



## ***Carol M. Kruser***

### **Professional Summary**

Dedicated educational leader committed to providing students all the educational resources and career opportunities available to excel in school and in the future. An authentic communicator who strives to inspire and mentor students, teachers, administrators, and other staff to advocate for their educational goals and objectives. Background includes extensive knowledge in instructional leadership, data-driven decision making, culturally responsive practices, anti-racist education, alternatives to discipline, standards-based curriculum, special education laws and procedures, social emotional professional development and inclusive practices.

### **Professional Experience**

#### **Assistant Superintendent for Support Services, Chicopee Public Schools**

2023-present

- Responsible for the planning, managing, organizing and directing of student support services in accordance with school committee policy, goals, and objectives.
- Oversees multiple departments including transportation, nursing, counseling, family engagement, central enrollment, McKinney Vento Educational Stabilization, athletics, and food service.
- Collaborates with building principals, the Assistant Superintendent for Instruction and Accountability, the Director of Special Education and other staff members to address the needs of all students.
- Leads District Attendance Team to assist schools to decrease Chronic Absenteeism by 2 percent in the district for the 2024-2025 school year.
- Title IX coordinator - Ensures the district complies with Title IX regulations, civil rights laws and all other applicable laws and policies.
- Directs and oversees the Emergency Preparedness/School Safety and Security of the District.
- Responsible for organizing and implementing summer school and other credit recovery programs in the district.
- Title I Coordinator for the district.
- 504 Coordinator for the district.
- Implemented CSTAG threat Assessment Teams in all buildings and coached staff on CSTAG procedures and protocols.
- Provided and participated in Restorative Justice Practices for the district.



### **Principal, Chicopee High School-2018-2023**

- Decreased student with disabilities suspension rate in accordance with the Massachusetts Rethinking Discipline Initiative from a high in 2014 of 24.5 percent to 12.8 percent in 2021.
- Decreased Hispanic suspension rate in accordance with the Massachusetts Rethinking Discipline Initiative from a high in 2014 of 23.1 percent to 7.6 percent in 2021.
- Increased special education co-teaching staff to support the co-teaching initiative.
- Supported new curricula to improve state accountability scores.
- Worked with the district and curriculum specialists to research curriculum across all subjects.
- Provided a positive mentoring culture to promote shared leadership responsibilities at all levels.
- Collaborated with state consultants and stakeholders to assess accountability measures.
- Developed the first career pathways at Chicopee High School to provide various experiences for students.
- Created a data-driven culture to continually assess deficiencies and to make schoolwide improvements.
- Developed and implemented school improvement plans based on data analysis.
- Collaborated closely with district leadership on all district and school initiatives.
- Guided the school community through the complexities and insecurities of the pandemic.
- Partnered with the district special education department to improve special education services.
- Increased teacher and student voice in the decision-making process of the school.
- Provided continual professional development and discussion on equity and inclusion.
- Evaluate staff based on the Massachusetts Evaluation System.
- Implemented YONDR cell phone initiative to remove cell phones from classes.
- Ensured standard-based curricula were implemented.
- Responsible for recruiting and hiring staff.
- Responsible for the school-based budget.
- Coordinated with the athletic director on all athletic programs and procedures.

### **Vice Principal, Chicopee High School-2012-2018**

- Supervised and evaluated teachers across all departments and disciplines.
- Conducted disciplinary hearings and assigned disciplinary consequences.
- Researched and introduced Restorative Justice concepts to the staff and students.
- Collaborated with state consultants to conduct root cause analysis of school and district deficiencies.
- Organized and developed the first Instructional Leadership team to promote shared leadership.



- Responsible for the master schedule and the student information system.
- Constructed a data team to analyze various forms of data including MCAS. accountability, attendance, dropout rates, graduation rates, and classroom data.
- Responsible for collaborative grant writing and implementation for summer school with district support.

### **Health Teacher, Chicopee High School-2002-2012**

- Taught health education and nutrition classes.
- Developed and implemented a new curriculum for health and nutrition classes.
- Harold Grinspoon Teacher of the year 2012.
- Peer Mediation Advisor.
- Key Club Advisor, class advisor.

### **Education**

Master of Health Education, Springfield College, 2002

Bachelor of Science in Human Nutrition, University of Massachusetts, 1997

Bachelor of Arts in English Language Arts. University of Massachusetts, 1991

### **Licensures**

Superintendent/Assistant Superintendent

Special Education Administrator

Principal- all levels

Health/Family and Consumer Science - all levels

Sheltered English Immersion- administrator endorsement

### **Professional Committees**

Case member - 2023-present

Atixa member - 2023-present

District negotiation committee - 2020

District implementation committee - 2020-2021

MIAA District 1 Committee - 2021

MIAA Covid Task Force - 2020

MIAA Soccer Committee - 2019

### **Recent Professional Development**

CSTAG threat Assessment Train the Coach professional development - 2025

Restorative Practices workshops - 2025



MTSS conference - 2025

CASE Superintendent workshop - 2024

Grant Management Workshop - 2024

Making Schools Work Conference- Summer - 2023

Addressing Hate in School Sports Regional Training - 2023

Disruptive Equity and Education Project - 2022-2023

Co-Teaching and Inclusive Practices with Lisa Deiker - 2021-2023

Rethinking Discipline: Safe and Supportive Schools - 2018-2021

Intentional Planning with EL learners in Mind - 2021

Teen Truth- Building an Amazing School Culture - 2021

De-Escalation of Nonverbal Students for Administrators - 2021

Self Belonging in a Safe School Environment - 2022