



In a recent interview, Dr. Miatheresa stated that “Over more than two decades I have served under many leaders and have experienced their leadership impact both good and bad. I have also had the opportunity to be the leader and those I have led in turn have experienced my impact. These experiences have taught me that leadership excellence cannot be measured by accolades earned. It is our contributions and outcomes connected to what a leader pours into others that help them evolve and grow that will ultimately determine ones level of leadership excellence.”

Currently, Dr. Miatheresa Pate serves as a Superintendent in the New York City Department of Education, overseeing twenty-three schools (10 elementary, 7 intermediate, 5 K-8, and 1 High School) in Community School District 23. District 23 is located in Brownsville, Brooklyn. The demographic composition consists of approximately 8,014 students K-12. 85% of students qualify for free lunch and 4% of students qualify for reduced lunch. 19% of students are in temporary housing (STH). 11.5% of ELL students are Students with Interrupted Formal Education (SIFE). 24% of the students have Individualized Education Plans (IEPs). Dr. Pate manages fiscal resources, supervises school leaders, and provides policy guidance, coaching and professional development for 23 principals, 37 assistant principals, and district team of 11. She also partners with Community Education Counselor (CEC) to ensure that families are involved in the educational process and have access to the resources needed to promote positive outcomes for their children. Dr. Pate believes that relationship building is a key component towards improving teaching and learning outcomes for all students resulting in globally competent scholars. This belief remains at the core of her daily interactions and is a governing expectation for her school leaders. Across CSD 23 there are roughly 125 partnerships with various educational service related constituents. Dr. Pate has served in the field of education for 18 years as an elementary school teacher, instructional coach, principal, school improvement manager, deputy cluster leader, and a deputy superintendent. Her leadership impact can be best understood though some of the following outcomes:

Remote Leadership

Dr. Pate in response to the closure of all NYCDOE schools due to the COVID-19 pandemic lead her team towards designing a district-wide remote learning plan framework that honors a mission and vision focused on a collaborative, inclusive, and remote learning environments for all students in which they are academically challenged, socially developed, and emotionally uplifted towards readiness for their successful participation in the global 21st century community. Schools under her leadership are designing reopening SMART plans that honor social distancing, multiple learning platforms, accelerated health measures, responsiveness to families and communities, and training for staff and families. The output of her leadership has resulted in school specific remote learning plans, reopening plans, district-wide transition to Google classroom and iLearn, virtual professional development using Google Meet and Zoom platforms, and the use of online intervention supports with programs like I-Ready. District remote engagement is consistently above 79% daily and she has aggressively tracked and monitored the delivery of 4,477 Wi-Fi ready I-pads resulting greater student access to technology.

District Turnaround

In partnership with her deputy and team there is laser-like focus on quality professional development, progress monitoring and schools tiering their supports for students. The outcome of these foci is 13 out of 23 schools increasing their overall proficiency in ELA and 17 out of 23 schools in math. The district overall proficiency levels (19% - 27% ELA and 15% - 23% math) continue to increase under her leadership. In partnership with the district's Director of Continuous Improvement has designed school specific action plans for her two Receivership CSI state designed schools resulting in one having a Demonstrable Improvement Value of 91.7% the other 49.9%. She also adopted AVID and partnered with Rigorous Curriculum Design (RCD) group as a critical curriculum collaborator. By adopting the AVID program as a district wide approach, schools have implemented strategies like the WICOR which provides a learning model that educators can use to guide students in comprehending concepts and articulating ideas at increasingly complex levels. RCD ensures that district schools have a road map to design a progression of units of study that keep standards, instruction, and assessment tightly focused and connected.

3-K FOR ALL

Dr. Pate was one of two Superintendents selected by Mayor De Blasio in partnership with the NYCDOE to further its commitment to high-quality early childcare and education with the launch of *3-K for All*. It is the most ambitious effort in U.S. history to give every three-year-old in New York City the same high-quality education for free. Fast forward to 2020 the pathway to 3-K under her leadership and partnership with the Early Childhood Director has resulted in 14 schools opening 3-K programs that collectively serve 400 three year old students, the staffing and training of 26 teachers and 26 para-professionals.

Single Shepherd Initiative

Dr. Pate was one of two Superintendents selected by Mayor De Blasio in partnership with the DOE to roll out the Single Shepherd initiative aimed at pairing every middle and high school student grades 6 – 12 with a dedicated school counselor or social worker who will support them through graduation and college enrollment. Fast forward to 2020 the district has on-boarded 27 Single Shepherds who support 2,382 students across the district.

Universal Literacy Initiative

Dr. Pate was selected by Mayor De Blasio in partnership with the NYCDOE to roll out the Universal Literacy initiative which takes a research-based, capacity-building approach by training educators to become Reading Coaches, who work with teachers in grades Kindergarten through 2nd grade individually and in groups on how to most effectively teach children to read. Fast forward to 2020 the district has on-boarded 8 U-Lit coaches who support roughly 678 students across the district.

School Turnaround

Dr. Pate was recruited by former NYC Chancellor Joel Klein to serve as principal of a large middle school serving 1400 students. The singular hiring demand was to improve the achievement outcomes for students. Dr. Pate embracing the challenge restructured the grading policy to focus more on project based outcomes, reprogrammed teacher schedules to build-in time for teacher teams to disaggregate assessment data and engage in common planning, created flexible student programming to increase accelerated course offerings, redesigned professional learning to allow teachers to have choice and voice. She implemented a school-wide lesson structure that placed greater focus on: lesson essential questions, student to student interactions, observations that focus on skilled learned and teacher instructional practices, and observable outcomes seen in student work product. These

leadership moves resulted in 68.7% of students scoring at proficiency (levels 3 or 4) in ELA and 74.9% of students scoring at proficiency (levels 3 or 4) in math.

Contributions to the Field of Education

Dr. Pate serves as an Adjunct Professor for the Russell Sage College, Esteves School of Education Doctoral Program. As an Adjunct professor she teaches two foundational courses aimed at preparing graduates for roles as school district leaders and for leadership positions in educational coordination and policy making at local, regional, and statewide levels. She has ensured a solid foundation for approximately 60 doctoral candidates. Additionally, she serves as an executive coach for doctoral students and a third reader for doctoral dissertation defenses.

As a member of Alpha Kappa Alpha Sorority, Inc. community service remains a driving force in her life. She is most proud of her work as a committee member for the HBCU College Tour initiative. The tour exposes HS students to college level study habits, scholarships and financial aid, public speaking, and essay writing. To date, the tour has provided HBCU exposure to 570 HS students. Dr. Pate has served as a Hands-On missionary teacher for The Salvation Army serving in West Africa and Northern Italy. Her missionary work has allowed her to bring knowledge to small villages and towns that due to the limitations resulting from poverty don't have access to formal educational services.

Dr. Pate holds a Doctorate of Educational Leadership degree from Russell Sage College, a Master of Science degree in Education from Virginia State University, Advanced Leadership Certification from St. Rose College, and a Bachelor of Science degree in Political Science, from Virginia State University.

"Leadership excellence must not be measured by the accolades earned but by contributions and outcomes connected to what we give to others that helps them evolve and grow"

– Dr. Miatheresa Pate