*Faculty Biographical Profiles*

**Dr. Kevin S. Baughman**

Assistant Professor - Educational Leadership Program Faculty

Coordinator of the Educational Administration and Leadership Programs

The College of Saint Rose



**Dr. Kevin S. Baughman** is an Assistant Professor and Coordinator of the Educational Leadership program at The College of Saint Rose. Baughman also coordinates the School Business District Leader program including the on-line School District Business Leader program. Prior to his appointment in the Thelma P. Lally School of Education, Dr. Baughman served as both a visiting and adjunct professor in the Leadership program. Dr. Baughman teaches courses in instructional supervision, school leadership, school law, school finance, school business practices, and assists with administrative internships.

Prior to Dr. Baughman’s work at Saint Rose, he served nearly 25 years in school administrative positions across New York State. The last 11 years were in the role of superintendent of schools. Baughman began his career in education as an elementary teacher, teaching grades 5 and 6 in the Baldwinsville and Fulton, New York school systems. Later, Dr. Baughman assumed progressive leadership roles as: School Business Administrator in the Tully Schools; Assistant Superintendent of the Vernon-Verona-Sherrill Central School District; Assistant BOCES District Superintendent at the Onondaga-Cortland-Madison BOCES in Syracuse; and superintendent of schools in the Hudson Falls Central Schools. Dr. Baughman served the last 9 years of his school administrative career as the superintendent of schools of the Niskayuna Central School District.

Baughman received his B.S. in Elementary Education and M.S. and Certificate of Advanced Study from the New York State University at Oswego and his Doctorate of Philosophy in Educational Leadership and Policy Studies from the University at Albany. Dr. Baughman’s previous college teaching included positions as Adjunct Professor of Educational Leadership at the State University of New York at Oswego, and the State University of New York at Cortland. Dr. Baughman’s expertise and research interests in addition to school and district leadership, include issues of equity and school effectiveness, strategic planning, facility planning, and the effect of organizational design on enhancing instruction.

In addition to his professional duties at Saint Rose, Dr. Baughman is a requested presenter on topics of school leadership by the New York State Council of School Superintendents (NYSCOSS), New Superintendents Academy, LEAF, and the New York State Association of School Business Officials (NYSASBO). Baughman is also actively engaged in consulting with school districts in New York State and Massachusetts. His services include assistance with development of school district strategic planning, superintendent and other administrative leadership searches, superintendent/board of education retreats, technical financial, enrollment and demographic analysis, and school district efficiency studies.

Kevin is married to wife Lark, and has three grown children, one of which is a Literacy Teacher in an area school – maintaining a third generation of teaching in the family. His service to the community includes serving on the Board of Directors of the St. Catherine’s Center for Children in Albany.

*Faculty Biographical Profiles*

**Dr. Ryan Sherman**

Educational Leadership Program Part-Time Faculty

The College of Saint Rose



**Dr. Ryan Sherman** has been serving as superintendent of the Schuylerville Central School District since July 2009. He previously served as superintendent of the Argyle Central School District and as junior-senior high school principal in Argyle. Dr. Sherman began his career as a seventh- and eighth-grade social studies teacher and middle school curriculum leader in the City School District of Albany.

Dr. Sherman has worked in education since 1998 and became the youngest superintendent in New York State when he was promoted to lead the Argyle Central School District in 2004. He earned his doctorate in education from The Sage Colleges, his master’s degree in teacher education from The College of Saint Rose and his bachelor’s degree in education from The College of Saint Rose.

Dr. Sherman is affiliated with the National Center for Educational Research and Technology and currently serves on the Pupil Benefits Plan Inc. Board of Directors, the Glens Falls National Bank and Trust Company Eastern Regional Development Board and as chairman of the WSWHE BOCES Health Insurance Consortium Committee.

Dr. Sherman’s expertise and research interests in addition to school and district leadership, include improving literacy skills and supplementing and enhancing class lectures with innovative technology. Dr. Sherman co-authored the article “Succession Planning Done Right,” which was published by the American School Board Journal in 2002. The article discusses school district preparation for leadership changes due to school superintendent shortages in the United States. Dr. Sherman lives in Saratoga Springs with his wife and three sons where he volunteers as a youth basketball and baseball coach. Ryan has had experience teaching in our Summer Leadership Academy as well as in our on-line School District Business Leadership program.

**Dr. Mark Jones**

Educational Leadership Program Part-Time Faculty

The College of Saint Rose

**Dr. Mark Jones** has had experience teaching in our program for several semesters. He has taught EDA 550 School Finance and possess a strong financial and managerial background in school districts and BOCES.

Jones joined Capital Region BOCES in 2005 and currently serves as Deputy District Superintendent and Chief Operating Officer. He oversees day to day administrative operations of the BOCES, including finance, employee services, regional information center services, management services and facilities. Previously he was Assistant Superintendent for Management Services at the Otsego Northern Catskill BOCES, the Executive Director of the Catskill Area School Benefit Plan, the Business Manager for WSWHE BOCES, Business Manager at the Hartford Central School District and Vice President of Operations at the Ticonderoga Federal Credit Union.

Jones holds a master's degree from the University at Albany, a bachelor's degree from Skidmore College and a doctorate in Educational Administration from Sage Graduate College.

*Faculty Biographical Profiles*

**Dr. Lynne Wells**

Educational Leadership Program Part-Time Faculty

The College of Saint Rose

**Dr. Lynne Wells** has severed as a part-time professor in the Educational Leadership program for several years specializing in classes in supervision and teacher development and critical issues in school leadership.

Wells is the Assistant District Superintendent of Curriculum and Instruction at the Capital Region BOCES where she oversees the administrative operations of curriculum and instruction in all of the BOCES programs. She joined Capital Region BOCES in 2010. Prior to coming to BOCES she served as an Instructional Administrator for Language Arts, Social Studies and Reading in the Guilderland Central School District for several years. She began her career in education as a classroom teacher, special education teacher and teacher leader at the elementary and middle level. Her passion is identifying student's talents and strengths and finding creative educational opportunities for all students.

Lynne received her Master’s in Literacy from the University at Albany and she received her doctorate in Educational Leadership from Sage Graduate School. She serves on the Executive Board for NYASCD, NYSAWA and the SCDN Network.

Dr. Wells and her husband Donald live in Guilderland with their son who is a junior in high school. They have two adult daughters who live and work in the area.

**Michelle Handzel, Esq.**

Educational Leadership Program Part-Time Faculty

The College of Saint Rose

**Michelle Handzel** is currently school attorney at the Capital Region BOCES. She provides legal advice to the Board of Education on education issues, including appeals to the Commissioner of the New York State Education Department, Medicaid compliance, and labor relations. Michele is a 2004 honors graduate of Albany Law School. She began her legal career in Albany, New York and worked as General Counsel to the New York State Council of School Superintendent. Handzel is an author and regularly contributes articles to the School Administrator, a monthly commentary published by the American Association of School Administrators, for school system leaders. She is a member of the New York State Bar Association, the New York State Association of School Attorneys, the New York State Association of Management Advocates for School Labor Affairs, and the National Council of School Attorneys. Throughout her legal career, Michele has been a passionate advocate for children, and the developmentally disabled, and has worked to influence positive changes in legislative policy on education and guardianship issues

Michelle provides instruction and expertise in the areas of school law relating to school leadership and operations within the Educational Leadership program.

*Faculty Biographical Profiles*

**Nancy Andress**

Educational Leadership Program Part-Time Faculty

The College of Saint Rose

**Nancy Andress** is an experienced administrator and instructor with expertise in leadership coaching, strategic school planning, K-12 literacy, professional development, mentoring, bullying prevention, walkthroughs, curriculum mapping, and instructional coaching. She is a College of Saint Rose alumna of graduate and under graduate programs. Nancy served as a former principal and Assistant Superintendent for Instruction in the Guilderland Central School District. Her ongoing capacity-building work on building and district leadership is the focus of her work as a school consultant. Working at Capital Area School Development Association (CASDA), she provides targeted, technical assistance for school leaders and coaches in diverse schools. Nancy has conducted numerous professional development trainings for CASDA as a part of the NYKids/COMPASS research on odds-beating higher performing schools from the University at Albany. She also oversees the Greater Capital District Principal Center Board and has presented at state and national leadership conferences. Nancy has taught graduate courses at The College of Saint Rose in the Literacy and Educational Leadership departments and supervised interns since 2008.

**Nancy Noonan**

Educational Leadership Program Part-Time Faculty

Coordinator of the SBL/SDL Internship Program

The College of Saint Rose



Nancy Noonan has served as both the Coordinator of the SBL/SDL Internship program as well as a part-time program instructor teaching courses in Curriculum and Revision, Introduction to Educational Administration and the Internship Seminar. In her role as Internship Coordinator, Noonan review and approves all internship proposals and supports interns throughout the internship experience.

Mrs. Noonan served as the Assistant Superintendent for Curriculum and Instruction at the Otsego-Northern Catskills BOCES. While at the BOCES, she served as chairperson of the Staff and Curriculum Development Network of New York State. Noonan holds undergraduate and graduate degrees from the University at Albany. Prior to her position as Assistant Superintendent, Nancy was previously an assistant principal and principal. Since her retirement, Mrs. Noonan has continued to serve as an educational leader in an interim capacity at several school districts in the capital region and at downstate locations. When not at work, Mrs. Noonan enjoys traveling with her husband, Tom, and spending time with her children and new grandson.

*Faculty Biographical Profiles*

**Matthew Sloane**

Educational Leadership Program Part-Time Faculty

The College of Saint Rose

**Matthew Sloane** is an experienced school leader, currently serving as the Deputy Superintendent for Questar III BOCES. He is responsible for providing leadership and oversight of all BOCES instructional programs and school improvement programs and initiatives. Previously he was Principal of Goff Middle School in East Greenbush. He also taught social studies and ELA at two middle schools in the Boston Public School System from 2003 to 2010 prior to being recruited to be the Director of Academic Turnaround for Harbour Middle School in Boston. Sloane has a School District Leadership Certificate from the College of St. Rose, Master’s Degree in Secondary Education from Suffolk University, Master’s Degree in Educational Leadership and Administration from Emmanuel College and a Bachelor’s Degree from the University at Buffalo.

Some notable career achievements include: served as a member of Governor Duval Patrick’s Readiness Committee on Education Reform; authored a 1.2 million dollar federal grant ; developed the first full-inclusion school wide middle school model; and established a landmark public/charter school partnership.

Matt specializes in teaching courses in critical issues in leadership.

**Susan Swartz**

Educational Leadership Program Part-Time Faculty

The College of Saint Rose



**Susan Swartz** brings many years of school experience focusing on instructional leadership. Sue has taught courses in supervision and teacher development, as well as the internship seminar. She is superintendent in the Scotia-Glenville Central School District where she has over ten years’ experience. She has served in several leadership roles throughout her career.

Prior to becoming superintendent at Scotia-Glenville, Ms. Swartz served as Assistant Superintendent for Curriculum, Instruction and Learning in the Shenendehowa Central School District. Her roles prior to Assistant Superintendent included Director of Student Services and Coordinator of Instructional Support Services. During her teaching career, Ms. Swartz taught children with disabilities in both public and private settings, in kindergarten through twelfth grade. Ms. Swartz has extensive experience in developing and implementing budgets, human resource management, and teaching and learning. In addition to her duties at Scotia-Glenville, Ms. Swartz is a member of the Council of School Superintendents, American Association of School Administrators, and Association for Supervision and Curriculum Development. She is in her second year as co-chairperson of the Capital Region BOCES Special Education Services Advisory Committee and is a member of the joint Questar III and CR BOCES Legislative Committee. She has also served as an adjunct faculty member at Russell Sage College.

Susan and her husband Michael reside in Glenville with their German Shepherd Queenie. In addition to providing care to her extended family, Susan serves her community through Rotary and actively mentoring students enrolled in administrative programs.

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| **Educational Leadership Program Faculty & Support** |
| Interim Dean, School of Education**Dr. Margaret McLane**Phone: (518) 458-5388Email: Mclanem@strose.edu | **Matthew Sloane**Adjunct FacultyEmail: Matt.Sloane@questar.org |
| Chair, Counseling and Leadership Program **Dr. Claudia Lingertat-Putnam**Phone: (518) 337-4311Email: lingertc@strose.edu | **Dr. Mark Jones**Adjunct FacultyEmail: mark.jones@neric.org |
| Coordinator, Educational Leadership Programs**Dr. Kevin Baughman**, Faculty – Assistant ProfessorPhone: (518) 454-5259Email: Baughmak@strose.edu | **Susan Swartz**Adjunct FacultyEmail: SSwartz@sgcsd.net |
| **Nancy Noonan**Internship Coordinator & Adjunct FacultyEmail: nnoonan@strose.edu | **Dr. Ryan Sherman**Adjunct FacultyEmail: rysherm@schuylerville.org |
| **Nancy Andress**Adjunct FacultyEmail: Andressn@strose.edu | **Michele Handzel, Esq.**Adjunct FacultyEmail: michele.handzel@neric.org |
| **Dr. Lynne Wells**Adjunct FacultyEmail: Wells.Lynne@neric.org |  |