

CHRISTOPHER S. BERNIER Ed.D.

SUPERINTENDENT OF SCHOOLS

CREATING EDUCATIONAL EXCELLENCE ♦ LEVERAGING OPPORTUNITIES ♦ INSPIRING PERFORMANCE

Educational catalyst with a remarkable history of success, supporting 310,000 students and 42,000 employees with an established record advancing organizational outcomes, operational efficiencies with a strong focus on student achievement and advancement. Transformation expert who brings a solid track record of leading large cross-functional school district operations to the next level of growth and efficiency by analyzing conditions, evaluating current processes, presenting and implementing solutions that enhance the student experience, attract quality teachers and elevate school ratings. Forward-thinking visionary motivated by challenge, willing to execute and implement programs, processes, and structure to drive action and innovate growth. Passionate leader with the ability to energize and inspire students, parents, faculty, school boards, and the community.

NOTABLE CONTRIBUTIONS

- Oversaw 200,000 students as Associate Superintendent developing and leading 20 sites and programs including virtual school, magnets, student enrollment, alternative education, home education, charter schools extended day/after school programs, and teen parenting.
- Authored the Federal Teacher Incentive Grants (\$27M) and Bridge Leadership Grant (\$3.75M), receiving both awards.
- Established the Innovative 8 Middle School Project focused on teacher retention and student performance for eight underperforming middle schools, attracting talent by offering a recruitment bonus, retaining the teachers by providing the same bonus in subsequent years, and providing a performance pay program for the staff based on an increase in student achievement. Teacher retention improved 15%, and four of the eight schools qualified for the performance bonus in 2020.
- Created the first Junior Achievement Entrepreneurial and Laser Photonics program in the nation.
- Developed a semester-based intervention program enabling overage students to complete one year of middle school in a semester, creating a two-year middle school program.
- Realigned intervention resources and contractual providers creating efficiencies >\$1.7M for the ninth-largest school district in the United States.

CORE COMPETENCIES

Executive & Organizational Leadership | Family & Community Engagement | School Improvement & Accountability
High Student Achievement | Data-Driven Decision Making | Business Community Partnerships | High Performing
Culturally Diverse Workforce | Fiscal Responsibility & Management | Strategic Planning & Execution | Systems
Development | Continuous Process Improvement | Risk Management | Change Management

PROFESSIONAL EXPERIENCE

CLARK COUNTY SCHOOL DISTRICT | Las Vegas, Nevada | 2019 - Present

The Clark County School district is the nation's fifth-largest school district. We educate 310,000 students, offering various nationally recognized programs, including magnet schools, career and technical academies, and advanced placement programs.

CHIEF OF STAFF

Proven and dedicated educator supporting the fifth-largest school district in the nation with an annual budget of \$5.3B. Devoted student advocate fostering, nurturing, and maintaining a safe, positive and respectful learning environment. Adept at directing educational improvement efforts and student achievement through shared leadership.

- Advocate best practices, utilize data-driven decision-making, critical thinking skills, and problem-solving expertise at a systems level to set goals, track resources, and develop solutions.
- Drive the performance and effectiveness of the Executive Office, Audit, and Government Relations departments.

- Plan, monitor, and execute the strategic plan; Focus 2024.
- Build consensus among diverse internal and external stakeholders to lead and drive change.
- Analyze data, identify trends, and pinpoint root causes, asking probing questions to leverage improvement in performance and the conditions that support learning with a proper understanding of context.
- Cultivate trust and support effective governance with seven Board members, ensuring a holistic learning journey where all flourish, the leadership team, district, community, parents, staff students, and the Board.
- Lead emergency and crisis team supporting continuity of operations, COVID-19 response, and reopening of schools.
- Interact with five separate labor unions as a member of the negotiations team.
- Devise and implement the first system for reporting ethical violations and whistleblower reporting.
- Provide strategic project management oversight for short and long-term district programs and initiatives from strategy formation and development to execution.
- Represent the Superintendent at government councils and commissions, the business community, civic groups, and legislators.

ORANGE COUNTY PUBLIC SCHOOLS | Orlando, Florida | 1987 - 2019

Orange County Public Schools is the ninth-largest school district in the United States. The district serves over 206,000 students at 202 schools and is one of the largest employers in Central Florida, with 25,000 team members.

ASSOCIATE SUPERINTENDENT | 2010-2019

Led from a student-centric perspective, motivating administrators, teachers, staff, parents, and the community for improved student performance, including equitable educational outcomes for all students.

- Created the vision, leadership, fiscal and budgetary direction for instructional programs within the school system.
- Developed and led all initiatives related to >20 school sites and programs, including Virtual School, Magnets, Student Enrollment, Alternative Education, Home Education, Charter Schools, Extended Day/After School Programs, and Teen parenting.
- Initiated innovative programs that improved graduation rates by 12.6% from 2013-2019 in non-traditional sites.
- Improved student achievement, examined all programs for efficiencies providing exceptional service to students, families, staff, and internal and external stakeholders.
- Developed and monitored the budget and expenditures for instructional and operational programs >\$151.M.
- Launched, led, and supervised the largest Florida district virtual school.
- Led the development, assessment, and evaluation of >25 principals and district leaders.
- Negotiated corporate and collegiate partnerships to enhance the Magnet and Alternative Education Programs.

SENIOR DIRECTOR OF PROFESSIONAL DEVELOPMENT | 2007-2009

Developed and led advanced professional leadership training and initiatives for all job classifications improving the effectiveness and career trajectories for district personnel.

- Researched and adopted Canvas the first online learning platform.
- Established the Aspiring Leadership and Preparing New Principals programs, creating an overall focus of teacher and staff retention, increasing retention 8% in the first three years of operation.
- Rejuvenated the principal certification program increasing the number of viable principal candidates.
- Served on the Collaborative Bargaining Leadership Team with the union, leading the Assessment Committee.

HIGH SCHOOL PRINCIPAL: WILLIAM R. BOONE HIGH SCHOOL | 2005-2007

Enhanced the performance and student achievement in the second oldest high school in Orlando, Florida, creating and maintaining a collaborative environment of >3300 students and 297 staff members.

- Provided advanced placement enrollment opportunities to students with AP potential by removing barriers and pre-requisites.
- Increased magnet enrollment, receiving national recognition for the Law, Finance, and Criminal Justice Programs.
- Instituted a collaborative environment impacting the culture, instructional models, and curriculum to align with current standards, instructional practices, and accountability measures.
- Improved school climate, data-driven instructional practices, increasing student achievement, and earning the school an "A" grade from Florida, increasing the graduation rate >90%.

MIDDLE SCHOOL PRINCIPAL: CHAIN OF LAKES, ODYSSEY AND UNION PARK MIDDLE SCHOOLS | 1998-2005, 2009-2010

Created and led high-performing educational environments transforming instructional cultures to support student learning. Developed an inclusive educational environment, creating intervention programs for ESE and ELL and below grade level readers.

- Made instructional modifications leading to improving student achievement for all students, resulting in removing one school from the critically low list and others obtaining and maintaining "A" grades from Florida.
- Orchestrated the opening of a new middle school, handling strategy, construction, and staffing.
- Rejuvenated all environments by changing, enhancing, and creating instructional cultures to support student learning and aligned with best practices and accountability standards.

Previous Roles: Assistant Principal, Dean of Students, Athletic Director, U.S. History Teacher, and Interscholastic Coach (1987-1997)

EDUCATION

Ed.D. | EDUCATIONAL LEADERSHIP

UNIVERSITY OF CENTRAL FLORIDA | ORLANDO, FL | 2011

Awarded the Worth McClure Scholarship from AASA

Dissertation Topic: Florida Superintendents' view related to the involuntary removal of school principals.

MASTERS OF SCIENCE | EDUCATIONAL LEADERSHIP

NOVA SOUTHEASTERN UNIVERSITY | FT. LAUDERDALE, FL | 1995

Thesis: Multicultural Education

BACHELORS OF ARTS | US HISTORY

LEMOYNE COLLEGE | SYRACUSE, NY | 1987

Minors in Education, Psychology

Awarded Elizabeth Sclerth Medal in Education

Awarded History Department Honors for GPA

CERTIFICATIONS

NEVADA PROFESSIONAL LICENSE

SCHOOL ADMINISTRATOR- ALL LEVELS, SOCIAL STUDIES 7-9E

FLORIDA PROFESSIONAL CERTIFICATION

EDUCATIONAL LEADERSHIP- ALL LEVELS-SCHOOL PRINCIPAL, HISTORY 9-12

MIDDLE GRADES AND ATHLETIC COACHING ENDORSEMENTS

AWARDS | HONORS | RECOGNITION | COMMITTEES

- MEMBER OF THE WEST LAS VEGAS PROMISE NEIGHBORHOOD COMMITTEE: 2021-Present
- MEMBER OF THE CCSD DIVERSITY COMMITTEE: 2021- Present
- EOC INCIDENT COMMANDER FOR COVID-19 RESPONSE AND REOPENING OF SCHOOLS: 2020- Present
- MEMBER OF CCSD'S UNION NEGOTIATION TEAM: 2019- Present
- CHAIR OF SUPERINTENDENTS COMMUNITY SAFETY COMMITTEE: 2019-Present
- CHAIR OF THE SUPERINTENDENTS STUDENT ENGAGEMENT COMMITTEE: 2019- Present
- KIPP LEADERSHIP DESIGN FELLOW: 2017
- HARVARD INSTITUTE FOR SUPERINTENDENTS AND DISTRICT LEADERS: 2016-2017
- MEMBER FLORIDA JUDICIAL OVERSIGHT BOARD: 2013-2019
- SCHOOL DISTRICT APPEALS COMMISSIONER FOR THE FLORIDA DEPARTMENT OF EDUCATION: 2012-2019
- AWARDED THE AASA WORHT MCCLURE SPONSORSHIP: 2010
- PRINCIPAL OF THE YEAR, FLORIDA PARENT TEACHER ASSOCIATION: 2010
- ADMINISTRATOR OF THE YEAR, ORANGE COUNTY GUIDANCE COUNSELORS: 2006
- NOMINATED FOR SERVICE ON THE NATIONAL ASSESSMENT OF EDUCATIONAL PROGRESS GOVERNING BOARD: 2006
- ADMINISTRATOR OF THE YEAR, ORANGE COUNTY MEDIA SPECIALISTS: 2005
- PRESIDENT, OCPS MIDDLE SCHOOL ASSOCIATION: 2003-2005