



422 S. Centre Ave.
Lancaster, TX 75146
(972) 218-1400
(972) 218-1401 FAX
www.LancasterISD.org

The Lancaster ISD School Board Approves Dr. A Katrise Lee-Perera as Superintendent

LANCASTER, TX – After an extensive and comprehensive Superintendent search process, which attracted more than 30 applicants from across the country, the Lancaster ISD Board of Trustees are proud to announce that Dr. A Katrise Lee-Perera has been named the new Superintendent of Schools.

Dr. Perera served in both Virginia and Texas districts before being appointed as Superintendent of the Gresham-Barlow School District in Gresham (Oregon) in 2017. She served as a corporate executive with a national publishing company as their National Director for Urban Markets 2015-2017. Prior to her Superintendent's work, Dr. Perera served as an area superintendent/school improvement in the Houston Independent School District (2010-2011) and as a teacher, principal, and district-level administrator for Henrico County Public Schools (2000-2010) in Richmond, Virginia. Her career in K12 education began in 1994 in the Charlottesville City Public School in Charlottesville, Virginia as a teacher.

While serving the Gresham-Barlow School District, she led collaboratively to develop a strategic system to maximize a \$300M Bond project and another \$145M in budgeting and finance with no significant findings. The bond's assessed value was \$343M, and all projects were completed on time. She helped identify inefficiencies and re-appropriated monies to support needed priorities identified in the curriculum audit she led during her first year. During her tenure, the district's on-time graduation rates have improved by 11 percentage points in some areas; she led the Dual Language Immersion initiative; improved diverse staffing new hires rate to 39%; ignited a 1:1 in K12, and spearheaded a comprehensive distant learning initiative during COVID.

From 2011-2015, she served as Superintendent of the Isle of Wight County Schools (I.W.C.S.) in Smithfield, Virginia. During that time in I.W.C.S., she was named the National Association of School Superintendents (N.A.S.S.) 2015 Superintendent of the Year. During her tenure, I.W.C.S. saw an expansion of new opportunities for online courses, dual enrollment opportunities, and an iSLE 21 Initiative (Initiative for Student Learning and Engagement in the 21st century), the district's 1:1 tablet program. The district was recognized as a Model for Technology Infusion and Implementation by the Virginia Department of Education. Before departing, in June 2015, she led the district's vision development, planning, and initial implementation for a new STEaM instructional program, which would begin to phase in each grade during each subsequent year.

Lancaster ISD Vision:
Every Graduate A Success!

LANCASTER

INDEPENDENT SCHOOL DISTRICT



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In H.I.S.D., she served several schools that housed over 43,000 students and improved and stabilized middle school enrollment, increasing the at-or-above grade-level reading and math scores by 8% and decreasing the dropout rate by 3% points. She led the initial planning and start-up of a 6th -12th-grade All-female College Preparatory Academy, which was designed to deliver a curriculum that emphasized Science, Technology, Engineering & Mathematics (S.T.E.M.) education. She identifies the college prep program planning and her ability to contribute to developing a comprehensive secondary reform plan to turnaround some of the lowest-performing schools (Apollo 20 Schools) as the most rewarding of her experiences in H.I.S.D.

Dr. Perera has been a strong advocate for equity, inclusion, access, and opportunities for all students. She earned her doctorate in education leadership and policy study from Virginia Polytechnic Institute and State University (aka-Virginia Tech) in May 2014. In 2016, she became a nationally certificated superintendent through the National Superintendent Certification Program offered by the American Association of School Administrators (A.A.S.A.). Recently, she was tapped to serve alongside select education leaders on the National Women's Leadership Consortium. She was recognized for her leadership and equity work by her peers in 2015, when she was named the Superintendent of the Year by the National Association of School Superintendents (N.A.S.S.). She is an active member of state and national professional organizations- where she serves as an advisor by way of committees, in leadership roles, as a collegial mentor, as a professional learning facilitator, a thought partner, as a frequent presenter during the state/national conferences, appeared on education podcast and has composed several education leadership articles for K12 public education leadership magazines.

"The Lancaster ISD Board of Trustees has afforded me a fantastic opportunity to build upon this community's educational vision - and I am beyond grateful. To serve on behalf of each LISD student as the first female superintendent of this district is humbling and doing so in a state that I consider home - is a gift." Dr. A. Katrise Lee-Perera

"When we announced our Superintendent Search, we wanted a Superintendent with a proven track record, who could hit the ground running on day one, and who brought with them a vision for success. Dr. Perera met all of our expectations and then some. We look forward to our next chapter with her at the helm, as we keep Lancaster ISD moving forward." LISD President, Marian Hamilton

The search was conducted by the law firm of O'Hanlon, Demerath, & Castillo, in conjunction with Dr. Abelardo Saavedra and Dr. Daniel King.

Lancaster ISD approved Dr. A. Katrise Lee-Perera on April 13, 2021.

Lancaster ISD Vision:
Every Graduate A Success!



Dr. A. Katrise Perera

Superintendent

2015 Superintendent of the Year – National Association of School Superintendents (NASS)

Nationally recognized and award-winning Superintendent proficient in implementing school board's vision by using clear communication with the school board, providing educational leadership and efficient fiscal management, demonstrating district management, and maintaining positive board and community relations. Confident in applying multi-tiered systems of support to increase student achievement, graduation rates, and instruction while forming enhanced career/college opportunities for students and access to accelerate opportunities for staff.

★ *Katrise impressed us with her ability to communicate effectively and her understanding of the school improvement process. She knows the importance of involving others to be co-architects of the work necessary to provide all students with access to academic rigor and meaningful instruction.* – **Terry Grier, School Superintendent**

Core Expertise

Educational Leadership | Board Relationships | Communication | Legal Compliance | Facilities Maintenance

Risk Management | Internal Controls | Tiered Systems of Support | Performance Appraisal | Budget Efficiencies

SUPERINTENDENT & EXECUTIVE CORPORATE EXPERIENCES & HIGHLIGHTS

GRESHAM-BARLOW SCHOOL DISTRICT, Gresham, OR

2017 – Present

11.7K+ students in 18-schools | 4-internal-charter education centers | \$170M General Funds Budget | \$300M Bond Budget

Superintendent

Formulate executive entry and transition plan for first-100 days of employment to learn and strategically designate time to foster relationships with key stakeholders. Work in concert with the board of directors and stakeholders to devise district mission, vision, goals, and action plans. Pinpoint initiatives enabling school districts to transform curriculum and instructional improvements. Partner with peers to lead the creation of the annual district budget, including visible areas of investment. Executed and led a \$300M Bond Project Promise that delivered \$340M in value for less than the taxable assessed value for operations of four rebuilds, eight remodels, and six renovations for improved safety and security in all 18-buildings. Championed equity initiatives involving policy creation, access to career pathways, budget realignment, restorative practices, multi-tiered systems of support (MTSS), inclusive practices, and embracing diversity community-wide. Serves on the governor's committee for equity & inclusion; healthy schools & re-opening committee; and racial justice/budget council. Exercised creativity to alter bond project bidding process, optimizing procurement purchasing process for most renovation, remodel, and construction materials – while prioritizing local contractors, vendors, and agencies. Generated savings by coordinating a committee of stakeholders to spot district-wide standards for furniture selections per instructional levels, classroom resources, paint colors, door locks, and playground equipment. Developed community conducive to trust by intentionally soliciting input, strategically being available and involved in school and community events while interacting with municipal government representatives and legislators. Collaboratively led the increased efficiency and data analysis functions by reforming and leveraging the Teaching & Learning department's talented team.

MCGRAW-HILL EDUCATION (MHE), Columbus, OH

2015 – 2017

Serving 70-urban school districts and superintendents across the nation | \$650M+ Budget

National Director, Urban Markets Division

Demonstrated solid analytical foresight to gauge needed goals and initiatives of the National Urban Market Initiative (NUMI) group that would guide work functions. Formulated plans to strengthen relationships through engagement with urban districts. Devised and presented thought leadership topics during district, state, and national associations. Teamed up with Senior VP, Government Affairs, Marketing Manager, PR Manager, and regional sales managers to articulate the story of National Urban Market Initiatives (NUMI) and led an initiative to improve effective customer service.

ISLE OF WIGHT COUNTY SCHOOLS (IWCS), Smithfield, VA

2011 – 2015

*6.4K students in 10 schools | 46% Economically Disadvantaged | \$76M Budget***Superintendent**

Headed full scope of operations, instruction, safety, security, and use of labor force. Collected, vetted, and applied comprehensive data to execute key decision-making initiatives. Monitored and evaluated instructional program effectiveness to streamline teaching and learning. Held self and all employees accountable regarding district achievement without affecting morale. Spearheaded the development and design of new opportunities for online courses, dual enrollment opportunities, and an iSLE 21 Initiative (Initiative for Student Learning and Engagement in the 21st century) the districts 1:1 tablet program.

CABINET LEVEL LEADERSHIP EXPERIENCE & HIGHLIGHTS**HOUSTON INDEPENDENT SCHOOL DISTRICT (HISD), Houston, TX**

2010 – 2011

*297 Schools & 215K students | 80% Economically Disadvantaged | \$1.5B Budget***Area Superintendent/School Improvement Officer (SIO)**

Conceptualized scope for operations regarding an assigned cluster of schools in the 7th largest urban school district. Confidently piloted schools with 43K students and principals' team in driving school enhancement covering areas such as attendance, student learning, efficient budgeting, teacher performance, monthly professional leadership training, outline middle school learning framework, tailor new principal assessment tools through McREL, and supported quarterly staff assessments and budget reviews with principals. Represented district on NCAA Final Four Local Planning Committee and led sub-committees/programs. Led planning and start-up of 6th – 12th grade All-female College Preparatory Academy (designed to provide curriculum emphasizing Science, Technology, Engineering, Arts & Mathematics [STEAM]) education. Supported creation of complete secondary reform plan to turnaround some of the lowest-performing schools (Apollo 20 schools) in concert with Harvard University and Curriculum, Instruction, and Assessment departments to devise thorough K-12 curriculum aligned with state and national advance placement standards.

BUILDING LEVEL TEACHING, LEADERSHIP EXPERIENCE & HIGHLIGHTS – 1994–2010**JOHN ROLFE & ELKO MIDDLE SCHOOL, Richmond, VA**

2004 – 2010

*1.8K+ students | 80+ faculty/staff in each building | Henrico County Public School District***Principal**

Identified and developed best practices for teaching, assessed and managed teachers, led school's vision and mission, and headed staff development initiatives for 85+ staff members. Created and delegated assigned professional development initiatives for 129 faculty members. Cooperated with the Administrative Team to implement a school-wide discipline plan consistent with the Code of Student Conduct. Mapped out, built out, and supported student instruction and learning assessment. Composed school improvement plan, implemented a school-wide mentoring program, and rolled out student and teacher best practices recognition efforts to increase morale and overall success.

SHORT PUMP MIDDLE SCHOOL, Glen Allen, VA

2001 – 2003

*1.5K+ students | 60+ faculty/staff in each building***Assistant Principal**

Produced and supported professional development initiatives and performance evaluations for 130+ personnel. Arranged and maintained master teaching and school calendar. Oversaw initiatives and transportation for 1,600+ students, attended in preparing school reports, organized fundraising initiatives, and helped build maintenance, allocation, equipment/supplies, and fiscal account administration. Led 1:1 technology initiative enabling all students to be assigned a laptop with all digital resources.

WALKER UPPER ELEMENTARY, Charlottesville, VA & H.F.BYRD MIDDLE SCHOOL, Richmond, VA 1994-2001

Charlottesville City Public Schools | Henrico County Public School District

Teacher

Led the planning, development of, and organization of daily instruction that allowed me to facilitate learning and implementation of formal and informal assessments. Conducted research and sought out best practices to improve my teaching and my students' learning.

EDUCATION, CERTIFICATIONS & LICENSURE

Doctorate in Education Leadership & Policy Study | Virginia Polytechnic Institute & State University (Virginia Tech)

Post-masters in Administration & Supervision | Virginia Commonwealth University (VCU)

Masters of Arts in Teaching | Mary Baldwin College (MBC)

Bachelors in Merchandising & Marketing | University of Louisiana (UofL)

****National Superintendent Certification** | American Association of School Administrators (AASA)

Texas | Superintendent License, Principals Certificate of Licensure with PDAS & ILD endorsements

Virginia | Superintendent License, Principal of Distinction Lvl. II License, Post-Master's K12 Administrators License (Administration & Supervision K12 Endorsement), Technology Standards for Instructional Personnel Requirements, Child Abuse & Neglect Requirements, First Aid

Oregon | Superintendent License