

# DeAnn M.Urso

## EXECUTIVE PROFILE

**Strategic & People-Centric Leader** with a proven track record of fostering high-performance cultures and driving organizational excellence. Adept at balancing advocacy for staff and students with the overarching goals of the organization. A self-driven professional dedicated to continuous improvement, leadership development, and building sustainable, cross-functional relationships that enhance operational outcomes.

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## CORE COMPETENCIES

- **Organizational Leadership:** Skilled in developing and mentoring emerging leaders to build internal talent.
- **Strategic Relationship Management:** Adept at navigating complex stakeholder environments and fostering a culture of mutual advocacy and trust.
- **Agile Change Management:** A flexible, people-first approach that turns unpredictable shifts and rapid growth into smooth, manageable transitions.
- **Stakeholder Communication:** Influential communicator capable of bridging gaps between frontline staff, student populations, and executive management.
- **Results-Driven Execution:** Focused on measurable outcomes, process optimization, and continuous professional development.

## PROFESSIONAL EXPERIENCE

**LIVONIA PUBLIC SCHOOLS | Livonia, MI**

*Building Administration & District-wide Leadership & | 2004 – Present*

### **DISTRICT ADMINISTRATION**

**Secondary Coordinator of District Innovations | 2022 – Present**

- **Strategic Leadership:** Align secondary-level decision-making with the district's mission and vision, prioritizing student-centered philosophies and educational equity.
- **MTSS System Architecture:** Lead a cross-functional collaboration with Secondary Facilitators, Principals, Student Assistance Providers (SAPs), and Academic Departments to design and scale a systematic K-12 Multi-Tiered System of Supports (MTSS).
- **Leadership/Capacity Building:** Develop Facilitator capacity teams to design and scale a K-12 MTSS framework.
- **Instructional Advocacy:** Partner with Administrators, classroom teachers and facilitators to implement differentiated instruction and ensure effective instructional support.
- **Data-Driven Culture:** Lead data analysis sessions with school leadership teams, establishing common data dialogue protocols to identify student outcomes and measure success criteria.
- **Departmental Leadership:** Serve as Administrator for the English Learners (EL) Department, overseeing state compliance and curriculum design for diverse student populations.

## **BUILDING LEADERSHIP (PRINCIPAL)**

### **Holmes Middle School (Grades 7-8) | 2019 – 2022**

- Directed instructional leadership and staff development; served as Quality Assurance Review Secondary Team Lead.

### **Johnson Upper Elementary (Grades 5-6) | 2012 – 2019**

- **Center Program Integration:** Managed the Cross-Categorical Center-Based Program, facilitating full integration into the school culture.
- **Project Management:** Oversaw a comprehensive building renovation, managing logistics from planning to organization.
- **Intervention:** Assisted in Title I Intervention strategies to support struggling learners.

### **Kennedy Elementary (K-4) & Tyler Elementary (Grades K-6) | 2005 – 2012**

- Executed the strategic consolidation and merging of facilities under the Legacy Initiative to optimize district resources and building utilization.
- Provided dual expertise in specialized education, overseeing the Visually Impaired (VI) program at Kennedy and the Cognitively Impaired (CI) program at Tyler.
- Chaired the Elementary Student Assistance Provider (ESAP) team to streamline student support services.

## **EMERGING LEADERSHIP**

### **Teacher Leader, Cooper Elementary | 2004 – 2005**

- Coordinated the **Emotionally Impaired (EI)** program, serving as the liaison between building staff and district administration.

## **SELECTED ACHIEVEMENTS & COMMITTEES**

- **Conference Presenter:** Featured speaker at the **MASSP Conference** (2025)
  - **District Transition:** Appointed District Transition Co-Chair (2017) to manage structural organizational shifts.
  - **Talent Acquisition:** Key member of the District Interviewing Team for both Teacher and Principal candidates.
  - **Community Relations:** Championed proactive community engagement strategies at both the building and district levels.
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## **EDUCATION & AFFILIATIONS**

- **Master of Public Administration (MPA)** | University of Michigan
- **Bachelor of Arts (BA)** | Madonna University
- **Affiliations:** ASCD, MEMSPA, MASSP, NAESP
- **Continuing Education:** Covey 7 Habits Training; Debbie McFalone Leadership Sessions. Solution Tree PLC/RTI at work trained
- **Certification:** Trauma-Informed Program and Practices for Schools