



CHARLOTTE BACHAND
Executive Consultant | TransCend⁴

PROFILE

My experience as a classroom teacher, school counselor, campus principal, and director of curriculum kept me focused on what's most important: **Supporting students.** Those years laid the foundation in helping me support school leaders and creating outstanding schools and districts.

In my career, I developed expertise around Curriculum Auditing, Planning and Development to help ensure all students experience a quality education grounded in research based best practices. I developed literacy programs that engaged all stakeholders so students could achieve excellence along with instructional coaching that was research based and helped educators meet the needs of their students.

Today, I use my years of experience working at all levels of a district to help our clients excel.

The best part of my job is helping school districts and school leaders become exceptional in their core business of serving students and their communities.

When school leaders are intentional about setting goals focused on what is best for students, amazing things begin to happen. I know that the work I do in supporting this process makes a difference to each student.

Today's world is filled with profound and overwhelming change. Now more than ever our communities must come together to collaborate and communicate on behalf of students. Our willingness to courageously confront the challenges that face us require both a creative and critical eye. When we do this, our children are the benefactors of our hard work.

Let's get to work.

The TransCend⁴ team offers you:

1. A commitment to **COLLABORATION.**
2. Open and honest **COMMUNICATION.**
3. Dedication to **CRITICAL THINKING** about the challenges and goals of your organization.
4. A process that makes room for **CREATIVITY** to find novel and innovative solutions.

TRANS^CEND⁴

Collaboration | Communication | Critical Thinking | Creativity

CHARLOTTE BACHAND

Positivity, Input, Communication, Responsibility, Arranger
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SPECIALIZATION

Collaborative Visioning: Equip your district to clarify your vision, speak with one voice and travel in the same direction in pursuit of where the community wants to be. The end result is a statement of your district's guiding strategy on what it intends to accomplish and the key initiatives for achieving it.

Bond Committee Facilitation: Complete meeting planning and facilitation, priority scheduling, customized committee work to meet district and community needs, consensus achieving process, time-efficient meetings and logistics, conflict management, and coordination with internal and external professionals and experts.

EDUCATION/CERTIFICATIONS

MS Education, University of Houston, Clear Lake, 2003

BA English, University of Texas, Arlington, 1993

Certifications:

Superintendent, Principal, Counselor, Teacher (English, Reading)

EXPERIENCE SNAPSHOT

Executive Consultant, TransCend⁴, October 2019-Present
Collaborative Visioning, Strategic and District Planning, Bond Committee Facilitation.

Director of Curriculum Alvin ISD, 2016-2020
Develop and manage district curriculum, develop and present professional learning, budget management.

Principal Manvel High School, Alvin ISD, 2013-2016
Curriculum Leader, Budget Manager, Plan and implement all Professional Learning.

Associate Principal Manvel High School, Alvin ISD, 2010-2013
Curriculum leader for campus, Master Schedule, Program Development and Evaluation.

Assistant Principal Manvel High School, Alvin ISD, 2009-2010
Student management, PDAS evaluator, Department Management.

Counselor Harby JH and Manvel HS, Alvin ISD, 2002-2009
Master Schedule, Academic and Individual Counseling.

Teacher Cedar Hill ISD, Deer Park ISD, 2002-2009
Classroom teacher for junior high students in areas of English, Reading, Journalism.

"Charlotte brings a great depth of school district and campus leadership to the table. I worked with her for several years and quickly learned that she is a leader I can trust. Her sound judgment for "doing the right thing" has led her teams through a multitude of challenges. She is able to understand the dynamics of campus leadership and the impact of district leadership on the capacity for all to excel. Charlotte leads with empathy and simply has a gift for bringing people together." **Fred Brent**, Superintendent, Georgetown ISD

"Having been in school leadership for over 20 years, I can honestly say Charlotte is one of the best, most influential leaders that I have ever had the pleasure of working with. Her dedication, commitment, and passion toward education and students is unparalleled. Her experience provides her with a unique perspective to serve those who she leads. Great asset to any school district or community!" **Darrell Alexander**, Executive Director of Human Resources, Alief ISD

"Charlotte is one of the most trusted leaders I had the pleasure of working with. Beyond her personal giftedness in areas ranging from her interpersonal skills to her deep knowledge of curriculum and Texas Educational Code, she knows how to build teams and get results. She led the development of our district's comprehensive literacy plan by initiating and driving the two year long project. We aligned goals and definitions vertically and horizontally, branded and created accountability systems and balanced and included a wide range of voices and input, all under the guidance of Charlotte." **Glen Russell**, Ed.D., ELA Coordinator, Alvin ISD

"Charlotte expertly led our district through the long range planning process with deliberate questioning, intentional conversations, and encouragement for dialogue and idea generation. I am very pleased with the new strategic plan and confident it will successfully guide our team's actions and result in even greater achievements in the areas of academic achievement, financial responsibility, retention of high quality staff, and general future preparedness." **Dr. David Hicks**, Former Superintendent, Sherman ISD

HIGHLIGHTS

ASCD Instructional Coaching
TASA Instructional Coaching
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TCTELA *Developing a District Literacy Plan* National Literacy Conference
Developing a District Literacy



ABOUT TransCend⁴

RELIABLE EDUCATION FOCUSED CONSULTANTS

Are you looking for consultants with deep expertise in educational consulting to elevate your organization or district? We help you solve the challenges that get in the way of achievement and help your school, district or company reach its fullest potential.

TRUSTED PARTNERS

With our diligent approach to innovation with a collaborative lens - we make valuable improvements and embrace what you're doing well. As we explore, the path to success isn't always about fixing problems, it's also about celebrating wins along the way and adapting processes to your individual culture.

AUDIT, DESIGN, DEVELOPMENT, IMPLEMENTATION SPECIALISTS

We lead school districts, administrators, and other groups into the next generation of education and development of human creativity and learning. Our values are rooted in innovation as we specialize in frameworks that foster idea generation to arrive at what's best for students. Data is fundamental in all that we do. Our team of experts has more than 100 years of experience combined. With experience ranging from the classroom to the board room, there is no project too big or too small.

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