



Find. Transform. Sustain.



Julie Ann Landry

Summary of Qualifications

Results-oriented educational administrator with over 15 years of experience poised to serve large organizations at the "executive" level. I am an experienced and highly regarded administrator with extensive executive level and operations experience with the largest urban school district in the State of Wisconsin. A visionary leader with a proven record of improving systems by reengineering business practices through integration of technology to maximize production and efficiencies. Reputable history of collaboration with all stakeholders including staff, employees, the Department of Public Instruction, Unions, Colleges/Universities, Community and Business partners to positively impact the classroom. Demonstrated strengths in leadership:

Visionary Leadership
Analytic Problem Solving
Fiscal Management

Relationship Building
Staff Development
Team Building

Project Management
Results-oriented
Peoplesoft/Lawson

Professional Experience

Racine Unified School District

Chief Human Resources Officer

September, 2015 – present

Leads the overall mission to attract and retain great talent for all positions in the organization in order to meet the mission of high student achievement. Develops and implements strategic goals in recruitment, selection, on-boarding, deployment, performance management, professional development, employee benefits and employee relations.

Milwaukee Public Schools:

Sr. Director, Office of Human Capital

November, 2011 – September, 2015

Accountable for leading the successful delivery of a full range of human resources services to departments, schools, employees, applicants and community partners, including establishment and implementation of standard policies and procedures, recruitment, staff orientation, training and development of OHR staff. Manage the day to day operations (grievance hearings, misconducts, suspension, union issues/concerns, arbitrations, transfers, reassignments, promotions, new employees, DPI 1202 Audit Report, DPI Corrective Action, ESEA, and license compliance, etc.) of the District by leading a team of 15 employees in the Division of Staffing Services with oversight of Leave Administrator and Data Analyst. Develop and manage division budget of approximately \$2M. Establish partnerships and serve as District liaison with higher education, department of public instruction, alternative education programs and local and national education networks. Develop policy recommendations for considerations by Chief Human Resources Officer, Superintendent and Board of School Directors. Member of the Superintendent cabinet and Office of Human Resources Leadership Teams. Responsible for technology integration and design for OHR functions.

Manager, Office of Human Capital

June, 2008 – November, 2011

Responsible for managing all day-to-day personnel transactions for all teachers (5900) and administrators (600) employed by the District and potential employees of the District. Serve as District liaison to teachers union with authority to mutually agree or disagree on contractual matters. Serve on contract negotiating team for District. Hearing officer for teacher and administrator disciplinary matters that may result in termination of employment with the District. Human Resources representative for State compliance mandates in Districts Corrective Action Plan. Directly manage and supervise a staff of five HR Administrators and four HR Assistants. Approve/deny request for leaves of absences. Lead trainer on all HRIS systems. Technology liaison for Department; seek out and implement technology solutions. Make recommendations to Chief Human Resources Officer to modify district administrative hiring policies to present to Board; Confer with DPI, institutions of higher education, MTEC and NTEC regarding qualifications, procedures or problems with certificated staff on a regular basis.

Staffing Specialist – Office of Human Capital

October, 2001 – June, 2008

Coordinate district-wide teacher recruitment efforts for certificated personnel to ensure a pool of highly qualified teacher (as defined by PI-34 NCLB) candidates are available to fill vacant teacher positions; facilitate the recruitment and hiring process for principals, assistant principals, and administrative positions within the District, Collaborate with the substitute teacher dispatch office and schools to ensure that schools needs are met, hearing officer for substitute teacher misconducts and unsatisfactory evaluations, teacher residency misconducts, and Step 2 grievances in the absence of Certificated Staffing Manager; Confer with representatives from the MTEA teacher and substitute teacher bargaining units relative to contract issues and assignment and reassignment of teachers and certificated staff; Works with other human resource divisions to ensure compliance and implementation of bargaining agreements, benefits and insurance, Federal and State laws; Interpret and enforce Board policies, administration, and department personnel policies to employees, prospective employees, community groups and other interested entities; Ensure Wisconsin Department of Public Instruction (DPI) license compliance for all administrators, and teachers, Train school-staff on contractual school-based interviews, Develop and implement the use of technology in training of interview teams (administrative and teacher); Review and recommend teacher applicants for appointment; Communicate and support principals at school level on staffing and other personnel matters; Fill-in for Manager in her absence as requested.

Middle School Coordinator/Teacher

May 2000 – October 2001

Sixth Grade Classroom Teacher

August 1995 – January 1998

Milwaukee Area Technical College

Basic Skills, English as a Second Language, Instructor

February 1998 – December 2012

Fighting Back, Inc., (Non-profit Community Based Organization)

Prevention Coordinator

May 1998 – May 2000

Journey House, Inc. (Youth Education and Recreation Center)

Senior Director

January 1997 – May 1998

Education:

Master of Science, Administrative Leadership, University of Wisconsin, Milwaukee, WI
1997

Bachelor of Science, Elementary Education/English, University of Wisconsin, Milwaukee, WI
1995

Certifications Held:

Principal K-12, Wisconsin Department of Public Instruction

Elementary Teacher, Wisconsin Department of Public Instruction

Teacher of Goal/Basic Skills, State of Wisconsin Technical College Systems Board

English as a Second Language, State of Wisconsin Technical College Systems Board

Career Education, State of Wisconsin Technical College Systems Board

Professional references are available upon request