



Mayor of Providence

Jorge O. Elorza

December 16, 2020

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, 2024, and respectfully submit the same for your approval.

Sincerely,

Jorge O. Elorza  
Mayor

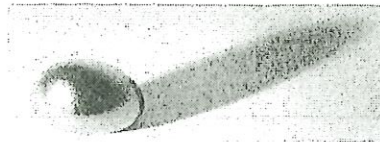
IN CITY COUNCIL

FEB 18 2021

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

CLERK

**Celeste M. Terry-Lo**  
**20 Lubec Street**  
**Providence, Rhode Island 02904**



#### **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 leadership, cultural leadership and a dedication to student success and teacher development
- ✦ Humanistic approach in providing leadership and effective communication with administration, staff, students, and community.

#### **ACCOMPLISHMENTS:**

- ✦ Increasing Community Involvement and Partnerships with Paul Cuffee Upper School such as afterschool coding program with Intra-City Geeks, URI Chinese Language and Culture After School Program, and NOAA concerning STEM.
- ✦ Recipient of the Robert Fellows Award for Outstanding Principal concerning Innovation from New Leaders.
- ✦ Recipient of the Adobe grant for software.
- ✦ Times2 STEM Academy to be the first in charter in Rhode Island for candidacy for accreditation from NEASC, New England Association of Schools and Colleges.
- ✦ Developer of the STEAM Institute for Math and Design at Times2 STEM Academy for grades 3 through adulthood.
- ✦ Increase in the number of students attending four -year institutions for higher education at Times2 STEM Academy.
- ✦ Increase in the number of scholarship offers at Times2 STEM Academy to over 3 million.
- ✦ Increase the number of students attending precollege programs at Brown University.
- ✦ Introduction to Africana Studies at Times2 STEM Academy.
- ✦ Establishing research-based interventions for students struggling in math (Algebra).
- ✦ The First Principal in the State of Rhode Island to have the College Board AP Capstone Program.
- ✦ First Principal in the State of Rhode Island to be in the Microsoft Teals Program.
- ✦ Aspiring Principals Leader Program 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. Coordinator of the Writing Course for teachers through Partnership with the National Writing Project, Coordinator of Chinese Culture Classes with the Confucius Institute and Oversee the progress of the mentorship program with Johns Hopkins University
- ✦ Emerging Leaders Program at Maritime Industries Academy providing 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

- ✦ 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 9 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%. Which resulted in Baltimore City Schools getting released from the Consent Decree for Special Education.
- ✦ 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.

#### **CERTIFICATION:**

- ✦ Maryland Advanced Professional Certificate in Administrator I/II, Special Education, Psychometrist, Superintendent
- ✦ Building Administrator Prek-12, Temporary Superintendent in Rhode Island
- ✦ Permanent Certification School Psychologist in the State of New York
- ✦ Licensed Clinical Professional Counselor in the State of Maryland

#### **EDUCATION**

- ✦ Completion of Doctorate in Organizational Leadership with a minor in Brain-Based Research at Nova Southeastern University targeted in December 2017
- ✦ Professional Development at UCSD with the National Science Foundation
- ✦ Professional Development at Columbia University with Reimagining Education
- ✦ Training in IB Math Standard Level-2013-2014
- ✦ Aspiring Principals Leader Program/ New Leaders- 2013-2014
- ✦ Emerging Leaders Program/ New Leaders for New Schools 2012-2013
- ✦ Advanced Study Certification in Administration 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

#### **TEACHING EXPERIENCE**

- 2008-2009- Montgomery County Public Schools- Roberto Clemente Middle School
- 2004-2008- Montgomery County Public Schools- Quince Orchard High School
- 2003-2004- New York City Public Schools- Emotional Disabilities and Behavior Disorders at Jim Thorpe High School P370K

#### **LEADERSHIP/ SUPERVISORY EXPERIENCE**

- 2016-Present- Times2 STEM Academy
- 2015-2016- Principal at Paul Cuffee Upper School
- 2014-2015- Assistant Principal at Baltimore Design School
- 2013-2014- Aspiring Principals Leader Program Principal Resident at Baltimore City College (IB World School)
- 2013-2014- Coordinator of the Writing Workshop for teachers at Baltimore City College to promote action research with an emphasis on the teaching of writing.
- 2011-2013- Network 12 Facilitator for Baltimore City Schools
- 2012-2013- Emerging Leaders Program/ New Leaders for New Schools
- 2009-2011- Baltimore City Schools- Inclusion Specialist
- 2009-2008- Special Education Representative of the Magnet School Committee at Roberto Clemente Middle School
- 2007-2008- Administrative Internship and NAACP Act-So Liaison at Quince Orchard High School was a focus of cultural diversity and awareness, and developing equitable practices in the classroom.
- 2007-2008 Quince Orchard Fashion Club Sponsor and Advisor



- 2005-2006- MCEA Special Education Representative
- 2006-2009 -MCPS Curriculum Board Advisory Member for Science in which I was able to become involved in the formation of exams as it concerns students with disabilities.
- 2003-2004- 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
- 2000-2003- 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.
- 2001-2002-Collaborator and Facilitator for 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.

### **COLLABORATION WITH SCHOOL COMMUNITY**

- Volunteer time with the Providence Human Relations Commission
- 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.
- Specialist for Baltimore City Public Schools in which the focus is on the quality of instruction and inclusive practices for students in the classroom environment.
- Administrative Internship at Quince Orchard High School was a focus of cultural diversity and awareness, and developing equitable practices in the classroom.
- Participated in the revision of the Baltimore City Public Schools Special Education Compliance Manual for 2010-2011.
- Participated in PBIS at Roberto Clemente Middle School.
- 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.
- Mentorship Partnership with Johns Hopkins at Baltimore City College for biomedical studies.
- Co-Sponsor the Ladies Club at Roberto Clemente to instill values in young girls on the role of women in today's society
- Honors/ AP Committee Member in which the committee revamped how to get more students of colors in honors/ AP courses and to eliminate the barriers.
- Chaired and organized IEP meetings.
- NAACP Liaison for ACT-SO which led to Quince Orchard High School students placing in the competition for the first time.
- Workshop Presenter 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.
- Accepted into the Fulbright Teacher Exchange Program as a part of diplomatic relations with the United Kingdom.
- Limited Proficiency in Mandarin and Spanish.

### **HIGHLY EFFECTIVE INSTRUCTION AND CULTIVATING TALENTED PEOPLE**

- Establishing the Instructional Leadership Team at Times2 STEM Academy focusing on data driven instruction
- Supervising the Algebra I Team, AP History and supporting the Math Standard Level Team for rigorous instruction during mentorship at Baltimore City College.
- Informal and Formal Observations with the Instructional Framework.
- 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 classroom setting.
- 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.
- 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.
- Working 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.

### **STRATEGIC LEADERSHIP**

- Working collaboratively with the Executive Director for Principal Support to build the capacity of principals and instructional staff that has resulted in an increase in SAT, AP and the High School Assessment Scores.
- Established a Mentorship Program between Columbia University Business School and a High School for ED and BD

Students in the New York City Public School System.

- Collaborator and Facilitator for a program to reduce teenage pregnancy and the dropout rate at an inner-city high school in Baltimore City Public Schools.
- 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

**References available upon request.**