



Mayor of Providence

Brett P. Smiley

January 26, 2024

Honorable Members
Providence City Council
City Hall

Dear Honorable Members:

Pursuant to Sections 302(b) and 1103 of the Providence Home Rule Charter of 1980, as amended and Public Law, Chapter 45-50, Sections 1 through 31 passed in 1987, I am this day re-appointing Celeste Terry Lo, of 20 Lubec Street, Providence, Rhode Island 02904, as a member of the Human Relations Commission for a term to end January 31, 2027, and respectfully submit the same for your approval.

Sincerely,


Brett P. Smiley
Mayor

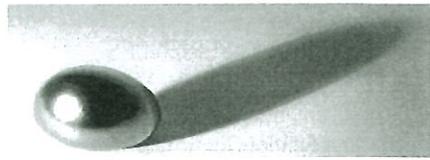
IN CITY COUNCIL
MAR 07 2024

READ
WHEREUPON IT IS ORDERED THAT
THE SAME BE RECEIVED AND APPROVED
 CLERK

CELESTE M. TERRY-LO, Ed.D

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EDUCATIONAL VISION

All children can learn when the curriculum and instruction are inclusive in design and implementation to accommodate a diversity of learners. A successful learning environment can be achieved through high expectations, clear goals and collaboration with parents, community members and educators.

PROFESSIONAL PROFILE

- Highly dedicated and visionary educational leader committed to student achievement through creativity and resourcefulness.
- Change agent for education demonstrating facilitative and cultural leadership and a dedication to community advocacy, and student success
- Humanistic approach in providing leadership and effective communication with administration, staff, students, and community.

ACCOMPLISHMENTS

- Decrease the number of schools requiring targeted assistance and labeled as underperforming as a Management Consultant with the Massachusetts Department of Elementary and Secondary Education working with four urban school districts.
- The Providence Human Relations Commission Vice Chair/ Interim Chair
- First Chair of the Equal Pay Task Force in the City of Providence
- Day of Racial Healing Event 2023- Anti-Racism Committee/ PHRC
- The New Narrative Event Summer 2023
- One the first advisory members of the PLEE (Parents Leading for Educational Equity)
- Alumni of the National Organization- New Leaders for New Schools
- As a member of the Special Education Team, Baltimore City Schools was released from the Consent Decree.
- Accepted into the Fulbright Teacher Exchange Program as a part of diplomatic relations with the United Kingdom.
- Accepted into the First Cohort of Exploring New School Models by New Leaders for New Schools.
- Recipient of the Robert Fellows Award for Outstanding Principal for Innovation from New Leaders for New Schools.
- Renewal of Middle States Accreditation for Baltimore City College High School without site visit.
- Developed the STEAM Summer Institute for Math and Design for grades 3 through 12.
- Increased the number of students attending pre-college programs at Brown University
- Lead the development of introduction to Africana Studies and Ethnic Studies with Brown University fellow at Times2
- One of the Principals in RI to have the College Board AP Capstone Program
- First principal in RI to establish the Microsoft Teams computer science program
- Limited Proficiency in Mandarin and Spanish

TEACHING & OTHER RELATED EXPERIENCES

- MCPS Roberto Clemente Middle School: *Special Educator*, Math and Science
Magnet School Committee: *Special Education Representative* 2008-2009
- MCEA Special Education Union: *Representative* 2005-2006
- MCPS Science Curriculum Advisory Board: *Science Special Education Representative* 2006-2009
- MCPS Quince Orchard High School: *Special Educator and Testing Coordinator* 2004-2008
- NYCPS Jim Thorpe High School P370K: *Special Educator* Emotional Disabilities & Behavior Concerns 2003-2004
- Baltimore City Schools: *School Psychologist* 1996-2003

ADMINISTRATIVE/LEADERSHIP EXPERIENCES

- Massachusetts Dept. of Elementary and Secondary Education 2021-current
- Attleboro Public Schools-Administration 2018-2021
- Weymouth Public Schools-Administration
- Times2 STEM Academy, *Principal* 2016-2018
- Paul Cuffee Upper School, *Principal* 2015-2016
- **Baltimore City Schools:**
 - Baltimore Design School, *Assistant Principal* 2014-2015
 - City College (IB World), *Aspiring Principals New Leaders Principal Resident* 2013-2014
 - *Coordinator*, Writing Workshop for teachers 2013-2014
 - *Network 12 Facilitator*- District 2011-2013
 - Maritime Industries Academy, **Emerging Leaders Program- New Leaders** 2012-2013
 - *Inclusion Specialist* - District 2009-2011
- **Montgomery County Public Schools Positions:**
 - Administrator Intern and NAACP Act-So Liaison at Quince Orchard High School 2007-2008
 - Science Curriculum Advisory Board 2006-2009

HIGHLY EFFECTIVE INSTRUCTION AND CULTIVATING TALENTED PEOPLE

- Management Consultant with Massachusetts DESE working with school districts in the areas of equity, anti-racist leadership competencies, instructional practices with a focus on historically marginalized student/ community populations.
- Established the Instructional Leadership Team focusing on data driven instruction which resulted in a 30% increase in proficiency in Algebra (PARCC test) and lead the School to selected as the #1 Charter School in RI by the US News and Reports
- As an Emerging Leaders Program at Maritime Industries Academy provided formative feedback, guidance and modeling the use of data with the Math Content Team which resulted in a decrease in bridge projects by 55%, increase in action planning and high expectations for college/career readiness, rigorous instruction through observations, lesson plan analysis and an increase of about 75% students partaking in the HSA examination
- As an Aspiring Principals Leader resident at Baltimore City College: decrease in suspensions by 84% through restorative practices, mediation and community conferencing, 100% passing rate on the January Algebra HSA through data driven instruction and corrective instruction. Coordinated the Writing Course for teachers through Partnership with the National Writing Project, Coordinated Chinese Culture Classes with the Confucius Institute and Oversaw the progress of the mentorship program with Johns Hopkins University. This resulted with Baltimore City College High School ranking as the best school in Baltimore City Schools according to US News and Report
- Served as administrator intern at Quince Orchard High School with a focus on cultural diversity and awareness and developing equitable practices in the classroom.
- Served as Secondary Special Education Resource Teacher on IEP meetings at Roberto Clemente Middle School working with parents, students and teachers to promote more students with disabilities on the Honors/ Magnet Track.
- Collaborated and facilitated a program to reduce teenage pregnancy and the dropout rate at an inner- city high school which actually helped to reduce the drop-out rate at the former Northern High School
- Established a Mentorship Program between Columbia University Business School Black Graduate Student Union and a High School for ED and BD Students in the New York City Public School System

COLLABORATION WITH COMMUNITY

- New Narrative Event working collaboratively with RICBW, STEAMBOX RI and PLEE to discuss educational reforms, student voice and anti-racism leadership competencies. Invited the Chief of Schools for Massachusetts to speak with the Providence Community Members.
- Worked with PLEE to develop and support parent advocacy programming.
- As a School Leader, presented school based and district-wide professional development on data driven instruction, diversity, budget process, inclusion and effective feedback to increase student academic success
- Worked collaboratively with the Executive Director for Principal Support to build the capacity of principals and instructional staff that resulted in an increase in SAT, AP and the High School Assessment Scores
- Honors/ AP Committee Member in which the committee revamped to increase students of colors in honors/ AP courses and to eliminate the barriers
- Conducted Action Research focusing on closing the achievement gap which demonstrated that positive reinforcement can promote academic achievement and decrease tardiness as well as absences
- Participated in the revision of the Baltimore City Public Schools Special Education Compliance Manual
- Served as specialist for Baltimore City Public Schools in which collaborated with MCIE and Carol Quirk
- MCEA Council of Teaching and Learning Special Education Representative in which I was a spokesperson for the concerns and

needs of the special educators within Montgomery County Public Schools

- Worked with Dr. Marilyn Friend, University of North Carolina, Chapel Hill on implementing inclusive practices in Baltimore City Public Schools
- Developed and conducted Professional development on differentiation, accommodations, modifications and rigor.
- Presented on conflict resolution, and issues surrounding special education in order to maintain effective communication between special educators, regular educators and the parents.
- Co-developed a Women's Studies Course for high school to promote Women's History
- Facilitated Teacher Team to participate in the conference on Standards based grading at Pearson Conference
- Facilitated Teachers participating in AP Training and Professional Development
- Facilitated Teachers participating in professional development with Project Lead the Way
- Supervised the Algebra Team, AP History and supporting the Math Standard Level Team at Baltimore City College.
- Conducted Informal and Formal Observations with the Instructional Framework 2.0 and Charlotte Danielson
- Trained students and teachers on the computerized MOD-HSA to reduce test anxiety and frustration.
- Trained teachers on the Wilson Reading Program to assist with the non-readers in the classrooms setting.

STRATEGIC LEADERSHIP/PARTNERSHIP

- Management Consultant with Massachusetts DESE working with school districts in the areas of equity, anti-racist leadership competencies, instructional practices with a focus on historically marginalized student/ community populations with four urban school districts.
- Network 12 Facilitator supervising and providing professional development of a staff of approximately 22 in areas of finance, student support, special education, family community engagement and academic achievement which has resulted in a decrease in suspensions, increase in rigorous instruction, decrease in compliance concerns with special education and increase in the use of community resources by managing high schools which included Baltimore Polytechnic, City College and Western.
- Worked with Maryland Coalition for Inclusive Education on co-teaching and inclusive practices in Baltimore City Public Schools to increase the number of students with IEPs in the inclusive setting by 65%. This resulted in Baltimore City Schools getting released from the Consent Decree for Special Education.
- Developed a non-profit organization that exposed children within the school system to poetry and literacy in the Baltimore City Area which was to promote literacy and the importance of staying in school
- Mentorship Partnership with Johns Hopkins at Baltimore City College for biomedical studies.
- NAACP Liaison for ACT-SO which led to Quince Orchard High School students placing in the competition for the first time

COMMUNITY ENGAGEMENT

- First Chair of the Providence Equal Pay Task Force
- Appointed Commissioner with the Providence Human Relations Commission
- Advisory Board Member to Parents Leading Equity in Education (PLEE)
- Member of the Association of Supervision Curriculum Development
- Member of the Maryland Council of Teachers of Mathematics
- Member of Teachers without Borders at Johns Hopkins
- Member of the National Education Association
- Member of the (RIASP) Rhode Island Association of School Principals

EDUCATION

- Doctorate in Education at Nova Southeastern University in December 2019
- Professional Development at UCSD with the National Science Foundation Includes 2017
- Columbia University with Reimagining Education Conference 2017
- Training in IB Math Standard Level-2013-2014
- Aspiring Principals Leader Program/ New Leaders- 2013-2014
- Emerging Leaders Program/ New Leaders for New Schools 2012-201
- Certificate of Advanced Graduate Study in Administration, Curriculum and Supervision from McDaniel College- 2008
- M.S. in Clinical Psychology from Virginia State University- 1997
- B.S. in Psychology with a minor in Biology from State University of New York- 1992

CERTIFICATION

- Maryland Advanced Professional Certificate in Administrator I/II, Special Education, Psychometrist, Superintendent;

- Building Administrator Prek-12, Superintendent, Special Education Administrator in Rhode Island
- Massachusetts Certificate in Superintendent, Building Administrator
- Permanent Certification, School Psychologist in the State of NYS