

Hardy Ray Murphy, Jr.

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Education

- Ph.D. 1979 The University of Texas at Austin, Austin, TX (Educational Psychology)
- M.Ed. 1975 Southwest Texas State University, San Maroos, TX (Education – Special Education – School Psychology)
- B.A. 1971 New Mexico State University, Las Cruces, NM (Sociology)
- 2000 Loyola University (Superintendent’s Certificate)

Experience

- 2015-present Executive Director, Indiana Urban Schools Association
- 2015-present Clinical Faculty, IUPUI, Education Leadership
- 2013-present Co-project Director, INTASS project, Indiana University
- 2013-2015 Research Scholar, Indiana University, Bloomington/IUPUI
- 1999-2013 Superintendent of Schools, Evanston/Skokie CC School District 65 Evanston, IL
- 2010-13 Consultant, Indiana Teacher Appraisal and Support System, Indiana University, Bloomington, IN
- 1995-99 Associate Superintendent, Fort Worth Independent School District, Fort Worth, TX.
- 1992-95 Assistant Superintendent, Fort Worth Independent School District, Fort Worth, TX
- 1985-92 Director, Desegregation and Affirmative Action, Fort Worth Independent School District, Fort Worth, TX
- 1979-85 School Psychologist, Fort Worth Independent School District, Fort Worth, TX.

Areas of Expertise

School Reform, Issues of Equity, Teacher Appraisal, Unified Systems

Career Vision

To support the development of school communities that instill in students respect for themselves, others and the world that we live in, appreciation and understanding of history’s lessons, a belief in the enduring values and ideals found in the progress of civilization, reflective thinking, the satisfaction of curiosity in imaginative and constructive ways, and confidence for sustained efforts in the pursuit of creative solutions through independent and cooperative learning.

Career Accomplishments

Fort Worth Independent School District:

- Provided leadership, administrative management and oversight for several hundred employees ranging from administrators to school-based personnel.
- Developed and implemented a violence prevention and security initiative that reduced the violent and aggressive behavior through after school programs and heightened security.

- Developed and implemented a teacher recruitment plan that resulted in a more effective staffing process.
- Managed the development of a school accountability model which included a district-wide assessment and reporting system utilizing data from state required tests, district developed benchmark tests and custom reports designed to improve the district's instructional program.
- Successfully managed a court-ordered desegregation plan through unitary status, developed procedures for forming contracts with community-based organizations and other providers for after-school programs and alternative education services.
- Restructured the district's alternative schools (twelve campuses serving both elementary and secondary students) to focus upon student behavioral change through an integration of conflict resolution, cooperative learning, independent study, guided group discussion, corrective reading and technology.
- Coordinated the development of a series of school-based health clinics with services provided through a collaboration of area hospitals and the public health department.
- Refocused Title 1 programs as part of an elementary school restructuring initiative that resulted in significant improvement in student achievement

Evanston Skokie District 65:

- Annual recognition of District 65 schools for accomplishments in student achievement and innovative programs by regional and state authorities and press.
- A multiyear trend of continuous improvement in student achievement for all students and a progressive closing of the achievement gap between students who have traditionally struggled in public education and those who have historically excelled.
- Financial stability with a decade of balanced budgets and improved financial ratings.
- Stability in our labor relations with the successful negotiation of several multi-year contracts over the course of more than a decade as superintendent of schools.
- Continuous improvement in the development of innovative instructional programs including a recent citation by the Chicago Tribune for engaging in a "pioneering" effort in the use of student growth in teacher evaluations that predated this initiative in Illinois and other states across the country.
- Established innovative initiatives to address the instructional needs for English Language Learners, an African-American Centered Curriculum program, the development of a mathematics initiative to eliminate ability grouping and tracking, and the implementation of inclusion to enhance the education of students with disabilities in their home schools.
- Instituted state of the art technology for the management of daily operations and the integration of technology in the instructional experience in all of the classrooms in the district.

Consultant:

- Co-chaired the INTASS Leadership Cadre, a group of 21 Indiana educators who helped create the INTASS process for teacher appraisals
- Co-developed the training curriculum to support Indiana districts to create their teacher appraisal plans
- Met with Indiana Department of Education officials to ensure alignment of the INTASS process with Indiana legislation and IDOE guidance
- Co-facilitated the INTASS Cohort 1 network, which consisted of the original 14 INTASS district Superintendents and district leadership

- Co-facilitated a network of Superintendents using the RISE teacher appraisal model (Bloomfield, Linton Stockton, Vincennes, North Davies, Northeastern, and Barr Reeve)
- Developed evaluator training curriculum and trained over 100 evaluators in Indiana for the teacher appraisal process
- Co-authored the INTASS teacher appraisal rubric

Selected Publications

- Murphy, H. & Cole, S. (2017). *Indiana Teacher Evaluation System: A four year analysis*. Report submitted to the Indiana State Board of Education. Center on Education and Lifelong Learning: Indiana University.
- Cole, S. & Murphy, H. (2016). *An analysis of Indiana district evaluation plans*. Report submitted to the Indiana State Board of Education. Center on Education and Lifelong Learning: Indiana University.
- Murphy, H., & Cole, S. (2014). *Indiana Teacher Evaluation: At the Crossroads of Implementation*. Bloomington, IN: Center on Education and Lifelong Learning..
- Ansaldò, J., Cole, S., Murphy, H., & Robinson, J. (2014). *INTASS Teacher Appraisal System: Evidence of Implementation Fidelity*. Bloomington, IN: Center on Education and Lifelong Learning.
- Cole, C., Murphy, H., Rogan, P., and Eckes, S. (2013). *Indiana's Teacher Evaluation Legislation: Implications and Challenges for Policy, Higher Education and Professional Development*. Bloomington, IN: Center for Evaluation and Education Policy.
- Murphy, H.R., and Cole, S. (2013). *INTASS Teacher Appraisal Rubric*. Bloomington, IN: Center on Education and Lifelong Learning.

Teaching Experience

- A515: Educational Leadership: Teacher Development and Evaluation, Summer 2014, IUPUI
A735: Unified Systems, Indiana University Bloomington, Summer 2014
A735: Unified Systems, Guest Lecturer: Indiana University Bloomington. Summer, 2012, 2013

Selected Presentations

- "School Discipline" Panel: Summit on Equitable School Discipline and Decriminalization of Children*. Children's Policy and Law Initiative of Indiana. October, 2014
- "Districts, IHE's, Education Service Agencies Partnering to Ensure Equitable Distribution of Effective Educators"*. Equity Leaders Institute: Ensuring Civil Rights in Education Through Cross-Agency Partnerships. Indianapolis, IN: Fall, 2014.
- "School to Success vs. School to Prison Pipeline"*. Panel presentation. Great Lakes Equity Center Annual Region 5 State Equity Leaders Summit, Indianapolis, IN. April, 2014.
- "Operationalizing High Expectations Through Teacher Appraisals: A New Era in School Reform and the Pursuit of Equal Opportunity"*. Keynote, Indiana's First Annual Teacher Appraisal Conference, Indianapolis, IN. April 2013

“Student Achievement and Teacher Appraisal: Using Data to Compare Changes in Teacher Ratings and in Student Achievement. National School Board Association Annual Conference, Boston, MA. April 2012.

“Putting Students First: A Presentation on the Use of Professional Appraisal to Improve Student Achievement”. Triple I Conference, Chicago, IL November 2012.

“Evanston’s Teacher Evaluation System”. Panel presentation. **The 45th Annual Education Leadership Summer Conference**, Indiana University School Administrators Association and Regional Educational Laboratory Midwest. Bloomington, IN. June 2011.

“Linking Student Achievement and Teacher Appraisal: Lessons Learned from Implementation”. French Lick, IN., Indianapolis, IN., Kokomo, IN. June, 2010.

“District 65 Professional Appraisal”. Consortium for Educational Change, Chicago, IL. July 2010

“District 65 Professional Appraisal” Minority Student Achievement Network Conference, Madison, WI. August, 2010.

“Educating Each Student to Success “. Triple I Conference, Chicago, IL November 2010. *“Professional Appraisals”.* National School Board Association Annual Conference, San Francisco, CA. April 9, 2009

Selected Professional Offices/Boards

Chairman of the Board of Directors - Tarrant County Hospital, Fort Worth, TX
President, Tarrant County Health Development Corporation (TCHD), Fort Worth, TX
Chairman, Metro-west Health Maintenance Organization
Member, Texas Commission for a Representative Student Body, Texas Higher Education Coalition
(created after the 5th U.S. Circuit Court of Appeals ruled in 1996 that the affirmative action programs of the University of Texas Law School were unconstitutional).
Vice President, Sickle Cell Anemia Association of Tarrant County, Fort Worth, TX
Fort Worth City Personnel Commission
Phi Delta Kappa, University of Texas Chapter
Fort Worth Tarrant County Black Adoption Council, Fort Worth, TX
Board of Directors, LifeGift Organ Donation Center, Houston, TX
Board of Directors, Big Brothers/Big Sisters, Inc., Fort Worth, TX
Board of Directors, Arts Council of Fort Worth and Tarrant County, Fort Worth, TX
Board of Directors, Fort Worth Museum of Natural Science History, Fort Worth, TX
Board of Directors, Fort Worth Chamber of Commerce, Fort Worth, TX
Fort Worth Tarrant County United Negro College Fund Committee, Fort Worth, TX
Board of Directors, Evanston Northwestern Healthcare, Evanston, IL
Board of Directors, Evanston McGaw YMCA, Evanston, IL
Founding Member and Vice President of Minority Student Achievement National Network, Madison, WI
Co-Chairman, INTASS Leadership Cadre, Bloomington, IN

