

EDUCATION

Ed.D. *Organization and Leadership*, University of San Francisco, San Francisco, CA, 1986.

M.A. *Education: Educational Administration with Emphasis in Development, Dissemination and Evaluation of Curriculum*, San Francisco State University, San Francisco, CA, 1973.

B.A. *Psychology*, Holy Names College, Oakland, CA, 1969.

ADDITIONAL PROFESSIONAL TRAINING

Leadership For Racial Equity, West Contra Cost Unified School District, Richmond, CA, 2001-2003

Focus on Results, West Contra Costa Unified School District, Richmond, CA, 2001

Leadership Fellows' Program, Advocacy Institute, Washington, DC, 2000.

Curriculum and Instructional Leaders' Academy, Association of California Administrators, Burlingame, CA, 1998.

Superintendents Prepared, The McKenzie Group, Inc., Institute for Educational Leadership, Joint Center for Political and Economic Studies, Washington, DC, 1995.

Leadership Development, Center for Creative Leadership, Greensboro, NC, 1994.

Bringing Total Quality Management to Education, Association of California School Administrators, Foundation for Educational Administration, Sacramento, CA, 1992.

Building Top Management, California School Leadership Academy, 1992.

The Fiscal Policy Team: Focusing Effective Financial Management to Achieve Educational Improvement, California School Leadership Academy, 1990.

Superintendent Academy, Association of California School Administrators, Burlingame, CA, 1988.

School Business Administration Certificate Program, California State University, Hayward, CA, 1981.

PROFESSIONAL HISTORY AND ACCOMPLISHMENTS

Associates, November, 2014-present

Hunter and Associates Executive Search Firm

- Provide assistance to School Districts in the recruiting and hiring of senior executives

Senior Associate, National School Reform, August 13, 2007- 2009

Community Training and Assistance Center (CTAC), Boston, Mass.

- Provide technical assistance to school districts in improving student achievement
- Assist in implementation of specific projects in school communities
- Strategize on relevant topics and conduct research

Superintendent, interim, August 4, 2008- December 1, 2008

JOHN SWETT UNIFIED SCHOOL DISTRICT (1700 students) Rodeo, CA

- Provided leadership as chief executive officer
- Successfully passed a school bond

Associate Superintendent, July 1, 2006 –August 28, 2006(retired)

WEST CONTRA COSTA UNIFIED SCHOOL DISTRICT (32,000 students) Richmond, CA

Cynthia Marie Le Blanc

- Provided Leadership in the final draft of the strategic plan objectives, indicators and measures.
- Assisted in the development of school based health center proposals.
- Supported the Human Resources Department.
- Worked directly with the Superintendent on Special Projects.

Superintendent, Interim, 8/2005- June 30, 2006

WEST CONTRA COSTA UNIFIED SCHOOL DISTRICT (32,000 students) Richmond, CA

- Provided leadership as the Chief Executive Officer.
- Worked with the Board of Education to achieve district goals and priorities.
- Actively engaged in the community to build trust among citizens regarding our schools.
- Lead the cabinet in accomplishment of initiatives, such as district-wide assessments, community engagement processes, district-wide safety committee, re-design of English Learner Master Plan and budget development.

Chief Academic Officer, 7/2002- 8/2005

WEST CONTRA COSTA UNIFIED SCHOOL DISTRICT (32,000 students, grades pre-k-12) Richmond, CA

- Provided leadership in all academic affairs of the District and Human Resources.
- Supervised all instructional departments including After School Programs and Academic Interventions.
- Collaborated with Regional Superintendents and other District departments in District-wide planning and policy implementation.
- Reorganized division to provide more direct support to school sites.
- Served as the District representative regarding academic affairs in all external meetings.
- Ensured District compliance in monitoring, assessment and reporting for all academic programs.
- Oversaw the allocation of resources including materials, funds and staff to assure their appropriate use for student achievement.
- Served in the absence of the Superintendent.

Regional Superintendent, 11/2001-7/2002

WEST CONTRA COSTA UNIFIED SCHOOL DISTRICT (32,000 students, grades prek-12) Richmond, CA

- Directly supervised pre-k -12 schools working with Principals, students, community and staff to increase student achievement.
- Provided focused leadership on the Board goals and strategic priorities.
- Handled staff, parent and community complaints, including navigating the removal of a Principal
- Evaluated Principals

Deputy Superintendent, 3/2001-11/2001

HAYWARD UNIFIED SCHOOL DISTRICT (24,000 students, grades pre-k-12; 22,000 adult students), Hayward, CA

- Chaired senior management team in updating and revising board policies and administrative regulations.
- Provide direct support to school sites in improving student achievement.
- Served as the operational leader for the 33 schools, English language center and children's center.

Superintendent, Interim, 6/2000-2/2001

HAYWARD UNIFIED SCHOOL DISTRICT (24,000 students, grades prek-12) Hayward, CA

- Served as the Chief Instructional Leader and Operating Officer for the HUSD.
- Served as ambassador for the district by meeting with key business leaders and city, state and national officials.
- Led the development of a district wide plan to improve student achievement.
- Developed initial action plan to guide accomplishment of Board goals.
- Refocused district activities on Board's four goal areas by providing clear, concise objectives to be addressed by all sites.
- Completed Board priority areas identified during time of transition.
- Convened district wide staff members to motivate them and provide a common focus for the school year.
- Initiated coaching program to work with the principals of targeted under performing schools.
- Opened lines of communication with the Spanish-speaking community through home visits.

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- Developed renewed focus on youth development through the establishment of a youth employment exchange on district web site and creation of district wide student council.
- Worked collaboratively with all unions.

Deputy Superintendent, 7/99-6/2000

HAYWARD UNIFIED SCHOOL DISTRICT

- Served as the operational leader for the 33 schools, English language center and children's center.
- Supervised the Assistant Superintendents of business services, personnel services and educational services.
- Represented the Superintendent at various meetings and functions in the district and community.
- Provided leadership in the redesign of the *Blue Print* process which focuses school sites on literacy and the implementation of the District's Strategic Goals.
- Designed a senior administrators' evaluation system.

Associate Superintendent, Youth Development and Support Services, 9/97-6/99

SAN FRANCISCO UNIFIED SCHOOL DISTRICT (63,000 students, grades Pre-K-12), San Francisco, CA

- Led an interdisciplinary team in the implementation of the Coordinated Services Action Plan for elementary schools, which was designed to assist in school improvement.
- Coordinated the implementation of School Assistance Programs for six comprehensive high schools.
- Supervised Departments of Comprehensive School Health Program and Pupil Services.
- Coordinated and implemented 21st Century Community Learning Centers involving four middle schools and community partners to provide after school, weekend and summer programs for students and families.
- Developed and coordinated a federal grant proposal funded at \$2.3 million for three years.
- Served as the District Section 504 Officer.

Associate Superintendent, Human Resources, 1993-8/97

SAN FRANCISCO UNIFIED SCHOOL DISTRICT

- Administered and directed all aspects of personnel functions for 8,000 employees.
- Initiated and coordinated new principal support program.
- Participated in the redesign of professional development for the district.
- Provided leadership in the development of a professional development program for administrators.
- Handled litigation including employee dismissals and EEO complaints.
- Established program of selecting teacher leaders to be prepared for principals' positions.
- Served as district liaison with colleges and universities regarding teacher and administrative preparation.
- Planned and administered budget of \$1.8 million.
- Prepared agenda for and attend closed session of Board of Trustees.
- Provided support to departments and sites regarding staffing and program needs.
- Worked effectively with employee unions' leadership to resolve issues and concerns.
- Provided guidance to site administrators in resolving employee concerns, including evaluations and discipline.
- Provided leadership for an aggressive recruitment program.
- Coordinated and assisted in the implementation of the evaluation process.
- Coordinated activities to meet the requirements of the consent decree.
- Reorganized personnel services including the implementation of technology in the department.
- Collaborated with other city departments and agencies.

Deputy Superintendent, 1990-1993

Assistant Superintendent/Personnel & Administration, 1987-1990

NOVATO UNIFIED SCHOOL DISTRICT (8,000 students, grades K-12), Novato, CA

- Served as acting superintendent during absence of superintendent.
- Assisted superintendent in the implementation of school board policies and directives.
- Directed and facilitated staff, parent and community committees to recommend a policy and establish a process for student transportation, cultural diversity and smoke-free facilities.
- Served as the board representative and chief spokesperson for certificate and classified negotiations.
- Supervised and evaluated staff including the directors of instruction, educational services, maintenance, special services, and public relations. Evaluated principals.

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- Established a climate of trust and respect that facilitated the development of nonadversarial bargaining.
- Negotiated a favorable employee benefits contract with provider.
- Prepared and presented board agenda item to Superintendent and Board of Trustees.
- Chaired Marin School Insurance Authority.

Chief, Personnel Services/Employer-employee Relations, 1986-1987

Director, Personnel, 1983-1986

NEWARK UNIFIED SCHOOL DISTRICT, (8,000 students, grades K-12), Newark, CA

- Provided administrative leadership for all matters relating to personnel management including benefits, compensation programs.
- Elevated the importance of classified employees through the establishment of an employer-employee relations committee to discuss and resolve employee concerns.
- Enhanced staff morale through the development and implementation of employee recognition programs.
- Trained managers in the administration of the negotiated agreement, evaluation and progressive discipline.
- Provided in-service opportunities for classified personnel.

Coordinator, Classified Personnel, 1982-1983

OAKLAND UNIFIED SCHOOL DISTRICT (50,000 students, grades K-12), Oakland, CA

- Facilitated and opened positive horizontal and vertical lines of communication.
- Streamlined the process for recruitment and selection of staff.
- Provided in-service opportunities for substitute employees.
- Administered eight bargaining agreements.
- Coordinated the process for the timely discipline of classified employees.

Interim Superintendent, 1982

Administrative Assistant to Superintendent, Personnel/Labor Relations, 1980-1982

Principal, Willow Oaks School, (650 students, grades K-8), 1977-1980

Vice Principal for Curriculum, Willow Oaks School, 1976-1977

RAVENSWOOD CITY SCHOOLS, (3,000 students, grades K-8), East Palo Alto, CA

- Served as chief executive officer.
- Provided leadership and direction during critical time for staff, students and community.
- Developed an administrative evaluation system.
- Coordinated the development of pupil expectations and special projects.
- Assisted and advised in the development of budgets.
- Worked with community-based organizations in the development of collaborative efforts for students.
- Involved industry, business and foundations in school district activities.
- Improved and expanded curriculum to address the needs of all students.
- Prepared reports with conclusions and recommendations for Superintendent and Board of Trustees.
- Managed and directed labor relations negotiations and pre-negotiation planning.
- Motivated and directed staff to provide optimal instructional opportunities and innovative curriculum ideas.
- Assisted in implementation of self-assessment plan to evaluate program.
- Mobilized community resources to benefit students.
- Improved curriculum offerings to provide students with courses needed to advance.
- Reorganized categorical funding program.

Classroom Teacher/Skills Specialist/Community School Teacher, 1970-1976

BERKELEY UNIFIED SCHOOL DISTRICT, (9,500 students, grades K-12), Berkeley, CA

- Provided multi-level instruction.
- Planned and implemented successful instructional programs for students that enabled them to achieve success.

PROFESSIONAL AFFILIATIONS

American Association of School Administrators
Association of California School Administrators
Phi Delta Kappa (Charter Member)

PROFESSIONAL ACTIVITIES

As instructor:

Association of California School Administrators, Personnel Academy, 1995-1999.

Urban Education: Leadership Institute, Personnel Administration, San Francisco State University, fall semester 1991 and spring semester 1993.

Personnel Administration, University of LaVerne, spring semester 1987.

As member:

Latino Education Summit Advisory Council, San Francisco Unified School District, 1999.

Advisory Committee Member, California State University, Hayward, University of San Francisco, University of LaVerne and San Francisco State University, 1987-1999.

Commission on Teacher Credentialing, Pupil Services Credential Program Review Panel, 1998-present.

Region V, Vice President for Committees, Association of California School Administrators, 1998.

Commission on Teacher Credentialing, Administrative Services Program Review Panel, 1996-1998.

Region IV State Employer-Employee Representative, Association of California School Administrators, 1990.

President and Officer, Marin Association of School Administrators, 1987-1993.

As presenter:

National Diversity Roundtable 2000, American Cancer Society, Chicago, IL, 2000.

Educational Leadership Seminar, Association of Chinese-American Administrators and Association of Chinese Teachers, San Francisco, CA, 1996.

Career Advancement into Curriculum Leadership Positions, California Association for Supervision and Curriculum Development (CASCD), San Mateo, CA, 1996.

California Leadership Institute, American Cancer Society, San Diego, CA, 1996.

Asian Pacific American Educational Symposium, California School Board Association, Los Angeles, CA, 1995.

Leadership for Cultural Diversity, The Leadership Academy and The Institute for Educational Leadership, Alameda, CA, 1994.

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Leadership Conference: Strategies and Structure for Ourselves, Our Schools, Our Students, United Educators of San Francisco, San Francisco, CA, 1993.

Advanced Curriculum for Human Resources Administrators, Association of California School Administrators, Annual Institute, Pomona, CA, 1993.

As moderator/facilitator:

Reaching the Mind and Heart – The Key to Success, San Francisco Unified School District Professional Development Conference, 1999.

Ownership, Responsibility and Accountability for Achievement, African American Community Education Partnership Summit, San Francisco, CA, 1997.

How to Implement the Improving American Schools Acts of 1994 (IASA), National Conference on Education, San Diego, CA, 1994.

As auditor:

Schromm & Associates, Human Resources Management, 1998-2001

PUBLICATION

The Impact of Collective Bargaining on the Perceived Role of the Public School Superintendent (dissertation), 1986.

CREDENTIALS

California Community College, Personnel and Instructor, Life
California Administrative Services, Clear
California Standard Supervision, Life
California Teaching, Life

HONORS AND AWARDS

Alumni Recognition Award, Holy Names University, 2011

Recipient, St. George National Award American Cancer Society, 2010

Recipient, Presentation Honors Award, Sisters of the Presentation, January 27, 2008

- National Selection Committee Member and Regional Chair, *Leadership for a Changing World* awards program, Ford Foundation, Advocacy Institute and New York University, 2001
- Special Guest Speaker, California Division Leadership Summit, American Cancer Society, 2000
- Ella Hill Hutch Leadership Award, Black Women Organized for Political Action, 2000
- Proclamation from Mayor Willie Brown in recognition of my service to students in San Francisco Unified School District, 1999

Cynthia Marie Le Blanc

- Certificate of Appreciation, Infusing Responsibility for Intellectual and Scholastic Excellence (IRISE), Saturday Learning Academy, 1998
- Recipient, Educational Achievement Award, National Sorority of Phi Delta Kappa, Inc., Beta Nu Chapter, 1997
- Honoree and Guest Speaker, Jones Memorial United Methodist Church, San Francisco, CA, Young Adults of Tomorrow, 1997
- Certificate of Appreciation, San Francisco Alliance of Black School Educators, 1997
- Recipient, Outstanding Educator in Administration Award, Education Alumni Society, University of San Francisco, 1994
- Recipient, Distinguished Alumni Award, Consortium of Hope for Inner-City Catholic Schools, 1987
- Recipient, Martin Luther King, Jr. Scholarship (for Distinguished Work and Leadership), California Teachers' Association

COMMUNITY SERVICE

Member, Governance Committee, St. Mary's Center, 2014-present
Director, Richmond Community Foundation, 2014-present
St. Martin de Porres School Board, 2013-present
Honorary Life Member, American Cancer Society, 2013
Immediate Past Chair, National Board, American Cancer Society, 2012
Chair, National Board, American Cancer Society, 2011
Chair elect, National Board, American Cancer Society, 2010
Secretary, National Board, American Cancer Society, 2009
Strategic Planning Leadership Team, St. Columba Church, 2009
Chair, Board Development Committee, National, American Cancer Society, 2008
Talent Strategy Advisory Committee, National, American Cancer Society, 2008
National Board Member, American Cancer Society, 2007-
Strategic Planning and Futuring Workgroup, National, American Cancer Society, 2007-2010
Board Member, California Division, American Cancer Society, 1994-2012
California Division Nominating Committee, American Cancer Society, 2002- 2009
Finance Committee Member, National, American Cancer Society, 2007-2008
Member, Nominating Committee, National, American Cancer Society, 2007-2008
International Affairs Advisory Committee, National, American Cancer Society, 2004-2008
Stakeholders Relation Committee, National, American Cancer Society, 2006-2009
Member, Prostate Cancer Advisory Committee, National, American Cancer Society, 2003-2005
Workgroup on National Chair of the Board term and National Assembly Agenda Advisory
Workgroup, American Cancer Society, 2006
Immediate Past Chair of the Board, California Division, American Cancer Society, 2005-2006
Chair of the Board, California Division, American Cancer Society, 2004- 2005
Member, Sub-Committee on Diversity, National, American Cancer Society, 2003-2005
Member, Diversity Communications Services Workgroup, National, American Cancer Society,
2000-2004
Ambassador, California Division, American Cancer Society, 2003-present
Chair, Board Development Committee, California Division, American Cancer Society, 2003-
2004
Chair and Member, Youth Workgroup 2003-present

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Chair, co-chair, member, African American Workgroup, 2003-2008
National Assembly Delegate, National Board, American Cancer Society, 2001-2010
Member, Finance Committee, St. Columba Church, 2005-2010
Member, Girls INC., Board of Directors, 2007- 2011
Secretary, California Division, American Cancer Society, 2001-2002
Member, Rotary International, Hayward, CA, 2000-2001
Member, The Martin C. Kauffman One Hundred Club, 2000-2001
Treasurer, California Division, American Cancer Society, 2000-2001
Chair, Finance Committee, California Division, American Cancer, Society, 2000-2001
Member, School Site Planning Committee, St. Columba Catholic Church, 2000-2003
Member, Black Women Organized for Political Action, 1999-present
Chair, Human Resources Committee, California Division, American Cancer Society, 1997-
1999
Member, Parish Council, St. Columba Catholic Church, 1996-1999
Member, San Francisco Unit Board, American Cancer Society, 1994-1999
Member, Board of Trustees, Presentation High School, San Jose
Chair, North/West Oakland Parochial School Planning Board
Member, Board of Directors, AIDS Project of the East Bay
Member, Personnel Committee, Black Adoption Research and Placement Center
President, Soroptomist International of Novato
Member and Officer, Soroptomist International of Novato

Biography – updated 1/22/19

A renowned educator, Cynthia LeBlanc, Ed.D served as a teacher, principal, central office administrator, and superintendent for 36 years in several California Bay Area public schools. She retired from the West Contra Costa Unified School District in 2006. Cynthia LeBlanc, Ed.D is a native Californian and a resident of Richmond for over twenty-five years. After receiving a Bachelor Degree in Psychology from Holy Names College, she received a Master's Degree in Education from San Francisco State and a Doctorate Degree in Education, with a focus on Organization and Leadership, from the University of San Francisco.

Cynthia LeBlanc, Ed. D is currently President of the Oncology Nurses Society (ONS) Foundation Board and Vice President of the Richmond Community Foundation Board. In addition, she has been a volunteer for the [American Cancer Society](#) for over 30 years and has served in various capacities at the local, state and national levels. From 2011-2012, Cynthia LeBlanc, Ed. D was the chair of the National Governing Board of the American Cancer Society, becoming the first African American woman to serve in this position. She has also served on several other Boards including: [Girls Inc.](#), West Contra Costa County, [AIDS Project of the East Bay](#), [Presentation High School](#), and more.

Cynthia LeBlanc, Ed. D is active in her Church community where she serves as a Proclaimer, member of the Health Cabinet and Strategic Planning Committee. She is also a member of [Alpha Kappa Alpha Sorority, Inc.](#), [Association of California School Administrators](#), and [Black Women Organized for Political Action](#).

Cynthia LeBlanc, Ed. D has received numerous awards and commendations for her leadership and community involvement.