

## ABBIE DIANE MARTIN, Ed.D.

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**PERSONAL:** Born in Wilmington, North Carolina.

**EDUCATIONAL:** **Ed. D.** (Educational Leadership and Policy Studies), Howard University, Washington, D. C., May 2017.

Dissertation: *What are the Experiences that Affect the Hiring and Retention of Female Superintendents?*

**C.A.S.E.** (Certificate of Advance Studies in Education in Instructional Leadership in Changing Population), Notre Dame of Maryland University, August 2012.

**Certificate of Post-graduate Studies** (Educational Administration and Supervision), Loyola University, May 1990.

**M.Ed.** (Curriculum and Instruction w/ a concentration in Reading), Johns Hopkins University, May 1988.

**B. S.** (Early Childhood Education), North Carolina Agricultural and Technical State University, May 1975.

**LEADERSHIP DEVELOPMENT:** **Leadership Participant.** The Urban Superintendent's Academy sponsored by Howard University and the American Association of School Administrator (AASA-Superintendents Division) 2015-2016

**Howard County Public School System's Coaching for Results Program.** Selected for and participated in Coaching I and Coaching II training. This leadership development program focuses on powerful strategies to empower school personnel, 2008 - 2009.

**Howard County Public School System's Leadership Fellows Program.** Selected and participated in competitive leadership cohort for current HCPSS leaders aspiring to greater leadership positions. Studied critical topics, such as leadership styles, brain research, school planning and budgeting, legal issues, Humans Resources, and conflict styles, 2006 - 2008.

**PUBLIC &  
PRIVATE  
SCHOOL  
PROFESSIONAL  
HISTORY:**

**Director, Howard County Head Start & Early Childhood Education  
9820 Patuxent Woods Drive, Columbia, MD 21046 Nov. 2018-Present**

Promotes the success of all students and staff by ensuring the effective and efficient management of his/her office or Center. Responsible for collaborating effectively with stakeholder groups including, staff, Centers, community members, business partners, and community agencies to promote the success of all students and staff.

Provides administration, management, supervision and direction to the Early Childhood Education Program ensuring compliance with Performance Standards and State mandates. Maintain effective procedures for shared governance between the Board of Directors and Policy.

Monitor program plans and component areas to ensure the delivery of quality services to children and families. Serve as the primary link between Early Childhood Education and the community through the development and maintenance of partnerships and collaborations.

**Director, Community Outreach and Engagement, Howard County  
Public School System, 10910 Clarksville Pike, Ellicott City, MD,  
August 2002- present.**

Responsible for overseeing the design, implementation and evaluation of academic intervention programs, high quality instructional delivery and school operations that were developed to support the closing of the achievement gap. Work in collaboration with administrators, specialists, teachers, and liaisons to provide a school environment so **all** children can learn. Implement administrative procedures consistent with federal and state laws, as well as state and local school boards. Work in collaboration with school administrators, parents, counselors, and teachers to assist in determining interventions and/or placements for students needing interventions. Chair office meetings to discuss student and school improvement plans. Additional responsibilities include, but are not limited to the following:

- Providing staff development and training on a variety of topics related to raising student achievement.
- Evaluating and provide feedback for 15 staff members regarding their performance.
- Maintaining and analyzing school-wide data as it relates with attendance, academic achievement, drop-out and suspensions.
- Assessing student progress by student groups.
- Identifying selected students for specific programs such as Alpha Achievers and Delta Scholars (students with 3.0 or higher GPAs)
- Managing departmental budgets in excess of 4 million dollars

- Creating new and innovative programs for mentoring with community members.
- Presenting to policy and school improvement data for consideration by the Superintendent's Leadership Team.

**Coordinator of Academic Intervention, Howard County Public School System, 10910 Clarksville Pike, Ellicott City, MD 1999 – 2002.**

Developed and implemented intervention programs at schools with the highest number of students scoring below level in reading and mathematics (Based on On, Above, & Below data), Maryland State Assessments (MSA), and Quarterly Assessments.

- Developed budget and disseminated funds to schools housing intervention programs.
- Trained staff to develop exceptional instructional delivery with fidelity.
- Collected and analyzed data to determine program effectiveness.

**Principal (Comprehensive Summer School), Howard County Public School System, 10910 Clarksville Pike, Ellicott City, MD 1997 – 1999.**

Served as an instructional leader in a school with over 1,100 students, to ensure each and every student achieves their fullest potential.

- Supervised, observed, and evaluated more than 50 teachers and staff
- Chair, School Improvement Team: Facilitated group discussion of student achievement and school climate data to help direct school action and promote continuous student and staff
- Chair Student Support Team: Led dialogue of individual student performance and behavior; created and monitored action plans to increase student achievement and wellness
- Master Scheduler: Constructed a master schedule to most efficiently meet the individual needs of 800 students and over 40 staff.
- Hired teachers to staff the building based on student needs and articulation from home schools
- Planned and held registration at five different sites to accommodate parents from throughout the County

**Assistant Principal (Thunder Hill Elementary School and Dasher Green Elementary School), Howard County Public School System, 10910 Clarksville Pike, Ellicott City, MD 2000– 2002.**

Served as an instructional leader in a school to ensure each student achieved his or her fullest potential

- Led IEP teams for students requiring special education services

- Balanced the budget using discretionary funds
- Trained staff with information from the Curriculum and Instruction office
- Communicated school vision and goals to parents and the community
- Provided parent information nights and forums
- Coordinated, advertised and presented several evening programs annually

**SPECIAL  
TRAINING AND  
ENGAGEMENT:**

**Howard County Public Schools Policy Revision and Committee (1997/2012).**

Collaborated with community organizations, County officials, faith-based representatives, principals, teachers and assistant principals to update the policy used to increase parent and community involvement Presented the policy revisions to Superintendent's cabinet, Board Members, and made the appropriate changes until it was adopted.

**Howard County Student Services Advisory Council (2002 – Present)**

Collaborated with St. John Baptist Church, Celebration Church, Conexiones, Council of Elders, NAACP, Delta Sigma Theta Sorority, Inc., Alpha Kappa Alpha Sorority, Inc., Alpha Phi Alpha Fraternity, Inc., Jack & Jill Incorporated, AOK Mentoring, and other community organizations as well as faith-based institutions who partner with HCPSS to update the policies and encourage continuous improvement in meeting the needs of our students.

**Division of Instruction (Student Support Team) (1997-Present)**

Participated as a representative on the Chief Academic's district planning team. Discussed topics such as the proposed budget, cost-saving strategies, succession planning Facilitated discussions with key stakeholders from county government, library, community college and other profit and non-profit organizations. Served on the writing team on the Bridge to Excellence which is presented to the Maryland State Department of Education.

**Howard County Public School System's Coaching for Results Program (2008-2009)**

Selected for and participated in Coaching I and Coaching II training This leadership development program focuses on powerful strategies to empower school personnel.

**Howard County Public School System's Leadership Fellows Program  
(2006-2008)**

Selected and participated in competitive leadership cohort for current HCPSS leaders aspiring to greater leadership positions. Studied critical topics, such as leadership styles, brain research, school planning and budgeting, legal issues, Humans Resources, and conflict styles.

**PROFESSIONAL  
AND CIVIC  
AFFILIATIONS:**

National Alliance of Black School Educators (NABSE)  
American Association of School Administrators (AASA)  
Agnes Meyer Outstanding Teacher of the Year  
Excellence in Achievement Award for Maryland's Minority Students from Maryland State Department of Education  
Research Association of Minority Professor's Award (February, 2017)  
Howard County's Women's Hall of Fame 2017  
Howard County's NAACP Award for Education 2015  
Continental, Incorporated Lewis Washington Community Service Award 2016  
Salute to Excellence Award from Alpha Kappa Alpha Sorority, Inc. 2014  
Soror of the Year Delta Sigma Theta Sorority, Incorporated. 2013

**UNIVERSITY  
TEACHING  
EXPERIENCES**

**Adjunct Professor, Howard University (2013-2017)**

Teach Reading Courses  
EDUC 322: Teaching Language Arts and Social Studies in Inclusive Urban Elementary Schools (3 credits)  
EDUC 218: Foundations & Process of Reading Acquisition (3 Credits)  
EDUC 412: Research Foundations and Methods

**Adjunct Professor, Towson University (2011 – 2013)**

Teach Reading Courses to student interns  
SCED 461.101 Teaching Reading in the Secondary Content Areas Part I  
SCED 461.102 Teaching Reading in the Secondary Areas Part II  
Supervise interns and student teachers in their assigned schools

**Adjunct Professor, Strayer University (2005-2012)**

ENG 115 Writing Fundamentals  
ENG 215 Research and Writing  
ENG 315 Business Professional and Communications

**Adjunct Professor, Coppin State University (1985-2005)**

Teaching Reading in the Content Areas  
Diagnostic Teaching of Reading