

LUCIAN YATES, III, Ph.D.

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EDUCATION

1994 Ph.D., Curriculum, Instruction, and Supervision
Ohio University
Athens, OH 45701

Dissertation: The relationship between learning styles and achievement on the Kentucky Instructional Results Improvement System (KIRIS) of eighth grade students in a large Kentucky school district

1976 M.A., History and Education
Morehead State University
Morehead, KY 40351

1974 A.B., History and Political Science
Morehead State University
Morehead, KY 40351

CERTIFICATION

Has held superintendent certificates in Kentucky, Ohio, Virginia, and Pennsylvania

PROFESSIONAL EXPERIENCE

2008-present **Prairie View A&M University**
P.O. Box 519 MS 2400
Prairie View, TX 77446

This HBCU is the second oldest institution in the State of Texas

Professor and Dean

Responsible for all education program in the Whitlowe R. Green College of Education at the undergraduate and graduate level

- Developed two online Master's programs—Education Leadership and Counseling
- Successfully completed the NCATE Focused Visit
- Successfully completed reaccreditation of our undergraduate teacher education program by the Texas Education Agency (TEA)
- Served on four doctoral dissertation committees
- Board Member, National Alliance of Black School Educators (NABSE)
- Hosted the African American Male Youth Leadership Summit
- Member, University Undergraduate Academic Council
- Member, Graduate Committee

2003-2007

KENTUCKY STATE UNIVERSITY
400 East Main Street
Frankfort, KY 40601

This HBCU is Kentucky's most unique, diverse liberal arts college

Chair and Associate Professor, School of Education

Responsible for the teacher education program at Kentucky State University—including recruitment, program design, evaluation, certification and quality—including interfacing with College of Arts and Sciences, The Educational Professional Standards Board, the Council on Post-Secondary Education, and The Kentucky Department of Education.

- Chair, Academic Appeals Committee
- Advise all post-baccalaureate teacher education majors
- Invited lecturer to the Patterson Research Roundtable
- Proposed scholar-in-residence, National Alliance of Black School Educators, Dallas, TX

- Panelist, 50 Years after Brown v. Board, September 2004, Bellarmine University, Louisville, KY
- Consultant on closing the achievement gap, Boston Public Schools
- Consultant, Black Educators' Alliance of Massachusetts, teaching black children
- Consultant, Gary (IN) School Corporation Human Resource Department
- Member, Scholastic Audit Team for Grant County High School (2003)
- Member, District Scholastic Audit Team for Fayette County Schools (2003)
- Member, Board of Examiners, for accreditation visit at Kentucky Christian College (Spring 2004)
- Judge, Kentucky Teacher of the Year Competition, 2004
- Kentucky State University's representative to **Posters at the Capitol Research Contest**
- Keynote presentation, METCO Desegregation Conference, Boston, December 2004

2002-2003

**THE KENTUCKY DEPARTMENT OF EDUCATION
500 Mero Street
Frankfort, KY 40601**

The Kentucky Department of Education is the educational agency responsible of overseeing all aspects of the educational industry in the Commonwealth of Kentucky.

Director, Educator Recruitment and Retention

Responsible for developing and implementing a comprehensive recruitment, retention and induction program for the Commonwealth of Kentucky—including partnership with all educational partners—e.g., The Education Professional Standards Board, The Kentucky School Boards Association, Kentucky Education Association, Council on Postsecondary Education, etc.

- Wrote the Minority Superintendent Intern Program (MSIP) which led to Kentucky first African-American Superintendent
- Developed more FEA Clubs in Kentucky than any other state in the U.S.
- Implemented the first MERR Networking Weekend
- Member, Teacher Quality Committee, Campbellsville University
- Member, Executive Cabinet
- Chair, Paraeducator Committee
- Judge, Kentucky Teacher of the Year Competition, 2003
- Member, Reader's Digest State Agency Leadership Education Program (SALEP) Grant
- Member, Advisory Group for Administrative Leadership Institute—Western Kentucky University

2001- present

**THE YATES GROUP
8109 Springlake Drive
Louisville, KY 40241**

This small educational consulting group specialized in working with schools, leaders and other organizations in raising student achievement.

President and CEO

As the President and CEO, I was responsible for developing business through advertising and marketing.

- Worked with The Greater Zion Missionary Baptist Church to develop a religious school
- Consulted with Kumon, Inc., an international after-school tutoring company
- Consults with Black Educators' Alliance of Massachusetts

- Consults with Boston Public Schools on educational issues of minority children
- Presented workshops on leadership, learning styles and achievement

1998-2001

HARRISBURG SCHOOL DISTRICT
Harrisburg, PA 17102-1409

This urban school district of 9,000 students was one that had been plagued with historic leadership, systemic organizational and achievement problems. There were 15 schools, 1200 employees, and a \$92 million budget.

Superintendent

As the chief executive officer, was responsible for developing an overall educational plan, which included public relations, internal and external communication, curriculum development, facilities planning and management, professional development, financial analysis and budgeting, strategic planning, evaluation, needs assessment, employee recruitment and leadership development.

- Developed partnership with Dickinson College to recognize outstanding urban teachers
- Developed a partnership with Messiah College and the Boyer Center to implement the work of Ernest Boyer, The Basic School
- Developed and implemented a distant learning project to teach foreign language to elementary school children
- Developed a partnership with Shippensburg University to train urban principals—Principals for the New Millennium
- Featured in the November 16, 1999 edition of *U.S. News and World Report*
- Featured in the January 2000 edition of *Atlantic Monthly*
- Approved a \$160 million building and renovation program to renovate each building in the Harrisburg School District (The Rowland School had the quickest completion rate in Pennsylvania history)

- Wrote and received a \$5 million e-rate grant (one of the most comprehensive and innovative technology programs in the state)
- Installed security cameras and swipe card security readers in each building in the district
- Installed networked computers on each teacher's desk
- Reorganized central office staff to cut out unnecessary bureaucratic layers to facilitate K-12 instruction
- Established eight L.I.N.K. Centers for community-based tutoring
- Reorganized schools into K-8 neighborhood schools
- Reduced dropout rate by 5%
- Increased attendance rate by 2%
- Increased test scores in 70% of schools
- Began discussions with four (4) school districts and four (4) colleges and universities in developing a regional P-16 system of education
- Aligned curriculum with state standards and the state assessment test with quarterly benchmark tests
- Planned a 30,000 square foot professional development center
- Balanced the budget in the last three (3) budget years without raising taxes
- Adjunct faculty member at Shippensburg University (taught educational administration and the principalship)

1988-1998

**JEFFERSON COUNTY (KY) PUBLIC SCHOOLS
Louisville, KY 40232-4020**

This multi-ethnic district is the twentieth largest school district in the United States. There are 150 schools, 88 elementary schools, 24 middle schools, 25 high schools and 15 special schools. The

budget exceeds \$500,000,000. There are approximately 13,000 employees.

Assistant Superintendent for Equity, Poverty, and Compliance Issues (Spring 1996-1998)

This cabinet-level position had the overall responsibility of ensuring equity for all children and employees in the district. Provided leadership in addressing diversity and equal opportunity programs throughout the District. Worked to promote diversity and equal education and employment opportunities for all. Additionally, was responsible for all federal programs (Title I, Title VI, etc.), all state initiatives for academic excellence programs (Extended School Services, Family Resource and Youth Service Centers), minority teacher recruitment, homeless and migrant education, all compliance issues (ADA, EEOC, OCR, Title IX), and student assignment issues.

- Selected by the Kentucky Commissioner of Education to serve on the Dropout Prevention Task Force
- Designed and implemented the L.I.N.K. Centers
- Wrote the Field Trip Procedures
- Designed the Equity Audit
- Wrote the Discrimination/Harassment Procedures
- Elected as the Southeast Regional Representative for the National Alliance of Black School Educators (NABSE)

High School Advocate/Assistant Superintendent (1993-1996)

The cabinet-level position had the overall responsibility of representing the best interests of high school programs. This responsibility included regular interaction with board members and systems interaction with staff in areas of curriculum, assessment, staff development, facilities, human resources and budget. This individual served as the link between the high schools and other district systems and the community to promote equality, equity, and excellence. This person was responsible for the restructuring of high schools and desegregation efforts for the school district.

- Planned, organized and evaluated the implementation of parent-teacher conferences at the high school level

- Led principals in establishing graduate guarantees (a graduation warranty)
- Led the restructuring efforts for all high schools
- Served on the District's legislative committee
- Member, Technology Management Team
- Founder and President of the Greater Louisville Alliance of Black School Educators (GLABSE)
- Developed the High School Problem Solving Model
- National and International consultant on High School Restructuring
- Selected and graduated from the 1994-95 class of **Superintendents Prepared**
- Served in the absence of the Superintendent

Principal, Western High School (1989-1993)

This school was comprised of mostly low socio-economic students with a large concentration of African-American underachievers, a veteran faculty, and an apathetic community support.

- Wrote and was funded \$1 million by the General Electric Foundation
- Increased college bound rate from 25% to 70%
- Entered partnership with 11 corporations, businesses, and universities
- Increased attendance from 87% to 94%
- Worked with principals and teachers in Russia (1992) as they moved toward democracy
- Invited to work with college professors and curriculum developers in Vietnam (1993)

- Nominated, Distinguished Principals' Academy, University of Delaware (1992)
- Mentor to Lyman T. Johnson Fellows (aspiring African-American principals) (1991)
- Selected as a Thomson Fellow, Coalition of Essential Schools, Brown University, Providence, Rhode Island, (1992)
- Trainer, **Let's Talk**, NASSP (1992)
- Trainer, **Learning Styles** (1990)
- Panelist, National Satellite Town Meeting on School-to-Work Transitions with the Secretary of Education, Richard Reilly, Secretary of Labor, Robert Reich, and The President of the United States, Bill Clinton (1993)
- Implemented Site-Based Decision Making
- Appointed by the Commissioner of Education to the High School Restructuring Task Force (1992)

Assistant Principal, Ballard High School (1988-1989)

This school is located in the most affluent area of Louisville/Jefferson County. A successful school by most standards had more National Merit Semifinalists than any other school in the state of Kentucky.

- Evaluated on third of the faculty
- Assisted ninth graders in the transition to high school
- Began a study group to look at high school restructuring
- Disseminated latest research to the faculty
- Responsible for all computer scheduling and grade reporting
- Developed a computerized disciplinary system

1976-1988

**CHILlicoTHE (OH) PUBLIC SCHOOLS
Chillicothe, OH 45601**

The small, multi-ethnic (6,000 student) district is located in Central Ohio, just south of Columbus. There are nine schools (six

elementary, two middle and one high school) in the district. Many innovative strategies and programs were implemented in this district.

Assistant Principal, Chillicothe (OH) High School (1984-1988)

This high performing school was a national leader in debate and forensics. Students and teachers traveled extensively for educational purposes. During my tenure there, demographics began to change drastically.

- Evaluated Teachers
- Began a professional study group to institute staff development initiatives
- Responsible for all computer scheduling and grade reporting
- Started to develop partnerships within the community
- Developed incentive programs with local businesses for students

Teacher, Mount Logan Middle School (1976-1982; 1983-1984)

This school served the most at-risk populations in the city. Most of the students were from low socioeconomic environments and were on free or reduced priced lunches. Students came to school ill prepared and not ready to learn.

- Taught 7th, 8th and 9th grade social studies and language arts
- Developed the district's History Day competition
- Advised many state and national History Day winners
- Represented the school on many state committees
- Developed a parent/student exchange day
- Board of Directors, Ohio Council for the Social Studies
- Ohio Social Studies Teacher of the Year (1982)
- Board of Trustee, Ohio University/Chillicothe

- Outstanding young teacher, Chillicothe Education Association (1978)
- Founder, Charter Member, Great Seal of Ohio Chapter of Phi Delta Kappa (1982)
- Outstanding Young Man, Chillicothe Jaycees, (1985)
- Martha Holdings Jennings Scholar, Ohio University (1980)

1982-1983

**OHIO UNIVERSITY
Athens, OH 45701**

The large teaching/research University is located in Southeastern Ohio and grants over 3,000 advanced degrees yearly.

Graduate Assistant (1982-1983)

- Major responsibilities included supervising student teachers
- Taught a pre-service seminar and social studies methods courses
- Implemented a portfolio requirement for all student teachers
- Developed a comprehensive social studies internship
- Placed 90% of all student teacher graduates
- Worked with the Malaysian Teacher Development Project
- Served as a “critical friend” to several international students

PUBLICATIONS

- Yates, L. (1996). *Men of (Q)uality Mentoring Program*. Louisville, KY.
- Yates, L. (1997). *Linking Instruction with Neighborhood Kids (L.I.N.K.)*. Jefferson County Public Schools: Louisville, KY
- Yates, L. (2003). *Minority Superintendent Intern Program*. Frankfort, KY: Kentucky Department of Education.
- Yates, L. (2004). Book review, *What black parents wish*

teachers knew. (In progress)Western Journal of Black Studies.

- Yates, L. (2004). Kentucky MERR Scholars: A Descriptive Study. *Kentucky Journal of Excellence in College Teaching and Learning*
- Yates, L. (2004). *Using learning styles to close the achievement gap. Patterson Research Roundtable, Washington, D.C.*
- Yates, L. (2004). Kentucky MERR Scholars: A Descriptive Study. *The Kentucky Journal of Excellence in College Teaching and Learning.*
- Yates, L. (2008). The New Glass Ceiling. *Keynote Speaker presented at the Association for Gender Equity Leadership in Education. Boston, MA.*
- Yates, L. , Pelphrey, B. , Offutt, D. and Higgins, P. (2006, Jan) "Listen to What I Have to Say!": Using K-12 Students to Improve Teacher Education" *Paper presented at the annual meeting of the American Association of Colleges for Teacher Education, San Diego, California.*
- Yates, L., Pelphrey, B., & Smith, P. (2008). An Exploratory Phenomenological Study of African American Male Pre-Service Teachers at a Historical Black University in the Mid-South. *National FORUM of Applied Educational Research Journal 21(3), 2008*

Yates, L. and Pelphrey, B. (2007, Feb) "Increasing Male Teachers of Color: The Role of the Provocateur" *Paper presented at the annual meeting of the American Association of Colleges for Teacher Education, Hilton New York, New York, NY .*

PRESENTATIONS

- Yates, L. (1993) Commencement Speaker, All County-Scottsville Schools
- Yates, L. (1993) *If Not Me, Then Who?* Presentation to the Jeffersonville/Clark County NAACP Youth Banquet, Jeffersonville, IN

- Yates, L. (1997). *Men of (Q)uality: Reclaiming African American Males*. Presentation at the National Alliance of Black School Educators, Reno, NV.
- Yates, L. (1998). *Learning Styles of African American Males*. Presentation at the National Alliance of Black School Educators, Nashville, TN.
- Yates, L. (1998). *Learning Styles of African American Males*. Presentation to the National Conference on the African American Male, St. Louis, MO.
- Yates, L. (1999). *Boys to Men: How African American Males Learn*. Presentation to the National Conference on the African American Male, Charlotte, NC.
- Yates, L. (1999). *New Thoughts in School Governance*. Presentation at the Invitational Conference sponsored by the Laboratory of Student Success and The Institute of Educational Leadership, Washington, DC.
- Yates, L. (2000). *Reading Strategies for Urban Children*. The National Education Policy Institute, Washington, DC.
- Yates, L. (2000). *Changing School District Governance*. Panel Discussion at the National Education Policy Institute, Washington, DC.
- Yates, L. (2000). *Thanks for the Memories*. Keynote Speech at the Founders' Day Luncheon, Morehead State University, Morehead, KY.
- Yates, L. (2001). *After School Programs for Minority Children*. Keynote Presentation at the International Conference of KUMON International, Ottawa, Canada.
- Yates, L. (2002). *Dreams: Becoming a High Quality Teacher*. Keynote Presentation to the Student Kentucky Education Association Fall Meeting, Bowling Green, KY.
- Yates, L. (2002). *Closing the Achievement Gap*. Workshop Presentation to the faculty and staff of Lassiter Middle School, Louisville, KY.

- Yates, L. (2002). *Closing the Achievement Gap*. Workshop Presentation to the faculty and staff of Elkhorn Elementary School, Frankfort, KY.
- Yates, L. (2002). *Closing the Achievement Gap with Learning Styles*. Black Educators Alliance of Massachusetts, Boston, MA.
- Yates, L. (2002). *Recruiting High Quality Teachers*. Presentation at the Mississippi Leadership Conference, Mississippi Department of Education, Biloxi, MS.
- Yates, L. (2002). *It's a Matter of Style: Developing and Using Leadership Styles*. Presentation at the Mississippi Leadership Conference, Mississippi Department of Education, Biloxi, MS.
- Yates, L. (2003). *Let's Kill the Dreamer*. Keynote Speech to the Morehead State University Martin Luther King Celebration, Morehead, KY
- Yates, L. (Spring 2003). *These are the Best of Times*. Dinner speech to the Student Kentucky Education Association Spring Conference, Louisville, KY
- Yates, L. (2003). *Reach for the Stars*. Presentation to 22nd Annual African American Students of Excellence Awards, Jefferson County Community College, Louisville, KY
- Yates, L. & Johnson, G.F. (2003). *Educating African American Citizens of the Commonwealth: Raising the Bar to Claim What is Rightfully Ours*. Presentation to the Empowering the Black Community Conference, Louisville, KY
- Yates, L. (2003). *Reclaiming the Dream*. Presentation to the Morehead State University Black Student Government, Morehead, KY.
- Yates, L. (2003). *Educating All*. Symposium at the University of Louisville, Department of Leadership Foundation and Human Resource Education, Louisville, KY.
- Yates, L. (Spring 2003). *Equity v. Equality*. Workshop presentation to the Student Kentucky Education Association Spring Conference, Louisville, KY

- Yates, L. (2003). *Leadership: Past, Present and Future—A Look at Servant Leadership*. Plenary Session at the 13th Annual Southern Minority Leadership Conference, Biloxi, MS.
- Yates, L. (Fall 2003). *Learning Styles for K-12 teachers*. Workshop presentation to the Student Kentucky Education Association Spring Conference, Louisville, KY
- O’Daniel, C., Rose, J., and Yates, L (2003). *Kentucky’s 2+2 Teacher Preparation Partnership*. Southern Association of Colleges and Schools, Nashville, TN.
- Yates, L. (2004). *Closing the Achievement Gap with Learning Styles*. Black Educators Alliance of Massachusetts, Boston, MA.
- Yates, L. (2004). *These are the Best of Times*. Presentation to the 17th Annual Academically Proficient African-American High School Juniors and Seniors Camp, Bowling Green, KY.
- Yates, L. (2004). *Using learning styles to close the achievement gap*. Training for Boston (MA) principals and headmasters at the Annual Administrative Retreat.
- Yates, L. (2004). *Can learning styles be used to close the achievement gap?*, invited lecturer at the Patterson Research Roundtable. Washington, D.C.
- Yates, L. (2004). *Fifty years later: Brown v. Board*. Panel discussion, Bellarmine University, Louisville, KY.
- Yates, L. (2005). *Closing time: How to close the achievement gap in Kentucky using learning styles*. Proposed presenter at the Kentucky Teaching and Learning Conference, Louisville, KY.
- Yates, L. (2008). *These are the best of times*. Keynote speech at the Homecoming Dinner of the PVAMU National Alumni Association
- Yates, L. (2009).

PROFESSIONAL DEVELOPMENT ACTIVITIES

- First Annual Teacher Quality Evaluation Conference, US Department of Education, June 11-13, 2002, Washington, DC

- Educational Professional Standards Board's Board of Examiners Training, Georgetown, KY, Summer 2003
- New Faculty Orientation, Kentucky State University, August 12, 2003
- AACTE/NCATE Training for Institutions undergoing NCATE Reaccreditation, Washington, DC, Fall 2003
- Computer Training
SISI
Blackboard
- Renaissance Group Fall Meeting, Washington, DC, Fall 2003
- National Alliance of Black School Educators, Reno, NV, Fall 2003
- NASA Pre-service Teacher Preparation Program (Took 10 KSU students), Crystal City, VA, Spring 2004
- Education Beyond Brown: Future Perspectives, University of Kentucky, Lexington, KY
- Renaissance Group Spring Meeting, Sonoma, CA, Spring 2004

INTERNATIONAL CONSULTANCIES

- Invited by the St. Petersburg (Russia) City Council to spend two weeks in Russia working with principals and teachers as they moved from Communist to a Democratic governmental structure
- Invited to work with Japanese company, Kumon International, to Ottawa, Canada, to expand study centers to urban areas.

GRANTS, AWARDS AND PROPOSALS

- *College Bound Grant*, GE Foundation to Jefferson County Public Schools (to double the number of students going to post-secondary institutions), five years, total \$1,000,000
- *E-Rate*, U.S. Department of Education (to build technology infrastructure to support technology education), multiple year, \$5,000,000

- *State Improvement Grant*, Kentucky Department of Education (to develop a special education program), three years, total--\$951,000
- *Kentucky Instructional Discipline System (K.I.D.S.)*, Kentucky Department of Education, (furniture, equipment and supplies), one time, total--\$120,000
- *High⁵*. Office of Special Education Program, United States Department of Education, (to support students in the online MA in special education), four years, total--\$800,000 (not funded).
- *Recruitment of a Coordinator of Special Education*, Kentucky Department of Education, (to recruit, hire a coordinator of special education), on time, total--\$47,000
- *Two Research Grants*, Education Professional Standards Board to study Reading and the Praxis and Comparative study of two Praxis Test, total--\$60,000 (awaiting announcement)
- *Redefining leadership*, The Council on Postsecondary education, (to develop a MA in school leadership), total--\$250,000 (not funded).
- *KSU Faculty Ambassadors*, The Education Professional Standards Board, (Title II Teacher Quality Enhancement Grant), two years, total--\$180,000.
- *Leadership Development*, Canter and Associates, (to develop an online MA in school leadership), two years, total--\$200,000 (awaiting announcement)

PROFESSIONAL MEMBERSHIPS

- American Association of School Administrators (AASA)
- Association for Supervision and Curriculum Development (ASCD)
- Central Pennsylvania Alliance of Black School Educators (President and Founder)
- Greater Louisville Alliance of Black School Educators

- National Alliance of Black School Educators (NABSE)
- Kentucky Alliance of Black School Educators (Founder)
- Pennsylvania Association of School Administrators (PASA)
- Phi Delta Kappa
- KCTCS/University 2+2 Teacher Preparation Steering Committee

COMMUNITY INVOLVEMENT

- Board Member, Allied Arts Fund
- Board Member, Keystone Area Council of Boy Scouts of America
- Chairman, Urban Scouting Committee
- Rotary Club of Harrisburg
- Former member, Greater Zion Missionary Baptist Church
- Member, Green Castle Baptist Church
- Leadership Award, Wesley Union Development Corporation
- Outstanding African-American Leader, Shippensburg University
- Advisory Board, Gear-Up Kentucky
- Advisory Board, Kentucky Instructional Disciplinary Support (K.I.D.S. Project)
- Advisory Board, Secondary Teacher Magnet Career Academy, Jefferson County Public Schools
- Member, Omega Psi Phi Fraternity, Inc.
- Member, Sigma Pi Phi Fraternity, Inc.