



**White Hall Magisterial District  
School Board Member Application**

*Applications must be received in the office no later than 5 p.m. on Friday,  
November 18, 2022.*

Name \_\_\_\_\_

Home Address \_\_\_\_\_

*\*You must be registered to vote in the White Hall Magisterial District. You can determine this by checking  
your voter card or by calling the Voter Registration Office at 434-972-4173.*

Phone \_\_\_\_\_ Cell Phone \_\_\_\_\_

Email \_\_\_\_\_

Do you currently have children/grandchildren in ACPS? \_\_\_\_\_ Yes \_\_\_\_\_ No

If no, have you had children/grandchildren in ACPS? \_\_\_\_\_ Yes \_\_\_\_\_ No

How long have you resided in Albemarle County? \_\_\_\_\_

Have you ever been appointed to an Albemarle County School Board/Albemarle County  
Public Schools Committee/Council? If so, please explain your previous  
committee/council work.

Please indicate why you are interested in serving on the School Board.

Please indicate where appropriate, areas of your experience and knowledge:

- |                              |                                   |
|------------------------------|-----------------------------------|
| ____ School Construction     | ____ Research                     |
| ____ General Construction    | ____ Education/Curriculum         |
| ____ Engineering             | ____ Databases                    |
| ____ Architectural Expertise | ____ Budget Analysis              |
| ____ County Planning         | ____ Nonprofit and Human Services |
| ____ Land Development        | ____ Public Administration        |
| ____ Statistics/Demographics | ____ Federal Government/Military  |
| ____ Finance                 | ____ Other                        |
| ____ County Government       |                                   |

Please further explain your experience(s) as indicated in the list above, including any leadership skills, education and experiences.

Indicate if you are attaching additional information pertinent to this application.

Attachments are provided

No attachments were necessary

Signature \_\_\_\_\_ Date \_\_\_\_\_

*Be advised that upon submission, this application and supporting documents becomes a public document and may be published by Albemarle County Public Schools.*

**Return application to:**

Jennifer Johnston, Clerk  
Albemarle County School Board  
401 McIntire Road, Room 345  
Charlottesville, VA 22902

Phone: 434-972-4055

Email: [jjohnston@k12albemarle.org](mailto:jjohnston@k12albemarle.org)

### Question 1: Why I am applying

I have been a resident of the Albemarle Community for over 20 years, and I am the proud parent of two children in ACPS. My son, Thomas Fischbeck, attended Broadus Wood, Journey, and AHS, graduating in 2020. My daughter, Samantha Fischbeck attended Broadus Wood and Journey, and is currently a Junior at AHS. In my 25-year career working education for profit and not for profit organizations as a researcher, strategist, and consultant, I have provided leadership and governance support to counties, school systems, state departments of education, and the federal government on education issues. Unfortunately, until recently, my work travel schedule has limited my local participation in county and school system boards and committees. I have had the honor to serve on the Greater Charlottesville Early Education Coalition for the past five years and I am the Vice President of Finance and Governance for the ACPS Foundation. My career is now allowing me to be at my home in Albemarle County with greater flexibility to dedicate time to what I see as my local civic duties. I am submitting my name for consideration for the open board position as I feel my background as a parent, a former special education teacher, a researcher, as well as my exposure to and experience with county, school system, state, and federal policies and structures will provide an additional perspective to the current school board.

### Question 2: Relevant experience

I have worked in public and private schools as an early interventionist, an early childhood inclusion teacher, an early childhood special education teacher, an autism specialist, and a school administrator. I hold a doctorate in research, policy, and school administration from the University of Virginia, where I have also worked as a teacher preparation faculty member and researcher. I have served in C-level positions at for-profit and not-for-profit organizations. In those positions, I have written and quality administered \$5+Million grants, worked with counties, school systems, state departments of education, and the federal government on education issues such as screening and assessment, early childhood education, special education, system development, parent leadership, compliance, and data utilization. I have led small and large (100+) teams to write strategy, negotiate contracts, develop communication and marketing protocols, implement programs, conduct research, and develop continuous improvement processes. I also have extensive experience leading and facilitating large and small group meetings, as well as developing and disseminating white papers and presentations. I have recently authored a book chapter entitled "Broken Promises, Power, and Privilege" in *Child Care Justice: Transforming the System of Care for Young Children*.

REBECCA A. BERLIN, PhD  
3905 Creekwood Place, Earlysville, Virginia, 22936  
[Berlin\\_rebecca@yahoo.com](mailto:Berlin_rebecca@yahoo.com) 434.531.0183

## Education

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**University of Virginia, Curry School of Education**, Charlottesville, VA  
Ph.D. Education Policy, Leadership, and Foundations, 2004, Summa Cum Laude Graduate  
*From Statehouse to Schoolhouse: A Mixed-Method Study of the Implementation of Early Learning Standards*

**George Washington University, Graduate School of Education**, Washington, DC  
M.A. Infant and Toddler Special Education, 1997, Summa Cum Laude Graduate

**Georgetown University**, Washington, DC  
B.A. American Government and English, 1994, Cum Laude Graduate

## Organizational Leadership and Research Experience

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START EARLY (formerly OUNCE OF PREVENTION), Chicago, IL

### **Chief Learning Officer, January 2021 – present**

- Lead over 85 professionals in the National Center; Research and Evaluation; Quality, Solutions and Impact; Early Learning Lab, and Professional Learning Network divisions to align the organization's work across research, innovation, program development, professional development, business strategy, and implementation
- Lead 5-year, \$5.9M annual Office of Head Start National Center for Parent, Family, and Community Engagement grant from writing through implementation with new team of 30 staff
- Serve as member of the Executive Team leading the strategic direction of the organization and act as a leader, coach, and mentor on organizational issues related to implementation, scaling, customer service, and overall organizational business strategy
- Provide thought and strategic leadership in high quality early childhood education and systems implementation at a national, regional, state, and community level

### **Senior Vice President, Quality, Solutions and Impact, March 2018 – December 2020**

- Conceived, developed, and executed the scaling strategy to meet the organization's mission and strategic plan and play a key role in ensuring the growth of professional development and the innovation pipeline

TEACHSTONE LLC, Charlottesville, VA

### **Chief Strategy Officer, February 2013 – February 2018**

- Oversaw the Sales, Professional Services, Policy, Research, Marketing, and International departments in a 100-person for-profit education company with a \$20M budget
- Partnered with the CEO to provide product development, financial, marketing, sales, organizational and strategic leadership
- Responsible for closing over \$25M in contracts during tenure through direct sales and federal grants
- Led the development of the CDA with CLASS credential and negotiated college credit partnerships
- Provided thought and strategic leadership in early childhood education and systems implementation at an international, national, regional, state, community and district level
- Presented at over 100 international, regional, national, and education summits and conferences on early childhood education, PreK-3 strategy, QRIS, CQI, education research, system development, observation systems, data-based decision making, teacher professional development systems, teacher preparation, and teacher-child interactions

**Interim Chief Executive Officer, January 2016 – August 2016**

- Asked by the Board of Directors to serve as Interim CEO during CEO transition
- Managed negotiation, outside investment, and repurchase of CLASS IP from original publisher
- Negotiated and signed partnerships with Sesame Workshop and Kaplan Early Learning
- Led company to over 30% revenue growth during Interim period

**Client Services Director, August 2011 – January 2013**

- Led department of 24 managers, trainers, coaches, program coordinators, and assistants
- Directed implementation of training, quality assurance, and professional development programs for school districts and state departments of education
- Oversaw the coordination between sales, technology, and development teams to ensure final products meet clients' needs and company's objectives within the allocated resources

UNIVERSITY OF VIRGINIA, Charlottesville, VA

**Training Specialist, Social Competence in Preschool Project, June 2008 – August 2011**

- Provided project management for \$2M IES Goal 2 three-year research grant to collaborate with Head Start personnel to develop and test a comprehensive social competence intervention package for teachers, assistants, and coaches of at-risk preschool children
- Developed and presented in-service training and coaching materials for administrators, teachers, assistants, and coaches on positive behavior support, social-emotional development, and play skills

**Project Coordinator, Early and Responsive Learning Initiative, January 2009 – August 2011**

- Served as project coordinator for a \$1.5M USDOE personnel preparation grant to increase the numbers of qualified teachers working with young children aged birth to five years old with disabilities
- Supported the reimagining of the BA/MA 5 year from for Elementary and Special Education Program
- Taught program courses: Autism: Birth to 5, Family Practicum, and Student Teaching Seminar

CASENEX EDUCATION COMPANY, Charlottesville, VA

**Senior Vice President, Program Implementation, May 2004 – June 2008**

- Served on the senior leadership team for the first social science spin off company from the University of Virginia that grew from 4 to 30 employees during tenure
- Oversaw the coordination between sales, technology, and content development teams to ensure final products met clients' needs and company's objectives within the allocated resources
- Led partnerships with 5 universities to establish credit agreements
- Oversaw the implementation and delivery of over 45 graduate and professional development level online and hybrid courses in 10 content areas with over 30 courses designed for the K-12 population

UNIVERSITY OF VIRGINIA EARLY CHILDHOOD AND DEVELOPMENTAL RISK GRANT, Charlottesville, VA

**Graduate Assistant, January 2003 – May 2004**

GEORGE WASHINGTON UNIVERSITY, INFANT AND EARLY CHILDHOOD SPECIAL EDUCATION PROGRAM

**Research Assistant, Shifting Paradigms Inclusion Grant, July 1995 – August 1997**

THE ADVISORY BOARD COMPANY, Washington, DC

**Health Care Research Associate, July 1994 – June 1995**

## Teaching Experience

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### *University Teaching Experience*

UNIVERSITY OF VIRGINIA, Charlottesville, VA

**Lecturer and Adjunct Professor, 2003-2014**

- Teaching Students with Autism Spectrum Disorders: Birth to Five
- Student Teaching Seminar
- Early Childhood Special Education Practicum Seminar
- Early Childhood Special Education Policy Seminar
- Early Childhood and Developmental Risk Practicum Seminar
- Introduction to Early Childhood and Developmental Risk

### *School Administration Experience*

CHARLOTTESVILLE DAY SCHOOL, Charlottesville, VA

**Assistant Head of School, July 2008 – June 2009**

### *Early Intervention, Early Childhood, Early Childhood Special Education, and Elementary Experience*

REGION TEN COMMUNITY SERVICES BOARD, Charlottesville, VA

**Early Intervention Clinical Supervisor, Child Development Specialist, and Autism Consultant, August 2001 – November 2003**

MADISON COUNTY PUBLIC SCHOOLS, Madison, VA

**Early Childhood Special Education Teacher, Head Start Inclusion Coordinator, and Autism Consultant, August 1999 – July 2001**

ARLINGTON COUNTY PUBLIC SCHOOLS, Arlington, VA

**Early Childhood Special Education Teacher, June 1997 – August 1999**

## Volunteer Experience

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GREATER CHARLOTTESVILLE EARLY EDUCATION COALITION, Charlottesville, VA

**Member 2018-present**

ALBEMARLE COUNTY PUBLIC SCHOOLS FOUNDATION, Albemarle County, VA

**Vice President, Finance and Governance, 2022-present**