



School Liability Expert Group

JOHN F. DOHERTY, Ed.D

Education standard of care, school liability, child/youth-serving agency consultant and expert witness.

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SUMMARY OF QUALIFICATIONS

Professional Expertise

- Experienced school superintendent with extensive experience in professional standard of care in PreK-12 and other child and youth serving agency settings.

Experience as:

**School Superintendent
School Assistant Superintendent
Human Resources Administrator
Public Middle School Principal
Public Kindergarten Principal
Summer School Director
University Adjunct Professor
Middle School Science Department Chair
Private High School Science Teacher**

**Public Middle School Science Teacher
Title IX and Title VI Coordinator
Mentor for New and Special Education
Administrators
Athletic Director
High School Coach
Middle School Science Olympiad Coach
Youth Coach
Day Camp Head Counselor**

Professional Certifications

(Massachusetts and New Hampshire)

- Superintendent (PreK-12)
- Assistant Superintendent (PreK-12)
- Principal (5-9)
- Supervisor/Director (PreK-12)
- Middle School Teacher (5-9)

Professional Memberships

- American Association of School Administrators (AASA)
- Association for Supervision and Curriculum Development (ASCD)
- Massachusetts Association of School Superintendents (MASS)
- Merrimack Valley Superintendents Association (MVSA)
- National Association of Secondary School Principals (NASSP)

Staff Supervision

- Designed and implemented Teacher Evaluation practices, protocols, and templates
- Designed and implemented Principal Evaluation practices, protocols, and templates
- Designed and implemented District Office Evaluation practices, protocols, and templates
- Developed and implemented informal observations and walk-throughs for student and staff supervision
- Developed and monitored staff renewal timelines
- Coordinated and co-supervised In-District Special Education Program Development

- Developed and monitored professional improvement plans and timelines
- Developed staff supervision assignments expectations according to collective bargaining agreements
- Developed and monitored mandated trainings for all staff, including administrators, teachers, paraprofessionals, custodians, food service providers, secretaries, coaches and extracurricular advisors
- Developed and monitored Staff Handbook
- Developed practices for recruiting and retaining staff
- Developed and implemented teacher and administrator induction and mentoring programs
- Developed and monitored legal training for administrators annual mandatory training expectations
- Developed and implemented professional development for staff in teaching and learning best practices, technology implementation, social emotional learning, equity and social justice, and inclusion
- Successfully negotiated collective bargaining agreements for 12 years with Teachers, Paraprofessionals, Secretaries, Custodians, and Food Service employees
- Successfully negotiated Memorandum of Agreements with all collective bargaining units during the pandemic to allow remote and hybrid learning

Operations, School Safety and Security

- Developed and implemented District Emergency Safety Plans
- Created and monitored annual school safety drill calendar which included active shooter, shelter in place, fire, and drug sniffing dogs
- Designed and implemented district and school security infrastructure plan
- Developed and implemented school policies, procedures, and training regarding school security
- Developed and implemented pandemic education and operations plan
- Worked with public health and Director of Nurses to implement weekly COVID pooled testing and vaccination clinics during pandemic
- Developed and implemented allergy-free policies and health/wellness policies
- Supervised implementation of preventative maintenance plans, air quality monitoring, lead and copper testing, outdoor facility and playground safety assessments, food safety, health plans, concussion protocols, and drug screening for all school buildings and students.
- Developed and Implemented Science Safety Protocols and Procedures in Science Classrooms
- Worked with Police Department to expand and implement School Resource Officer program in schools including the development of a Memorandum of Understanding between schools and police department
- Certified A.L.I.C.E. Trainer
- Certified ServSafe Server

Student Supervision and Safety

- Worked with building principals and school board to maintain appropriate class sizes for Prek-12 classrooms
- Worked with building principals and law enforcement to develop and implement safe drop off and pick up routines for parents at beginning and end of school day
- Worked with Department of Public Works and Town Facilities Department to establish protocols and procedures for snow removal during winter months for staff and student safety
- During pandemic collaborated with building principals and central office administrators to develop a hybrid schedule that would allow safe supervision of students using appropriate state and federal health guidelines
- As a middle school principal developed a safe student supervision plan during building construction of renovation and addition to school with students on campus

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Athletics and Other Extracurricular Activities

- Managed, supervised, and led Athletic Department and Extra-curricular Activities at High School level which included supervising and evaluating 50 Coaches for Fall, Winter, and Spring Sports Seasons.
- Developed safety procedures and protocols for indoor and outdoor athletic and extracurricular activities
- As Superintendent of Schools, during pandemic led implementation of athletic and extracurricular protocols and procedures for safe participation by students
- As Superintendent developed policies and procedures for Chemical Health Prevention in athletics and extracurricular activities
- Worked with Police Department and Community Coalition Against Substance Abuse to develop a juvenile diversion program for students who violated Chemical Health Policies
- Worked with Town Recreation and Facilities Departments to ensure safety procedures and equitable facilities were implemented for playgrounds, school athletic facilities and fields in accordance with Title IX, IDEA, and local public health regulations

Special Education, Bullying, and Sexual Harassment Compliance

- Worked with legal counsel and special education staff to develop appropriate staff and administrator trainings on topics involving Title IX, Sexual Harassment, Bullying, Harassment, Discrimination, Hazing, IDEA, Section 504, Title VI, and Investigatory Procedures
- Developed bullying prevention plan for district
- Developed and implemented plans and policies related to bullying, harassment, and hazing laws and regulations in Massachusetts
- Oversaw the development of in district special education programs for students with disabilities including students with autism, social emotional disabilities, language learning disabled, cognitively impaired, and student with Down's Syndrome
- Served as Board Chair for Special Education Collaboratives in Region

Camps, Overnight Field Trips, and Other Student Activities

- Coordinated and led week long class overnight trips to Nature's Classroom (Charlton, MA), Washington D.C., Canada, and Europe
- Coordinated and led week long trips to National Science Olympiad Competitions (1994-2013) for Coolidge Middle School Science Olympiad Team (Massachusetts State Champions) at colleges and universities in Colorado, Arizona, Indiana, North Carolina, Illinois, Delaware, California, Ohio, Washington D.C., Missouri, Kansas, Michigan and Washington
- Designed and implemented Summer School Day Camps in Reading Public School District
- FIRST Robotics Judge
- National Science Olympiad and Massachusetts Science Olympiad Judge

Early Childhood Education, Pre-School, and Daycare

- Supervised Director and expanded integrated preschool program in the school district
- Expanded full day kindergarten in the school district
- Supervised Director and Implemented and expanded before and after school preschool and elementary extended day programs in the school district
- Coordinated pandemic in person learning for all kindergarten and preschool students

EDUCATION

- **SETON HALL UNIVERSITY, EXECUTIVE EDD PROGRAM (2009)**
Doctorate in Education Leadership

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Dissertation: *Perceptions of Teachers and Administrators in a Massachusetts Suburban School District Regarding the Implementation of a Standards-Based Teacher Evaluation System*

- **UNIVERSITY OF MASSACHUSETTS AT LOWELL (1991)**
Master's in Education, Curriculum and Instruction, Supervision and Leadership
- **UNIVERSITY OF MASSACHUSETTS AT LOWELL (1983)**
Bachelor of Science in Biological Sciences and Science Education
- **BRANDEIS UNIVERSITY (1982)**
Teaching Licensure program for PreK-12 Education

PROFESSIONAL HISTORY

2021-Present **Expert Witness, SCHOOL LIABILITY EXPERT GROUP**, Lambertville, NJ

For plaintiff and defense attorneys, School Liability Expert Group, under the direction of Dr. Edward F. Dragan, provides consultation services, forensic case review and analysis, document review and analysis, expert report development, discovery and deposition assistance, and testimony at deposition and trial.

For schools and agencies, School Liability Expert Group is available for presentations on education law, standards of professional care, school and agency liability, child and staff supervision, special education, bullying, and school and agency management; and to perform safety and risk assessments; and to provide policy and procedure reviews. Clients include public and private schools, charter schools, camps, residential centers, and institutions of higher education, and other youth-serving organizations.

For families and individuals, School Liability Expert Group offers consultation on school-related matters including: bullying and harassment issues; special education; and comparisons of schools, reports and testimony in custody matters.

For the media, School Liability Expert Group shares its expertise through interviews for television and radio broadcasts, newspaper and magazine articles, and other news media; provides guest appearances on talk show programs; and participation in documentaries.

Areas of expertise include:

Standards of professional care	Sexual harassment and abuse
Child and youth safety and supervision	Wrongful death
Employee hiring, training, supervision, and retention	Negligent supervision
School, camp, and day-care center administration	Special education
Premises safety and liability	School evaluation in custody matters
Harassment, intimidation, bullying, and hazing	Student civil rights
Student athlete safety and supervision	

2009-2021 **Superintendent of Schools**
READING PUBLIC SCHOOLS, Reading, MA

2005-2009 **Assistant Superintendent of Schools**
READING PUBLIC SCHOOLS, Reading, MA

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- 1995-2005 **Principal, Arthur W. Coolidge Middle School**
READING PUBLIC SCHOOLS, Reading, MA
- 1987-2005 **READING PUBLIC SCHOOLS, Reading, MA**
Grade 7/8 Science Teacher, Science Department Chairperson
- 1983-1987 **Grade 9/10 Biology Teacher**
AUSTIN PREPARATORY SCHOOL, Reading, MA

ADDITIONAL EDUCATION-RELATED OR PUBLIC SERVICE EMPLOYMENT

- 1977-1982 **Head Counselor, Summer Recreation Program**
TOWN OF NORTH READING, North Reading, MA
- 1977-1995 **Call Firefighter and EMT for North Reading Fire Department**
TOWN OF NORTH READING, North Reading, MA
- 1977-1987 **Youth Soccer, Basketball, Baseball Coach**
NORTH READING YOUTH SPORTS, North Reading, MA
- 1983-1996 **Athletic Director and Soccer Coach**
AUSTIN PREPARATORY SCHOOL, Reading, MA
- 1983-1996 **Basketball Coach and Baseball Coach**
NORTH READING PUBLIC SCHOOLS, North Reading, MA
- 1993-2013 **Science Olympiad Coach**
READING PUBLIC SCHOOLS, Reading, MA

SPECIALIZED TRAINING AND STUDY

- How to Be An Effective Expert Witness, SEAK (6/4/2022-6/5/2022)
- Massachusetts Association of School Superintendents Annual Spring Workshop focusing on Race, Equity, Diversity, and Inclusion (5/27/2022)
- How to Build a Persuasive Argument, New Jersey Institute for Continuing Legal Education (4/26/2022)
- Legal Update: A Review of Recent Decisions and Changes to the Law Impacting Schools (4/1/2022)
- Implementation of Amendments to Title IX, Massachusetts Partnership for Youth Webinar (11/10/21)
- Gender Equity in Education, ASCD Webinar (9/28/2021)
- Shaping Thoughtful Family School Partnerships to Drive Equitable Student Outcomes, ASCD Webinar (9/2/21)
- Supporting Students to Build Emotional Regulation Pathways to Learning, ASCD Webinar (10/12/21)
- Equity Mindset Teaching and Learning, ASCD Webinar (9/9/21)
- The Social Emotional Impact of the COVID-19 Pandemic on American Schoolchildren, Education Week Webinar (8/18/21)
- Trauma Informed Back to School, Massachusetts Partnership for Youth Webinar (10/19/21)
- Six Key Trends in Teaching and Learning, Education Week Webinar (9/28/21)
- Paul J. Andrews Executive Institute 2021 with a Focus on Current Legal Issues in Education, Equity and Social Justice,, Massachusetts Association of School Superintendents (7/13/21-7/15/21)

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- School Crisis Team Development, Massachusetts Partnership for Youth Webinars (8/19/21, 9/23/21, 9/30/21, 10/6/21, 10/13/21, 10/20/21, 10/27/21, 11/4/21)
- The Impact of COVID-19 on Children's Social and Emotional Learning, Massachusetts Partnership for Youth Webinar (10/5/21)
- Intersection of Trauma, Resilience, and Self-Care, Massachusetts Partnership for Youth Webinar (10/4/21)
- Racism, Equity and Trauma, Massachusetts Partnership for Youth Webinar (10/20/21)
- Trauma Informed Back to School, Massachusetts Partnership for Youth Webinar (10/19/21)
- Creating Safer Spaces for LGBTQ+ Youth and Families, Massachusetts Partnership for Youth Webinar (11/9/21)
- Learning to Recognize and Avoid Microaggressions, Massachusetts Partnership for Youth Webinars (10/1/21, 10/15/21, 10/29/21)
- Paul J. Andrews Executive Institute 2020 with a Focus on Current Legal Issues in Education, Equity and Pandemic Planning (7/12/20-7/13/20)
- Agile Learning Institute, Building Leadership Capacity During Difficult and Changing Times (2017-18, Multiple Sessions)
- Positive Behavioral Intervention Strategies (PBIS) Conference, Chicago, Illinois (October, 2016, October, 2017, October, 2018)
- Induction Program for New Superintendents, Massachusetts Association of School Superintendents (Multiple Sessions, 2011-2013)
- Massachusetts Computer Using Educators (MassCUE) Leadership Symposium (March, 2012)-*Implementation of Bring Your Own Device Initiative*
- Workshops for Early Adopters in Implementation of Educator Evaluation System, Department of Elementary and Secondary Education (2011-12)
- Institute for New and Aspiring Superintendents, American Association for School Administrators (2008)
- Investigating Obstacles to Achievement, a Collaborative, Data Driven Effort to Identify Obstacles to learning, Research for Better Teaching (2004-05)
- National School Reform Conferences, Blue Ribbon Schools of Excellence (2000-2002)
- Fear into Trust, The Alchemy of Shared Leadership, Harvard University Principal's Center (1996)
- Summer Institute: Leadership, An Evolving Vision, Harvard University Principal's Center (1997)
- Leadership Lessons From the Front, Harvard University Principal's Center (1998)
- Brain Research and Schooling, Harvard University Principal's Center (1999)
- The Work of a School Leader: A Mission to Serve, Harvard University Principal's Center (2000)

LEADERSHIP ACTIVITIES, PRESENTATIONS, AND PUBLICATION

- Chairperson, Professional Development Committee, Massachusetts Association of School Superintendents (MASS) (2016-Present), *Committee that plans and develops professional development opportunities for M.A.S.S. members. Currently the Chair of the Committee.*
- Co-Chairperson, Massachusetts Department of Education Safe and Supportive Schools Commission (2018-Present)*Massachusetts Legislative appointed commission which will make recommendations to support Safe and Supportive Schools in the Commonwealth.*
- Massachusetts Association of School Superintendents Race, Equity, Diversity, and Inclusion (REDI) Standing Committee (2021-Present)-*State committee that is focused on race and social justice issues in our schools.*
- University of Massachusetts, Lowell XIII Panasuk Symposium on Educational Research, Policy, and Practice (October, 2018), *Presented as part of a panel discussion on the impact of gun violence on schools.*
- Massachusetts Association of School Superintendents Committee on Social and Emotional Learning

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(January, 2016-April, 2016)-Developed a white paper that discusses the importance of social and emotional learning in school districts.

- Merrimack Valley Superintendents Roundtable (July, 2015-2021)
Assumed the role of President in 2017 which involves the planning of monthly professional development activities.
- Educator Evaluation Presentations (2011-2020)
Presented at several workshops throughout the state on the implementation of the educator evaluation system.
- MASS-MASC Conference (November, 2013)
Presented on "Evaluating the School Business Administrator" and "School Business Officers on the Leadership Team"
- Massachusetts Education Partnership (MEP) Conference Presentation (October, 2013)-*Fostering Student Achievement through Labor-Management Collaboration and the Common Core*
- MASS-MASC Conference (November, 2012)-*Presented on "Lessons Learned from the Field"-Implementation of the educator evaluation system*
- MASS-MASSCUE Technology Leadership Conference (October, 2012 and October, 2013)
Presented on the Implementation of Bring Your Own Device Initiative
- Massachusetts Computer Using Educators (MassCUE)/Massachusetts Association of School Superintendents (October, 2011)-*Presented on Leadership strategies in implementing technology effectively in your school district*
- Blue Ribbon Schools of Excellence Conference, Myrtle Beach, South Carolina (December, 2008)
Delivered keynote speech at awards banquet
- The Commonwealth of Massachusetts, State House, Boston, Massachusetts (April, 2005)
Appointed member of Governor's Special Commission to Investigate and Study Middle Level Education in the Commonwealth of Massachusetts.
- New England League of Middle Schools Annual Conference, Providence, Rhode Island (March, 2005 and March, 2006)-*Presentations given to conference participants on leadership and school improvement.*
- Blue Ribbon Schools of Excellence Conference, Myrtle Beach, South Carolina (December 2004, 2005, 2006)-*Featured keynote speaker and presenter focusing on school improvement and addressing the needs of the young adolescent.*
- National School Reform Conference, Lake Buena Vista, Florida (December, 2003)
Presented three sessions with Coolidge staff, Leading the Journey to Excellence, Addressing the Needs of the Young Adolescent and Coolidge Teacher Induction Program for Success (TIPS).
- National School Reform Conference, Cleveland Ohio (April, 2002)
Presented with Coolidge staff on the topic, "Leading the Journey to Excellence", a sharing of the process and best practices that the school followed to become an exemplary middle school.

HONORS

- University of Massachusetts, Lowell College of Education Alumni Award (October, 2018)
Awarded annually to ULowell alumni who have made significant contribution to field of education.
- Massachusetts Association of School Superintendents Christos Daoulas Award (July, 2018)
Awarded to the Superintendent annually who has made significant contributions in their field.
- Middlesex Partnership for Youth, Inc. Dr. Patrick A. Schettini, Jr. Award (September, 2016)
Awarded for work in being a regional leader in social emotional learning.
- Massachusetts School Psychologist Association (MSPA) Friend of Children Award (May, 2016)
Awarded in recognition of continued work to improve the lives of children.
- Massachusetts Association of School Superintendents (M.A.S.S.) President's Award (May, 2013)
Presented for outstanding contribution to education
- Friend of Massachusetts Association of School Business Officials (MASBO) Award (May, 2013)
Presented for extraordinary assistance provided in the ultimate accomplishment of the betterment of education

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- Massachusetts Computer Using Educators (MassCUE) Administrator Award (October, 2009)
Presented to a Massachusetts administrator in recognition for visionary leadership in the field of educational technology
- American Association of School Administrators (AASA) Forrest E. Connor Award (February, 2008),
Awarded to outstanding graduate student in educational administration.
- Intel/Scholastic 21st Century School of Distinction Award (June, 2004)
Coolidge Middle School was recognized as one of the top twenty K-12 schools, public or private, in the country.
- New England League of Middle Schools Administrator of the Year (March, 2004)
Honored for middle school leadership and development of an exemplary middle school.
- Massachusetts House of Representatives Resolution (June, 2002)
Honored for coaching the Coolidge Middle School Science Olympiad Team, which had won the Massachusetts State Science Olympiad Championship for 10 consecutive years.
- Eagle Scout, Boy Scouts of America (1979)

SAMPLE MEDIA INTERVIEWS

- CNN, New Day Morning News Program, Atlanta, GA. Interviewed by Alisyn Camerota regarding hate speech in schools and how to address it. November 16, 2018.
- Strupp. J. (2021, November 18). Hazing in high school sports teams: A significant problem in today's schools. *Asbury Park Press*.
Interviewed by reporter Joe Strupp.
- WFXT TV News, Boston, MA. Interviewed by news anchor Ted Daniel regarding supervision and safety of children in Massachusetts Daycare Centers and the dangers of unlicensed daycare centers. December 07, 2021.
- WFXT TV News, Boston, MA. Interviewed by news anchor Kerry Kavanaugh regarding the non-compliance of Family Child Care. May 23, 2022.

SELF-PUBLISHED ARTICLES

- The New Title IX Rule and its Implications for Addressing Sex Discrimination in K-12 and Postsecondary Schools: Part 1
<http://education-expert.com/2022/04/the-new-title-ix-rule-and-its-implications-for-addressing-sex-discrimination-in-k-12-and-postsecondary-schools-part-1/>