

NICHOLAS A. FISCHER
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PERSONAL DATA

**Professional
Experience**

Management Coach and Consultant

Improving Student Achievement
Turning Around Schools and Districts
Improving Teacher Evaluation

New London Public School New London, Connecticut
(July, 2009- June, 2014)

Superintendent, Chief Executive Officer. for one of 30 Alliance School Districts in Connecticut. 3,300 students, 6 schools, 400 staff. District Budget: \$51 million

Fall River Public Schools
Fall River, Massachusetts
(September, 2005- January, 2009)

Superintendent, Chief Executive Officer for 8th largest urban district in Massachusetts. 10,600 students, 15 schools (formerly 28 schools), 2,000 staff. District Budget: \$117 million

Fairfax County Public Schools
Fairfax, Virginia
(July, 2003-August, 2005)

Assistant Superintendent for the 12th largest school district in the United States. 165,000 students, 236 schools, 27,000 staff. District Budget: \$1.8 Billion.

Christina School District
Newark, Delaware
(April, 1998-June, 2003)

Superintendent. Chief Executive Officer for the largest school district in Delaware. 20,200 students, 29 schools and 3000 staff. District Budget: \$190 million.

**Commonwealth of Massachusetts
Department of Education
Malden, Massachusetts
(1993-1998)**

Associate Commissioner, Finance and Accountability.
Finance includes responsibility for Department budget, \$400 million in state and federal grants and \$6 billion state Foundation budget for public schools. Accountability includes responsibility for school and student performance standards, Massachusetts Comprehensive Assessment System (MCAS) and school evaluation.

**Waterloo Community Schools
Waterloo, Iowa and
Marvin Trammel and Associates
Minneapolis, Minnesota
(1989-1993)**

Superintendent. Chief Executive Officer for the 5th largest district in Iowa. 12,000 students, 21 schools and 1300 staff. District Budget: \$54 million, and Principal, consulting with private and public sector organizations.

**Broward County (Florida) Public Schools
(1985-1989) Greater Fort Lauderdale Area**

Associate Superintendent, Instruction/Program Services.
Division of Instruction Includes Exceptional Student Education. Program Development (Pre K- 12), Student Services and Vocational, Adult and Technical Education. Division Budget: \$25 million, Staff: 450+, District Budget: \$1.1 billion.

Assistant Director, Educational Planning Center

**Monroe County (Florida) Public Schools
(1978-1985)**

Human Resources Development Director.
District comprehensive planning, professional growth, personnel appraisal and district beginning teacher program

Harris Elementary School, Principal, 400 students 50 staff, Grades K-6
(1979-81)

Key Largo Elementary School, Principal, 400 students, 50 staff, Grades K-6
(1978-79)

**Minneapolis (Minnesota) Public Schools
(1969-73) Central High School**

Teacher and Department Chair, Social Studies; Chair, Citywide Materials Selection.

Education:

Harvard University. Graduate School of Education.
Ed.D. (June, 1977) and Ed.M. (June, 1974) in
Administration, Planning and Social Policy.

University of Minnesota (1970-71), Graduate coursework in curriculum development, developmental and school psychology.

University of Wisconsin. B.S., History (January, 1968) and Social Studies Teacher Certification (January, 1969).

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**Professional
and
Civic Associations**

President, Board of Directors: Boys and Girls Club of New London
Vice President, Board of Directors, Urban Superintendents Association
of America
President-elect, Board of Directors: Rotary Club of New London
Board of Directors: Greater Fall River United Way
Member: Mayor's Homelessness Task Force (Fall River)
Board of Directors: Boys and Girls Club of Fall River
Board of Directors: Junior Achievement
Cedar Valley Food Bank
Chairman of Board, Armed Services YMCA, Key West, Florida
American Association of School Administrators

Personal

Married: Karen, wife; Annika and Kari, daughters

**Publications,
Presentations,
and Consulting**

“School Funding: Still the ‘have and have nots’”, Nicholas A. Fischer, December 18, 2014, [The New London \(CT.\) Day](#)

“How to Build a Better Teacher Evaluation System”, Nicholas A. Fischer, May 21, 2014, [Education Week](#)

“Longer School Days Inspire Students”, Nicholas A. Fischer, December 9, 2012, [Hartford Courant](#)

“State Needs Standards for High School Graduation”, Nicholas A. Fischer, April 28, 2012, [Hartford Courant](#)

“Why Blame Teachers Unions”, Nicholas A. Fischer, December 15, 2010, [Hartford Courant](#)

“Teaching To Test Is A Good Class Plan”, Nicholas A. Fischer, September 26, 2010, [Hartford Courant](#)

“Tell ‘em what you what you want and be consistent”, Nicholas A. Fischer, September 19, 2010, [The New London \(CT.\) Day](#)

“Schools Must Work For Parent Involvement”, Nicholas A. Fischer, May 29, 2010, [Hartford Courant](#)

“Court Faces Difficult Decision Defining Adequacy”, Nicholas A. Fischer, May 17, 2010, [Connecticut Mirror](#)

“Evaluating Staff: One Principal’s Way”, [Principal](#), May, 1982, Volume 61, Number 5

“Good Children, Bad Children”, [Principal](#), September, 1981, Volume 61, Number 1

Parents: Effective Partners in Faculty Selection, Hiring”, Phi Delta [Kappan](#), February, 1981, Volume 62, Number 6

Presenter, Executive Education Seminars, Harvard Institute of International Development. “Governing Schools, School Finance and Program Evaluation in the United States”, 1994, 1995, 1996 and 1997 (Educational Ministries represented at the seminars have included: Pakistan, Malaysia, Jamaica, Namibia, Ghana, Mali, Chile, South Africa, Laos, Uganda, Kuwait, Kenya, India, Columbia, Bolivia, Botswana, Bangladesh, Bhutan, Mozambique and China)

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Presented "Measuring Educational Achievement" at the International Seminar on the Evaluation of Educational Achievement, Fundacion de Investigaciones Economicas Latinoamericans (FIEL) and Fundacion Banco Credito Argentino, Buenos Aires, Argentina, May 31, 1994