

# Kennedy M. Schultz

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## Summary

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As a passionate leader, educator, and researcher with more than two decades of experience in PreK through college settings, I seek opportunities to lead the design of learning experiences for students, leaders, and organizations. My practice aligns with a progressive vision of education, active and engaging, to ensure a relevant and meaningful experience that honors the diverse needs of all participants. I specialize in program development and professional training that crosses traditional departmental boundaries to foster collaboration among diverse colleagues. With strong skills in organization and communication, I have a successful track record in leadership, training, and research.

## Core Competencies

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Grant Writing	Written & Oral Communication	Curriculum Mapping & LMS
Critical Thinking	Strategic Planning	Google Suite
Problem Solving	Coaching	Microsoft Office
Fluent in French	Organizational Management	

Certified in Executive Leadership and Development Coaching (2022)

Specialized training in Diversity, Equity, and Inclusion instruction and leadership practice through the Education Collaborative of WNY Summer Institute (2019), the Re-Set Schools Institute (2020), and the University of South Florida Muma School of Business (2021)

## Experience

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### Current Role:

*Founder, KMS Intercultural Education* 2020-present

- Consult with businesses and nonprofits to advance diversity, equity and inclusion outcomes through needs assessment, collaborative planning, coaching, program design, implementation, and evaluation
- Design professional learning sessions and provide coaching services for school districts, nonprofits, and businesses on topics such as equity and access, culturally responsive practices, instructional design, and change leadership
- Conduct assessments of intercultural development for individuals and organizations as a Qualified Administrator in the Intercultural Development Inventory™, Intercultural Conflict Survey™, and CQ360 Cultural Intelligence tools

Current contracts include:

*Head of Learning & Development, Leadership for Execs, LLC* 2021-present

- Develop leadership training courses for inclusion in proprietary LMS

- Develop foundational equity workshops for Fortune 500 companies and facilitate Core Team meetings to identify goals, design program implementation, and evaluate outcomes  
*Associate, DiversiPro, Inc.* 2021-present
- Conduct intercultural assessment debriefs for Canadian businesses and government organizations  
*Instructional Coach and Facilitator, BetterLesson LLC* 2020-present
- Provide 1:1 coaching to over 60 teachers and administrators in K-12 schools nationwide with a 100% satisfaction rating.
- Facilitate virtual professional learning sessions for educators (over 70 sessions to date)
- Designated as Product Expert for Culturally Responsive Teaching and Diversity, Equity, and Inclusion products

#### **Past Roles:**

*Director of Studies, The Park School, Buffalo, NY* 2018-2020

- Responsible for PreK-12 curriculum oversight, ensuring scope and sequence throughout all content areas as well as alignment to Park's progressive mission and national benchmarks
- Managed \$10,000 annual professional training budget and wrote state grants resulting in over \$150,000 in reimbursed expenses
- Responsible for all faculty development, including hiring, coaching, conducting observations and evaluations, and designing faculty growth plans to align with curricular and instructional best practices
- Assessed, designed, and implemented professional development programming for faculty
- Coordinated regular review of academic program and policies to ensure personalized learning opportunities for all students
- Collaborated with faculty, department coordinators, and community partners to establish new courses and programs. Projects included K-12 data science training and neuroscience education initiatives
- Served as chairperson on Park's Re-Accreditation Steering Committee for NYSAIS re-accreditation
- Prioritized integration of diversity, equity, and inclusion practices in curricular development as a member of the school's DEI team

*World Language Instructor, The Park School of Buffalo, Buffalo NY* 2014-2018

- Created and implemented new Lower School world language program and taught Middle and Upper School language courses
- Developed innovative cross-curricular student-centered projects for language courses that integrated content from math, science, and art
- Created inaugural French home-stay exchange program in collaboration with school partners in Lille, France
- Conducted a two-year study on the cognitive benefits of early second language acquisition

resulting in a journal publication

*Founder and Director, Explor-A-World LLC, Amherst, NY* 2010-2018

- Developed innovative world language curriculum in six languages for young learners that encompassed national learning standards in reading, math, and science as well as authentic cultural resources
- Designed scalable lesson framework and database to facilitate efficient online access of materials
- Created and delivered curriculum implementation training program for educators based on adult-learning theory
- Established focus group of international educators to evaluate program elements and recommend improvements
- Responsible for all business development, marketing, database management, and supervision of staff

*French Professor, various institutions as noted below* 2000-2011

*Assistant Professor, Canisius College, Buffalo, NY*

*Adjunct Professor, Niagara University, University at Buffalo, and SUNY-Brockport*

- Re-designed introductory course curriculum to align with upper level courses
- Co-supervised and trained French teaching assistant
- Created new courses in Francophone Women Writers, Women's Studies, Business French, Francophone Cinema, and Québec Literature
- Developed and taught graduate level courses in Teaching Language at Elementary Level

## Education

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University of Wisconsin-Madison: *Ph.D. in French Literature; Anthropology, Minor* 2000

University of Wisconsin-Madison: *MA, French Literature* 1996

The College of Wooster, Wooster, OH: *BA, French and Cultural Area Studies* 1991

## Grant Writing

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Wrote successful grant applications for NYS STEM teacher reimbursement program resulting in over \$150,000 in funding for the Park School 2018-2020

Wrote three successful grant applications to both local and state associations for funding to conduct research on cognitive advantages of early language learning 2016-2017

Wrote successful School Development Grant for the national Alliance Française Federation to expand children's French education program. 2014

Wrote education research segment of successful SBIR Phase I grant from Defense Advanced Research Projects Agency (DARPA) as co-investigator to study neuroplasticity in language learning games for children. 2013

## Presentations and Publications

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*Selected conference presentations and publications; full list available upon request*

“Learning to Unlearn: Recognizing and Interrupting Bias in the Workplace,” *Association for Talent Development Buffalo/Niagara Virtual Conference*, online, (December 2021).

“Leadership Lessons: How to use data to self-reflect and build trust with educators,” *BetterLesson Blog*, blog.betterlesson.com (April 2021).

“FLES and Cognitive Growth: An exploration of science and assessment,” *Language Association Journal*, 67.1 (Spring 2018).

“FLES and the Brain: Do Young Students Gain Cognitive Benefits in FLES?,” presented at the New York State Association of Foreign Language Teachers conference, Niagara Falls, NY (October 2017)

“Child’s Play: Language learning and technology programs for elementary students,” *Language Magazine: The Journal of Communication and Education*, 12.12 (August 2013): 24-28.

“Weaving Culture and Core Content into FLEX Programs,” *Learning Languages: A Professional Journal of the National Network for Early Language Learning*, 17.2 (Spring 2012): 36-37.

“Computer-Mediated Communication: A User’s Guide to Successful Collaboration,” presented at the American Council on the Teaching of Foreign Languages conference, Denver, CO (November 2011)

“Building FLES Programming through District and Community Collaboration,” research roundtable presented at the American Council on the Teaching of Foreign Languages conference, Denver, CO (November 2011)

## Community Service and Leadership

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*Volunteer, Journey’s End Refugee Services* 2016, 2021  
ESL Tutor and Home Again resettlement volunteer

*Volunteer, FeedMore WNY* 2020-present  
Meals on Wheels volunteer

*Member, New York State Association of Foreign Language Teachers* 2017-2019  
Served on Strategic Planning Committee

*Co-President, Alliance Française of Buffalo* 2017-2019

Responsible for coordinating French school, cultural events, budget, and personnel; implemented Festinéma French Youth Film Festival; Board Member since 2012