

ALBERT M. ADAMS, Ed.D.
12234 Lausanne Way
Truckee, CA 96161

Academic Degrees

- 1985: Ed.D.: Harvard University
Harvard Graduate School of Education
(Administration, Planning and Social Policy)
- 1980: M.A.T.: The Colorado College
(Arts and Humanities)
- 1969: B.A.: University of Pennsylvania
(History)

Professional Experience

- 1988 - 2011: Lick-Wilmerding High School
Head of School
- 1983 - 1988: The Cambridge School of Weston
Head of School
- 1980 - 1983: Harvard Graduate School of Education
Doctoral Candidate, Research Assistant
- 1970 - 1980: The Colorado Springs School
Director of Upper School, Academic Dean (K-12): 1976-1980
Teacher of History (grades 9-12): 1976-1980
Head of Middle School (grades 7-8): 1970-1976
Teacher of History and Science (grades 7-8): 1973-1976
Teacher of History (grades 7-12): 1970-1973
Soccer and Basketball Coach: 1970-1976
- 1969 - 1970: Upper Freehold Regional High School (Allentown, NJ)
Teacher of History and English (grades 11-12)
Varsity Football Coach

Leadership Roles

- Head of School: Lick-Wilmerding High School (1988 - 2011)
The Cambridge School of Weston (1983 - 1988)
- Responsible for crafting a vision, implementing Board policy
and managing all aspects of schools' operations

Board of Directors (Chair, 2010-): FRED Leadership (Future of Executive Development)

Board of Trustees, Aim High, 1998-present

Founder and Chair, Oakland Academic Stars Scholarship Program for African-American students in Oakland Unified School District, 2001-2011

Board of Directors: Friends of the Geneva Car Barn and Powerhouse (neighborhood historical restoration/ community center): 2001-2011

Co-Chair, Founding Steering Committee, City Fields Foundation, 2004-2007

Founding Advisory Board Member, Graduate School of Education, University of California at Berkeley, 2005-present

Board of Trustees, The San Francisco Parks Trust (2004-2005)

Founding Advisory Board Member, Parents' Education Network, 2002-present

Trustee, The Multicultural Alliance, 1998-2000

President, Bay Counties Athletic League Board of Governors (1996, 1997)

Founder, San Francisco Bay Area Teachers' Center, 1996

Board of Directors, The California Association of Independent Schools, 1994-1998

Chair, Founding Steering Committee, National Network of Progressive Educators and the Teachers' Action Research Project, 1987 - 1991.

Director of the Upper School and Academic Dean at C.S.S. (1976 - 1980):

- Managed day-to-day operation of the upper school.
- Supervised teacher selection, faculty development and faculty evaluation.
- Coordinated course offerings, teaching assignments and departmental budgets.
- Chaired Academic Affairs Committee.
- Implemented and revised the "Unit-Session Plan" during its formative years.
- Oversaw the development of an articulated K-12 curriculum.
- Chaired C.S.S.'s ten-year accreditation self-study.

Middle School Head at C.S.S. (1970 - 1976)

Co-created the C.S.S. Middle School model: to address developmental

needs of emerging adolescents, featuring mixed-age grouping (7th and 8th graders), team teaching and thematic as well as individualized approaches to learning. Implemented in 1973, its success attracted both regional and national attention.

Founding Board Member of the Children's School (1972):

Based on the British Integrated Day philosophy, this K-6 school opened with 14 students in 1972. It operated independently for four years, growing to its full capacity of 80 students. It merged with C.S.S. in 1976 as its lower school and is today among the most highly respected elementary programs in Colorado Springs.

Workshops Directed

- Living and Leading at the Intersection of Your Personal, Professional and Organizational Journeys, 3-day seminar for California school heads, with Debbie Freed and Lucinda Lee Katz, September, 2010
- Private Schools With Public Purpose Conference, a 3-day gathering of 150 teachers and administrators from 70+ independent schools, April, 2010
- Leadership In Turbulent Times: Maintaining a Non-Anxious Presence, 3-day seminar for California school heads, with Debbie Freed and Lucinda Lee Katz, September, 2009
- Aligning and Implementing Strategic Goals, Children's Day School Administrative Team, San Francisco, CA, August, 2007
- Stages of Leadership, with Debbie Freed, ½-Day Workshop, Institute for Experience Heads, National Association of Independent Schools, Victoria, Vancouver, Canada, July, 2007
- Public Purpose of Private Schools and Stages of the Headship, 1-Day Workshop, Annual Heads' Conference, Independent School Association of the Southwest, Colorado Springs, June 13, 2005
- Faculty Member, Leaders of Color Institute, for the National Association of Independent Schools, Honolulu, HA, December, 2003
- Leadership Transition: workshop for faculty and staff of The San Francisco Day School, anticipating a head transition September, 2003
- Faculty Member, Leaders of Color Institute, for the National Association of Independent Schools, Chicago, IL, December, 2002
- Founding Faculty Member, Leaders of Color Institute, for the California Association of Independent Schools, October 2001
- Stages of the Headship/Stages of Schools' Evolution: A 1-Day Workshop For School Heads, With Debbie Freed, NAIS Annual Conference, San Francisco, CA, February, 2002
- * Founding Faculty Member: California Association of Independent Schools Institute: Developing and Mentoring Leaders of Color, San Francisco, CA, October 11-13, 2001
- Stages of the Headship/Stages of Schools' Evolution: A 1-Day Workshop For School Heads and Trustees, St. Petersburg, FL
- Bay Area Association of Independent Schools, September 21, 2001
- Reinventing Yourself: A 3-Day Workshop for Senior School Heads (with Debbie Freed), Tiburon, CA, 1998, Sausalito, CA, 1999

- "Hitting Your Stride As A School Head," A 3-Day Workshop for School Heads in Their First Chapter (with Debbie Freed), Tiburon, 1997; Healdsburg, 1996
- NAIS Institute For New Heads (1991-1993), Faculty Member
- The Head Mistresses of the East, Annual Conference, "Assessing and Addressing Individual Differences". (Princeton, NJ), November 15-17, 1987
- The Cambridge School Conference, "The New Progressivism -- Schools For the Future", (Weston, MA), October 15-17, 1987
- NAIS Middle School Workshop, (Colorado Springs), June 24 - July 5, 1975
- Middle School Workshop for M.Ed. candidates, University of Colorado (Colorado Springs), July, 1975
- Four Middle School Workshops, Colorado Springs Public Schools, 1974-1975
- Middle School Inservice Workshop, Santa Fe Preparatory School, (Santa Fe, NM), 1974
- Middle School Inservice Workshop, Kent-Denver Country Day School, (Denver, CO), 1973

CAIS/WASC Accreditation Visiting Committee Chair

French-American International School
 Robert Louis Stevenson School
 Milken School
 Cate School
 Flintridge School

Presentations

- **"The Public Purpose of Private Schools," London Area Heads of School, London, England, October 10, 2011**
- **"The Public Purpose of Private Schools," U.S. Department of Education's Annual Private School Leadership Conference, sponsored by the Office of Non-Public Education, Washington, D.C. September 28, 2011**
- Acceptance Speech: National Association of Independent Schools' Diversity Leadership Award, Washington, D.C., February, 2011
- "Making Public Purpose Central To A School's Mission." with the heads of Philips Andover Academy, Punahou and Westminster Schools, Council For Advancement of Secondary Education, Chicago, January, 2011
- "Evolution of the Private Schools With Public Purpose Consortium" and "Making Public Purpose Central To A School's Mission." with the heads of Philips Andover Academy, Punahou and Westminster Schools, Private Schools With Public Purpose Conference, San Francisco, April, 2010
- Equity Pedagogy, Progressive Educators' Network Annual Conference, Bethesda, MD, with Karen Eshoo, October 10, 2009
- "Strategic Planning and Schools' Evolution," Castilleja School Board of

Trustees, September, 2006

- "Confluence of Journeys: Stages of Schools' and Heads' Evolution," CAIS Trustee/Heads Conference, February, 2004, San Francisco
- Panel: Successful Tools For Attracting and Retaining The Best Teachers, CAIS Trustee/Heads Conference, 2/2/02, San Francisco, CA
- Panel: Sustaining Oneself As A School Head, The Headmistresses of the East, November, 2001, Princeton, NJ
 - * Impact of Change and the Passage of Time on The Board Chair/Head Partnership: Stages of the Headship" NAIS Leadership Through Partnership Workshop, Chicago, October 15, 2001 (two sessions) Strategic Planning #101, Board of Trustees of the Nueva School, Hillsborough, CA, May, 2001
- "Leveraging Resources and Know-How For The Public Good," half-day workshop, NAIS Annual Conference, Boston, MA, February 28, 2001
- "The Importance and Impact of Economic Diversity in Building a School Community, Katherine Delmar Burkes School Parnet Association, January 29, 2001
- "Public Purpose in Independent Schools," CAIS Trustee/Heads Conference, Los Angeles, January 20, 2001
- "Building an Inclusive Community: Aligning Vision and the Work of Head, Dean of Multicultural Affairs, Faculty and Trustees," CAIS Trustee/Heads Conference, Los Angeles, January 20, 2001
- "Impact of Change and the Passage of Time on The Board Chair/Head Partnership: Stages of the Headship" NAIS Leadership Through Partnership Workshop, Chicago, September 25, 2000 (two sessions)
- * "Insights and Inspiration for Aspiring School Heads" (February, 2000, with Bodie Brizendine, a half-day workshop), NAIS Annual Conference, Baltimore, February, 2000
 - Importance of Collegiality and Shared Vision Between School Heads and Deans of Multicultural Affairs, NAIS People of Color Conference, San Francisco, November, 1999
- "Impact of Change and the Passage of Time on The Board Chair/Head Partnership," NAIS Leadership Through Partnership Workshop, Chicago, September 27, 1999 (two sessions)
- "Responsibilities of Privilege: Private Schools with Public Purpose," NAIS Annual Conference, Dallas, February, 1999
- "Insights and Inspiration for Aspiring School Heads" (February, 1998, with Bodie Brizendine, a full-day workshop), NAIS Annual Conference, New York, February, 1998
- "How To Keep Your Head: Creative Approaches to Heads' Compensation and Support," CAIS Trustee/Heads Conference, San Francisco, 1/98
- "Financial Aid in the 90's," NAIS Annual Conference, San Francisco, February, 1997
- "School Burial Grounds: What You Don't Know Will Haunt You," (with Debbie Freed, a half-day workshop), NAIS Annual Conference, Washington, D.C., March 1996

- "Moral Development in Schools," CAIS Trustee/Heads Conference, San Francisco, 1996
- "Financial Long Range Planning," CAIS Trustee/Heads Conference, Los Angeles, January, 1995
- "Schools That Work," Arizona Association of Independent Schools Annual Conference (keynote), Phoenix, March, 1994
- "Financial Long Range Planning," CAIS Trustee/Heads Conference, San Francisco, January, 1994
- "A Financial Long Range Planning Model," NAIS Annual Conference, February, 1994
- Panel on Sexual Harrassment, Head Mistresses of the East, Princeton, November, 1993
- "ENTRY: Implications for School Leadership," NAIS Institute For New Heads (1991-1993)
- "Strategic Planning Workshop", The Aurora School, (Oakland, CA), March, 1990
- "Establishing Shared Vision", "Strategic Planning" Workshops, The Verde Valley School (Sedona, AR), December 1989 and February, 1990, respectively
- Addressing Ethnic Diversity in Schools", CASE Regional Conference (San Francisco Day School), February, 1989
- "Student Participation in Democratic Schools", NAIS Annual Conference, (New York), February, 1988
- "Alternative Scheduling Formats for Secondary Schools", Fitchberg State Teachers' College, (Fitchberg, MA), September, 1987
- Coed Boarding School Issues", facilitator, National Association of Principles of Schools for Girls, (The Homestead, VA), March, 1987
- "Faculty Benefits: Problems and Possibilities", facilitator, The Head Mistresses of the East, (Princeton, NJ), November, 1986
- "High School Social Studies Reform", respondent, Teachers' College, Columbia University, Progressive Education Conference, October, 1986
- "Promoting Innovative Programs in Conservative Times", The Putney School Conference (Putney, VT), June, 1986
- "The Place of the Arts in the Secondary School Curriculum", Southeast Massachusetts University, April, 1986
- "The Ultimate Challenge for Experiential Educators: Navigating Into the Main Stream", featured speaker; also a workshop, "Marketing Experiential Programs Inside and Outside of Schools", The Association for Experiential Education (AEE) Annual Conference, (Estes Park, CO), October, 1985
- "Effecting Change Within Schools", Maine Principals' Academy, 1/2-day workshop, (University of Maine), July, 1984
- "Progressive Schools in the 1980s", NAIS Annual Conference, (New York), February, 1984
- "Small Steps to Change Within a K-12 Curriculum", Northeast Region Conference of the Association for Experiential Education, (Durham, NH), May, 1981.
- "Education For the Future", Association of Colorado Independent

- Schools Annual Conference, (Denver, CO), March, 1979
- "The Colorado Springs School: A Working Middle School Model", Virginia Association of Independent Schools, (Virginia Beach, VA), November, 1977
- "Margaret Meade Said They Shouldn't Even Be In School", National Middle School Association Annual Conference, (Denver, CO), November, 1977
- "The C.S.S. Middle School", University of Colorado School of Education, (Boulder, CO), October, 1975
- "An Expanded Definition of Experiential Education: Academic Applications", Colorado Outward Bound Teachers' Practicum (Marble, CO), July, 1975
- "The C.S.S. Middle School Model", NAIS Annual Conference, (San Francisco, CA), March, 1974
- "The C.S.S. Middle School Model", Association of Colorado Independent Schools, October, 1973

Publications

- "31 Windows: The Evolving Metaphors For Headship," Independent School, Washington, D.C., Fall, 2010
- Reshaping High School: An Education for the Information Age," Independent School Magazine, Washington, D.C., Winter, 2007
- "Keeping Your Head: Great Schools and Long-Term Headship Independent School, Washington, D.C., Fall, 2002
- "The Public Purposes of Private Schools," Independent School, Washington, D.C., Fall, 2000
- "Sabbaticals! A Good Idea and A Sound Investment," Independent School, Washington, D.C., Fall, 1998
- "Keeping Your Head," The Trustee Letter, Late Spring, 1998
- "School Burial Grounds: What You Don't Know Will Haunt You," with Debbie Freed, Independent School, Washington, D.C., Spring, 1997
- "Entry: The Door To Effective Headship," The First Year as Principal, Ronald Thorpe, editor, Heineman Press, Portsmouth, NH, 1995
- "Rite Of Passage Expeditions, A Father's Gift To His Sons," Everyman: A Men's Journal, Toronto, Canada, March / April, 1999
- "When Homophobia Rears Its Ugly Head: Lessons From Lick-Wilmerding High School, NAIS/CWIS Newsletter, Winter, 1994
- "An Immodest Proposal", Education For Democracy, Edited by Jervis and Tobier, The Cambridge School, 1987
- "The Ultimate Challenge For Experiential Educators: Navigating Into The Main Stream", Experiential Education and the Schools, Edited by Kraft and Kielsmier, 1986
- "Progressive Schools in the 1980s", Private School Quarterly, Summer, 1984

- "The Long Conversation: Tracing the Roots of the Past" (Co-author with Sherrod Reynolds), Journal of Experiential Education, Spring, 1981
- "Cheez! Uncle Sam: What Price Justice?", Journal of Experiential Education, Spring, 1980 (book review)
- "Colorado Springs School Adopts Flexible Unit-Session Plan", Phi Delta Kappa (Walkabout Newsletter), Spring, 1979

Research Positions

- 1982 - 1985: Doctoral Dissertation: Growing Pains in Raymond, New Hampshire: Impacts of Growth and Scarcity on Schools and Community, Harvard University (Field-based study)
- 1982 - 1983: For David K. Cohen, Harvard University: Administrative Policy and Practice: "Historical Perspectives and Future Prescriptions" (examining primary sources)
- 1982 - 1983: For Gregory Jackson, Harvard University: "1990 College Enrollment Projections" (assembling and analyzing data)
- 1981 - 1982: For David K. Cohen and Theodore Sizer, A Study of High Schools, "High Schools Then and Now" (field interviews with retired teachers)
- 1980 - 1981: For Eleanor Woods, Huron Institute For Educational Policy Research, "Vocational Education Effectiveness" (statistical analyses)

AL ADAMS' POST-HEADSHIP ENGAGEMENTS **2011 – PRESENT**

RETREAT LEADER*/ADVISOR

GOVERNANCE, INSTITUTIONAL POSITIONING, FISCAL SUSTAINABILITY DIVERSITY/ACCESS/INDEXED TUITION

*Almaden School (San Jose)**
*Blue Oak School (Napa, CA)**
Branson School (Ross, CA)
*Cathedral School for Boys (San Francisco)**
*Children's Day School (San Francisco)**
Children's School (San Diego)
*Chinese American International School (San Francisco)**
*Drew School (San Francisco)**
*Gateway School (Santa Cruz, CA)**
Georgetown Day School (D.C.)
Head Royce School (Oakland, CA)
*Hillbrook School (Los Gatos, CA)**
*Mark Day School (San Rafael, CA)**
*Milken Community School (Los Angeles)**
Millennium School (San Francisco)
*Mulberry School (Los Gatos)**
*Pacific Ridge School (Carlsbad, CA)**

*Park Day School (Oakland)**
*Peninsula School (Menlo Park, CA)**
*Sea Crest School (Half Moon Bay, CA)**
*Shady Hill School (Cambridge)**
*St. Matthews Episcopal School (San Mateo, CA)**
*Tahoe Expedition Academy (Lake Tahoe)**
*Trinity Episcopal School (Charlotte)**
*Westland School, (Los Angeles)**
*Wornick Jewish Day School (Foster City, CA)**

SCHOOL HEAD ADVISOR

Almaden School (San Jose), Olaf Jorgenson
Archer School (Los Angeles), Laura Konigsburg
Bush School (Seattle): Dr. Percy Abrams
The Children's School (San Diego): John Fowler
Millennium School (San Francisco): Chris Balme, co-founder
Mt. Tamalpais School, Mill Valley): Andrew Davis
Peninsula School (Menlo Park): Dr. James Benz
Presidio Hill School (San Francisco), Kevin Jacobsen
Sacramento Day School (Sacramento): Lee Thomsen
San Francisco Day School (San Francisco): Mike Walker
San Francisco Friends School (San Francisco): Mike Hanas
St. Paul's Episcopal School (Oakland): Josh Stern
Sugar Bowl Academy (Norden, CA): Tracy Keller

PRIVATE SCHOOLS WITH PUBLIC PURPOSE

Georgetown Day School: leading expansion of GDS' public purpose and diversity missions: (1) assisted in design of 5-week summer, 2014, Policy and Advocacy Institute (3 action-based seminars); (2) designed and facilitated June, 2014, Future of Diversity Design Workshop (10 school heads + 15 diversity leaders); designed and co-hosted September, 2014 + 2015 Future of Diversity Symposium (school teams of head, trustee, diversity leader); (3) advised board task force on sustainable financial models for independent schools.

Oregon Episcopal School: two-day retreat with administrative team on expanding OES' diversity initiatives (July, 2013)

Private Schools With Public Purpose Symposium: 2014: chaired panel on exemplary summer enrichment programs for under-resourced students; 2015: chair panel on the intersection of schools' public purpose profiles and admissions appeal.

D.C. Public-Private Educational Partnership: a consortium of public, parochial and independent schools: advisor in designing a range of public purpose partnerships

Tuck School of Business, Dartmouth College, Visiting Faculty for Educational Leadership Seminar (June, 2013)

NON-PROFIT BOARD SERVICE

Aim High Board member with special foci on fundraising, strategic planning, organizational systems and governance

Tahoe Truckee Aim High: two-years of building initial partnerships with Tahoe

Truckee Unified School District and the Kings Beach Boys & Girls Club and leading fundraising to launch Aim High's first rural campus in July, 2012, serving middle school students from Kings Beach, Truckee and Tahoe City

Sugar Bowl Ski Team and Academy Board (coaching Sugar Bowl Academy Head of School, chairing Board Governance Committee; served on New Campus Planning Committee; chair of Academic Strategic Planning Committee).

UC Berkeley Graduate School of Education: served on Advisory Board with particular focus on mission/messaging and considering "21st Century Private School" models for the international arena: 2005 – 2014

FRED Leadership (Future of Executive Development), Chair: (cross-sector and cross-generational) "developing principled, transformative leaders who make the world a better place." – particular foci on strategic planning, public:private "collective impact" initiatives and assisting in design of the FRED Forum (London, 2011, Boston, 2012, San Diego, 2013, Vancouver, 2014, Denver, 2015, Barcelona, 2016).

Served (2011-2012) on Steering Committee of the *Private Schools With Public Purpose Consortium* – assisting in the design of a formalized, national organization, the *National Network of Schools in Partnership*

Private Schools With Public Purpose "Ambassador" (in October, 2011, made presentations in D.C. to the Office of Non-Public Education (joined on stage by Secretary of Education, Arne Duncan) and NAIS President and staff; then to London's school heads and governors (with Britain's Schools Commissioner)

PRESENTATIONS/WORKSHOPS

"Trusteeship 101," California Association of Independent Schools' Trustee/Heads Conference, San Francisco, January, 2012; January, 2016

"Revisiting Your School's Mission Statement," California Association of Independent Schools, Trustee/Heads Conference, San Francisco, January, 2016

"New Trustee Seminar," California Association of Independent Schools, College Preparatory School, Oakland, CA, November, 2015

"Broadening Public Appeal Through Public Purpose," Private Schools With Public Purpose Symposium, San Francisco Friends School, San Francisco, CA, February, 2015

"Teaching and Learning: The Leading Edge," panel presenter, University of California San Francisco School of Medicine Annual Leadership Conference, January 2014

"Lean In: Writing the Next Act in Women's Leadership": panel presenter on the education and empowerment of girls and young women, FRED Forum, San Diego, CA, September, 2013

"Aligning the Stages of School Leadership," Educational Leadership Seminar, Tuck School of Business, Dartmouth, NH, June, 2013

"Making The Headship Work": half-day workshop with Lucinda Lee Katz and Debbie Freed, National Association of Independent Schools Annual Conference, Seattle, February, 2012

