 volunteers from 30 states, serving in board, committee and sub-committee roles who oversee a variety of staff functions including: marketing and communications, sport development, membership, games administration, fundraising, general operations, regional development, events, sponsorship/advertising, finance, US teams, and the museum/hall of fame.

Assistant Principal, Monacan High School
Chesterfield County Public Schools, Chesterfield, VA

August 2008 – June 2011

- Under the umbrella of Positive Behavioral Intervention Support (PBIS), led the institution of Restorative Justice Protocol as proactive alternative intervention to reduce the number of suspensions and other disciplinary actions

Dean of Students, Manchester High School
Chesterfield County Public Schools, Chesterfield, VA

August 2006 – August 2008

- One of six school administrators responsible for 300-400 students; created and implemented a school-wide Academic Enrichment Program (AEP) providing intensive academic intervention opportunities to students allowing the school to maintain fully accredited status

Teacher of Social Studies
Various School Systems in Ohio and Virginia

April 1986 – July 2006

- Taught Advanced Placement Government and European History, U.S. Government and U.S. History, World History, and Economics

Industrial Engineer
Rockwell International, Columbus, OH

November 1981 – March 1986

- Responsible for creation and management of part production schedules for various government contracts such as the Space Shuttle, B-1 Bomber and Peacekeeper Missile
- Presented manufacturing schedules and updates to senior executives

EDUCATION

Doctorate of Education, Educational Leadership and Policy
Virginia Polytechnic Institute and State University, Blacksburg VA
Dissertation Topic: "Leadership Characteristics of Administrators in Gang-Impacted Schools"

August 2006 – June 2010

Certification, Licensure in Educational Administration
Longwood University, Farmville VA
Graduate Licensure Program, Educational Leadership in Administration and Supervision

August 2004 – June 2006

Master of Education, Curriculum and Instruction
Ashland University, Ashland OH
Practicum Topic: A Staff Development Program in the Socratic Seminar

August 1994 – August 1996

Bachelor of Science, Education; Comprehensive Social Studies
The Ohio State University, Columbus OH

August 1975 – June 1980

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PROFESSIONAL LEADERSHIP EDUCATION AND EXPERIENCE

- Member, Chesterfield County Public Schools Budget Advisory Committee (2016 – Present)
- Vice Chair, Central 5A Region, Virginia High School League (2016 – Present)
- Chair, Dominion District, Virginia High School League (2016 – Present)
- Member, Virginia High School League, Sportsmanship Committee (2015 – Present)
- Member, Chesterfield County Public Schools Policy Committee (2015 – Present)
- Member, Chesterfield County Public Schools Concussion Management Committee (2013 – Present)
- Chair, Conference 12, Virginia High School League (2013-Present)
- Edulead (2011-2012)
- Leaders in Transition (2011, 2012)
- Leaders in Pursuit of Excellence (Chesterfield County Public Schools, 2010-2011)
- New Teacher Induction Program Advisory Board (Chesterfield County Public Schools, 2010-2011)
- Statewide Communities of Practice for Excellence (2009-2010)
- Toastmasters (2009-2010)
- US Lacrosse, Board of Directors (2008-2014)
- Next Generation Leadership Academy (Chesterfield County Public Schools, 2008-2009)
- President, US Lacrosse Women's Division Board of Governors (2008-2010)
- Vice President, US Lacrosse Women's Division Board of Governors (2005-2008)
- Member, US Lacrosse Women's Division Official's Council (2002-2009)
- Nationally rated US Lacrosse and NCAA Women's Lacrosse Official (1995-Present)
- Nationally rated US Field Hockey and NCAA Women's Field Hockey Umpire (1995-Present)

PUBLISHED ARTICLES

- Hebert, L.B. (2014). Incentivizing Accomplishment; Multi-Faceted Interventions and Tools to Spur Student Success. *Principal Leadership, Volume 15* (4), 36-39.
- Hebert, L.B. (2013). Operation Graduation; Teachers decide to stand for students and help them succeed. *Educational Leadership, Volume 71* (1), 57-59.

COMMITTEE WORK - Chesterfield County Public Schools

- School Improvement
- Policy
- Budget Advisory
- Concussion Management
- Mobile Technology, 1:1
- Lacrosse Start-up
- RFP Committees

MEMBERSHIPS

- Association for Supervision and Curriculum Development
- Virginia and National Association of Secondary School Principals
- US Lacrosse

AWARDS AND CERTIFICATIONS

- R.E.B. Award for Distinguished Educational Leadership Finalist (2015, 2016)
- Walter E. Stebbins Outstanding Alumnus (Inducted October, 2013)
- US Lacrosse, Distinguished National Service Award (2011)
- Basic Gang Specialist, Virginia Gang Investigators Association (2008)
- US Lacrosse, Nancy Chance Service Award (2007)
- Teacher of the Year - Manchester High School (2002-2003)