

# **MICHAEL GAAL**

**Fellow**-Broad Urban Superintendents Academy <https://broadcenter.org/>

**Master of Science**-National War College

**Master of Science**-University of Colorado

**Bachelor of Science**-United States Air Force Academy

## **EDUCATIONAL LEADERSHIP EXPERIENCE**

### **DEPUTY CHANCELLOR, 2017-2018**

DISTRICT OF COLUMBIA, PUBLIC SCHOOLS, WASHINGTON, DC

Led Budget, Operations, School Development & Continuous Improvement and Talent and Culture. DCPS serves 48,750 students through the efforts of approximately 8500 employees in 115 schools with annual budget of \$1B.

- Middle Schools focus resulted in Literacy/Math annual growth of 8.4% & 6.9% respectively. Both beating the state average for the first time ever. High Schools also saw growth across all grades/demographics
- Created district's first-ever centralized business office. First year savings/repurposing over \$20M
- Responsible for \$1.3B Capital Improvements Plan. On time/under budget transfer 10 completed school
- Created school enrollment strategy for notoriously under enrolled schools. First year increase of 20%.
- Negotiated return of PK-8 school charter school for 600+ students to district portfolio with Union support
- Launched Design Lab--Design Thinking space for 13 leadership teams to develop Innovative schools
- Cut teacher vacancies 50% through improved screening/tracking/hiring and American Univ partnership
- Launched Excellence through Equity index, distributed \$2.6M to students of highest need
- Connected DC's Cornerstones Curriculum with existing HS Pathways, introducing K-8 to World of Work

### **CHIEF OF STAFF, 2016-2017**

OAKLAND UNIFIED SCHOOL DISTRICT, OAKLAND, CA

Supported Superintendent of in all aspects of strategy development and operational implementation. Serving 50,000 students and 3500 staff, operating a \$900M annual budget of 86 district run and 37 charter schools.

- Expanded equity with African American Male Achievement, African American Girls and Young Women's Achievement, Latino Student Achievement and Asian Pacific Islanders. Three groups stood up in 1 year!
- Directed Values and Leadership Development program & "Great Places to Work" for climate study
- Detailed "Where are They" plan yielded 11% decrease in drop-out and 9% increase in graduation rates
- Instructional focus increased state performance for all grades. Elementary saw >3% growth in ELA/Math
- Created network support teams, pushing 20+ FTE and \$2.5M from central office directly to schools
- Designed and led first-ever Back to School Countdown, bringing central supports directly to schools
- District contact for Mayor, district/county Boards of Ed, and Kaiser-Permanente on community schools
- Governance co-chair for Oakland Promise, Joint Powers Authority, and Equity Pledge
- Overcame institutionalized barriers to top-tier Pathways--summer camps to meet ELA/Math entry scores

## **PK-8 NETWORK LEADER & CHIEF OPERATING OFFICER, 2014-2016**

EDUCATION ACHIEVEMENT AUTHORITY OF MICHIGAN, DETROIT, MI

Governor of Michigan directed turnaround of Detroit's lowest performing schools. Managed \$90M budget for 6000+ students at 12 locations. Responsible for academic, instructional, curricular and decisions for six PK-8.

- Drove complete shift in academic strategy by aligning Engage NY, Achievement Network interim assessments and ALEKS intervention--8<sup>th</sup> grade exceeded MAP by 120%
- Implemented University of Chicago's STEP literacy. Year-long intensive teacher training had Kindergarten reading results highest in three years. Teacher quality up 40% in 2016
- Redesigned Principal/Teacher training with RELAY and UnboundED Standards Institute.
- Project manager on Teacher Evaluation redesign—secured federal payment of \$2M
- Gained 1.5 years of learning through blended learning modules for remediation of students
- Led internal audit of grants and federal funding--adding \$2.2M and 30 FTE to schools
- Created partnership with Habitat for Humanity for CTE program; 50% increase in first year participation

## **PRIVATE SECTOR LEADERSHIP EXPERIENCE**

### **PRESIDENT OF SALES, 2021-2022**

BEABLE EDUCATION, LAKEWOOD, NJ

Leads national sales team in the development, execution and refinement of go to market strategies for an Ed Tech turnkey solution to close the literacy and opportunity gap for all students, resulting in 5x Lexile growth.

- Hired/trained strategic and regional account representatives for aggressive Year 1 launch during COVID
- Formalized partnership with early adopters to create best practice sessions across national conference network to include ASU-GSV, AASA, and CGCS. Accelerated sales cycle 30%. Q3 orders at 120%

### **PRESIDENT, 2018-2021**

CENERGISTIC, DALLAS, TX

Lead 350-person team for \$85M in sales representing over \$5B in savings across 1400 clients through behavior management of energy conservation measures. Developed strategy of new verticals increasing revenue 25%.

- Lead architect for renewal contracts--200% increase in LTV after original 5-yr term, reduced time to close deal, improved employee retention, made up 75% of 2020 sales. Largest renewal ever at \$3M
- Restructured Operations to decentralize services towards client. Regional teams increased performance 20%, improving client satisfaction while reducing company travel/staffing cost by 18%. Margins up 5%

## **MILITARY LEADERSHIP EXPERIENCE**

Colonel (retired), 25 years of leadership experience having commanded at the Squadron, Group and Wing levels. Military pilot with 4000 hours in seven types of aircraft, reaching Instructor Pilot ratings in all aircraft. Areas of specialty include, Education and Training, Middle Eastern affairs and Mobility. Further details available on request.

### **DEPUTY DIRECTOR OF POLICY, 2012-2014**

SECRETARY OF THE AIR FORCE-INTERNATIONAL AFFAIRS, PENTAGON, WASHINGTON, DC

Led 150 member headquarters staff responsible to the Secretary of the AF to formulate and develop policy on international training/education, security assistance, and foreign disclosure

- Led Sequestration's 5-year budget. Created \$6M offset to preserve International training
- Interagency coordination cut Foreign Military Sales processing time by 30% (1 month)
- Ranked #1 Colonel; reduced regional area specialist program time to train by 40%

### **VICE COMMANDER AND SENIOR ADVISOR, 2011-2012**

321<sup>ST</sup> AIR EXPEDITIONARY WING AND UNITED STATES EMBASSY, BAGHDAD, IRAQ

Led 1,200 Airmen responsible for advising, training and equipping Iraqi Air Force. Senior advisor to Iraq's Special Assistant to Prime Minister, facilitating critical US/Iraqi relations.

- Produced 144 pilots and 900 maintainers for seven aircraft types, and full HQ staff
- Initiated Office of Security Cooperation managing \$7B in foreign military sales
- Ranked #1 Colonel; safely retrograded 50K forces stateside by end of security agreement

## **PROFESSIONAL ASSOCIATIONS AND HONORS**

### **Chiefs for Change/Education Resource Strategies**

*Equity & Excellence Cohort* <https://chiefsforchange.org/>

### **Aspen Institute**

*CFO Equity Network* <https://www.aspeninstitute.org/issues/education/>

### **National War College & Marine Command and Staff College**

*4X Top Paper Award*

### **Association of Energy Engineers**

*Certified Energy Manager*