

KATHLEEN ADER

INSTRUCTIONAL LEADER | CURRICULUM | PROFESSIONAL LEARNING | SYSTEMS CHANGE

PROFESSIONAL SUMMARY

Educational leader with expertise in coaching, professional learning, curriculum development, and systems-level leadership. Proven ability to lead district initiatives, build educator capacity, and translate organizational priorities into sustainable practices that improve teaching and learning.

CORE LEADERSHIP STRENGTHS

District Initiative Leadership • Curriculum and Resource Adoption • Adult Learning • Instructional Coaching
Assessment and Grading Systems • PLC and Data Facilitation • Change Management

LEADERSHIP EXPERIENCE

Novi Community School District

Novi, MI

Instructional Coach

Aug 2018-Present

- Lead districtwide curriculum development, resource evaluation, pilots, and implementation across English language arts and mathematics, supporting educators in grades 5-12.
- Design and facilitate professional learning for 200+ educators in instructional practice, MTSS, benchmark assessment, grading reform, curriculum design, and data-informed instruction.
- Provide individualized instructional coaching to 125 high school educators using Cognitive Coaching and Adaptive Schools frameworks to strengthen reflective practice and educator capacity.
- Lead implementation of district instructional systems, including benchmark assessments in DnA Renaissance, PLC data-analysis and goal-setting processes, instructional rounds, and teacher walkthroughs.
- Secured competitive grants to fund materials and resources supporting the implementation of evidence-based instructional strategies across classrooms.
- Serve as Schoology LMS System Administrator and lead a Tri-County network that supports educators and district leaders in effective learning-management-system implementation.
- Partner with district and building leaders to translate strategic priorities into professional learning, practical resources, and sustainable classroom implementation.
- Led districtwide support for virtual and hybrid instruction during the COVID-19 pandemic, developing online learning and helping educators adapt instruction across learning environments.

DISTRICT AND REGIONAL LEADERSHIP

- Lead secondary grading reform centered on systemic, accurate, timely, and clear assessment practices, including teacher guidance, professional learning, feedback structures, and implementation support.
- Coordinate secondary mathematics curriculum review and resource-pilot work, aligning adoption decisions, professional learning, stakeholder feedback, and classroom implementation.
- Expanded Building Thinking Classrooms across grades 7-12 by securing approximately \$6,500 for 21 classrooms and designing observation-based professional learning and implementation support.
- Facilitate instructional rounds, content-leader walkthroughs, mentoring experiences, and regional Schoology professional learning that connect educator collaboration to actionable improvement.
- Present at local and state education conferences, sharing effective instructional practices, district initiatives, and strategies for building educator capacity.

ADMINISTRATIVE AND TEACHING EXPERIENCE

Novi High School

Novi, MI

Interim Assistant Principal

Apr-Jun 2023

- Collaborated with the administrative team to lead daily operations of a comprehensive high school, including student support, discipline, staffing, and school procedures.
- Partnered with students, families, staff, and community members to resolve concerns through timely, respectful, and solution-focused communication.
- Coordinated Commencement Orientation and Graduation operations for students, staff, and families while supporting a safe and positive school environment.

Novi High School

Novi, MI

High School Math and Science Teacher and Curriculum Leader

Aug 2003-Present

- Taught Chemistry, IB Chemistry SL, Genetics, Biology, ChemCom, Algebra I, and Science Foundations; also provided academic intervention support.
- Served as curriculum liaison and developed curriculum for IB Chemistry, Genetics, and ChemCom I and II; mentored Michigan State University interns and early-career teachers.

Marygrove College

Detroit, MI

Online Instructor and Faculty Mentor

Sep 2008-Dec 2018

- Mentored graduate students and instructors in elementary and middle school mathematics education, revised online algebra courses, and presented at the annual MAT conference.

Clarenceville High School

Livonia, MI

Math Department Chair and Math Science Teacher

Aug 2001-Jun 2003

- Led the mathematics department; taught mathematics and science; developed new courses; secured classroom grants; and served on the Block Scheduling Committee.

CREDENTIALS

Michigan K-12 Administrator Certificate | Expires 2031

National Board Certification | Adolescence and Young Adulthood Science | Expires 2030

Michigan Professional Teaching Certificate | DA, DC, EX | Expires 2030

EDUCATION AND LEADERSHIP DEVELOPMENT

MASSP Path to Leadership Program | 2020-2021

Master of Science in Educational Technology | Walden University | 2007

Master of Arts in Teaching | Marygrove College | 2004

Bachelor of Science in Biology | Eastern Michigan University | Minors in Mathematics and Chemistry | 2001

SPECIALIZED TRAINING

Advanced Cognitive Coaching • Advanced Adaptive Schools • Schoology Trainer of Trainers • Google Educator Levels 1 and 2 • Restorative Practices • Next Generation Science Exemplar • EMU TCATTE

PROFESSIONAL AND COMMUNITY LEADERSHIP

HOSA Advisor, 2013-Present • Network of Michigan Educators, 2006-Present • Novi Woods Family Picnic Chair, 2021-2024