

**ANN MARGARET DELEHANT**  
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**PROFESSIONAL EXPERIENCE:**

**Consultant**

**6/76 - Present**

***Facilitator, Coach, Researcher and Advisor for Special Projects***

- Coach and support superintendents, administrators, teachers, district and school-based leadership team members and community stakeholders on topics related to collaborative work, professional learning, leadership, restructuring/reform, teacher evaluation, turn-around schools, accountability, data, and change.
- Design and facilitate deep listening audits and reviews of district/school programs and professional learning plans. Provide important feedback to leaders who want to improve practice. Conduct interviews and focus groups with key stakeholders, gather evidence, identify emerging themes and prepare reports identifying strengths/successes and challenges/opportunities.
- Facilitate team work and present skill-building seminars on topics including: leadership, coaching, professional learning, collaborative work, strategic planning, facilitation skills, problem solving and resistance, conflict resolution, developing success indicators, change, and data-driven decision making.
- Design plans and write grants to support innovative educational programs.
- Serve as a facilitator/consultant assisting teams as they develop strategic/action plans, solve problems, resolve conflicts and make collaborative decisions.
- Prepare evaluation/documentation reports, professional learning materials, manuals and other materials for professional associations, regional networks and educational groups.
- Serve as an educational consultant for The Dolan Group, a labor and management-consulting firm.
- Represent Learning Forward (formerly the National Staff Development Council) as one of the small group of "Senior Consultants" who respond to requests for the design, implementation, delivery and evaluation of excellent professional learning programs.
- Serve as a consultant with the Consortium for Educational Change (CEC), an organization that builds collaborative structures, processes and cultures with and among key educational stakeholders, including labor and management, to transform educational systems to continuously improve learning and achievement for all students.
- Serve as a faculty member of the University of Pennsylvania Center for Educational Leadership program focused on Distributed Leadership.

**Director of Staff Development**

**6/86 -2/92**

***Rochester City School District, Rochester, New York***

- Managed Office of Staff Development for a large, urban district with over 5,000 staff members; developed mission and annual goals and designed master plan outlining the direction for a comprehensive staff development program.
- Monitored local budgets ranging from \$250,000 - \$400,000 and state budgets ranging from \$3,500 to \$1.5 million.
- Supervised and coached staff including program coordinators, program evaluators, trainers and support staff.
- Planned and delivered orientation program for all new staff.
- Developed programs for cadre of in-district trainers on topics including cooperative learning, team effectiveness and presentation skills.
- Served as District contact person with the New York State Education Department for programs such as the Mentor Teacher-Internship Program, LEAD (Leadership in Educational Administration) Grant, and Fund for Innovation Grants.
- Co-managed the "continuous learning" goal as part of the Eastman Kodak Company's 21st Century Learning Challenge with a Kodak partner.
- Hosted "District Report," a weekly cable news show to inform parents and community members about District projects and initiatives.

**Curriculum Coordinator**

7/85 - 8/86

*Rochester City School District, Rochester, New York**Business Magnet School at Franklin (Grades 9-12)*

- Coordinated recruitment, public relations, special events and community linkages for a small, business-oriented magnet school program (grades 9-12).
- Participated in program reviews and facilitated the assessment, evaluation, and design of program improvements.
- Provided support to students and staff, and managed daily operations for a “school-within-a-school.”
- Served as a school-wide facilitator for “Project Redesign,” a school-based school improvement project that examined the curriculum, school environment, administration, building utilization, and public relations of a large, urban high school.

**Grants Analyst**

9/82 - 7/85

*Rochester City School District, Rochester, New York**Department of Project Management and Grants*

- Wrote and provided technical assistance for over fifty state, federal, foundation and corporate grant applications.
- Participated in the development of a nationwide network of educational agencies and served as an advocate for education funding for urban schools.
- Prepared and disseminated weekly multi-media legislative updates designed to inform District personnel and community of local, state and federal education issues.

**Resource Specialist**

9/80- 9/82

*Rochester City School District, Rochester, New York**Project CUBE (Cooperation: Universities, Business, Education)*

- Served as liaison between Rochester schools and its community by establishing countywide contacts with business/industry, agency and higher education representatives.
- Developed, coordinated and delivered training programs for teaching and non- teaching personnel.

**Guidance Counselor**

9/78 - 6/80

*East Irondequoit and East Rochester School Districts, Rochester, New York*

- Provided counseling services to help students establish and implement short and long-term goals.
- Wrote and implemented a K-12 career education program which incorporated the development of problem solving, decision-making and values clarifying skills.

**Instructor/Teacher**

6/75 - Present

- Develop and deliver training programs for seminars and conferences (Topics include: Leadership, Collaborative Work, Teacher Evaluation and Development, Systems Change, Professional Learning, Facilitation Skills, Coaching, Conflict Resolution and many others).
- Taught adult students “Interpersonal Communication,” “Effective Writing,” “Public Speaking,” “Group Communication” and “Career Development “ as an adjunct instructor for Cornell University Labor Management Program, SUNY Brockport and Monroe Community College.
- Researched and designed curricula, selected materials and taught “Public Speaking,” “Speech Composition,” and “Interpersonal Communication,” and “Small Group Dynamics” at Miami University as a full-time instructor.
- Taught performing arts (communication skills, media, and improvisation) to elementary school students in the Rochester City School District.

**EDUCATION:**

- University of Rochester (Rochester, New York)
  - Doctoral Studies in Adult Learning, Part-time, 1989-92
- Corporate Training
  - *Quality Enhancement Seminar* with E. Deming; *Leadership Through Quality*, Xerox Corporation; *Performance Management*, Kodak Corporation
- State University of New York at Brockport (Brockport, New York)
  - Certificate of Advanced Study (CAS) in Educational Administration, May 1984
  - Permanent New York State School and District Administrator Certificates (SAS, SDA)
- Canisius College (Buffalo, New York)
  - Master of Science in Counseling, May 1980
  - Permanent New York State Counselor Education Certificate
- Arizona State University (Tempe, Arizona)
  - Master of Arts in Communication, August 1975
  - Teaching Assistantship in the Department of Communication
- Carlow College (Pittsburgh, Pennsylvania)
  - Bachelor of Arts in Speech Communication and Education, May 1974
  - Permanent New York State Teaching Certificate (K-12)

**PUBLICATIONS:**

- Brown Easton, Lois (editor). *Powerful Designs for Professional Learning*. Wrote "Introduction: Systems" (Chapter 2 for 3<sup>rd</sup> edition). 2015.
- Delehant, Ann. *Making Meetings Work*. Corwin/National Staff Development Council, 2006.
- Hirsh, Stephanie, Ann Delehant and Sherry Sparks. *Keys to Successful Meetings*. Manual developed for the National Staff Development Council. 1994.
- Killion, Joellen and Ann Delehant. "*Facilitator Fun Kit*," product developed for the National Staff Development Council, 1991.
- Delehant, Ann. "A Central Office View: Charting a Course When Pulled in All Directions," The School Administrator, September 1990.

**PROFESSIONAL ASSOCIATIONS:**

- Learning Forward, Senior Consultant
- National Staff Development Council (Member, Board of Trustees, 1989-1992, Received Distinguished Service Award, 1996)
- New York State Staff Development Council (Founding Member, First Vice-President and First Annual Conference Chairperson)
- American Association of School Administrators (Consultant and Presenter)
- Association for Supervision and Curriculum Development (Presenter and Member)

**REFERENCES**

- Available upon request.