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# La Sandra M. Young

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8470 Meadow Vale Drive • Memphis, Tennessee 38125  
PHONE (901) 351-2977 • E-MAIL: *lmyoungagency@gmail.com*

Looking for the opportunity to provide insurance coverage for all risk that is required for the filming entertainment industry.

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## HIGHLIGHTS OF QUALIFICATIONS

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- Opened an insurance agency in less than one year.
  - Achieved or exceeded target insurance sales quota of \$20,000/month consistently, surpassing 95% of co-workers.
  - Sold a variety of insurance products to businesses and individuals, achieving a 25% success rate in selling extra coverage.
  - Maintained accurate up-to-date files of 400 clients' details, risk, exposure and premium information.
  - Founded and President of the BNI Virtual Partners Chapter
  - Transformed the climate of Whitney Achievement Elementary School by increasing the collaboration with family and community resources to create extended learning opportunities for all children.
  - Decreased school suspensions and increased student attendance with the implementation of the School-wide Incentive Program.
  - Lead staff in a School Climate and Culture Professional Development to improve the school culture.
  - Implemented Popservations to improve quality teacher instruction and student achievement.
  - Implemented a school-wide data plan.
  - Implemented the science, language arts, and math Pacing Guide for grades 6-8.
  - Created a Backwards Design Lesson Plan Design for effective instructional planning.
  - Matriculated to the Aspiring Principal Program 2013-2014
  - Completed the Emerging Leaders Program 2012-2013
  - Demonstrated extensive practical and theoretical knowledge in curriculum alignment, effective discipline, and collaboration.
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## PROFESSIONAL EXPERIENCE

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LaSandra M. Young Agency, LLC

Memphis, Tennessee

Position: Independent Insurance Broker

Insurance 2019-present

- **Job Description:** Provides service to clients' changing insurance needs by selling homeowners, auto, renter, commercial, life, and health insurance; establishes productive working relationships with clients, compiles lists of prospects; determines clients' particular needs and financial situations by scheduling fact-finding appointments and determining the extent of present coverage and investments; ascertains clients' long-term goals; develops a coordinated protection plan by calculating and quoting rates for immediate coverage action and long-term strategy implementation; planning future follow-ups, and evaluations of needs; updates job knowledge by participating in educational opportunities, maintaining personal networks, and participating in professional organizations; enhances insurance agency reputation by accepting ownership for accomplishing new and different requests and exploring opportunities to add value to job accomplishments.

**Highlight:** Opened an Allstate agency in seven months.

Allstate, Marcus T. Turner & Associates

Memphis, Tennessee

Position: Licensed Sales Producer/Agent in Training

Allstate 2018-2019

**Job Description:** Work individually and focus on providing insurance and financial products to help customers protect their homes, cars, lives and retirement incomes.

**Highlight:** Received referrals from satisfied customers.

ACHIEVEMENT SCHOOL DISTRICT

Memphis, Tennessee

Position: Principal

Whitney Achievement Elementary School 2017-2018

**Job Description:** Supervised the daily operations of PreK-5 grade elementary school with 260 students, evaluated staff members and created professional development opportunities for teachers, supervised and facilitated Data Team Meetings on summative and formative assessments, facilitated Professional Development with staff and district employees, conducted formal and informal observations with conferences, monitored RTI2, monitored iReady implementation, analyzed and disaggregated data for interventions to increase student achievement, assisted and maintained a shared accountability for instructional decisions targeting instruction and achievement, established a system for monitoring student work for rigor and curriculum alignment, provided curriculum resources to improve teacher instructional practices, coordinated a system of daily formative assessment practices and interim assessments, including assessment design, revision, tracking, and analysis, facilitated data-driven instructional planning through regular meetings and professional development sessions, created personalized professional development plans for teachers,

modeled lessons as appropriate, conferenced with teachers on planning, classroom, and student data, videotaped teachers and facilitated opportunities for peer observations and feedback, supported teachers in lesson annotations and lesson planning, provided feedback on lesson annotations and lesson plans, provided structures for collaborative planning in all subject areas, including opportunities for vertical and horizontal planning with teachers to ensure instructional alignment and consistency, ensured alignment of internal assessment practices with state assessments, communicated and collaborated with parents daily to resolve problems and develop partnerships to address student needs, implemented various programs to foster a positive school climate by creating a student enrichment program, parent workshops, and a variety of student activity programs, implemented New Teacher Academy for novice teachers, collaborated with local business and faith based as to address specific areas of needs, utilized achievement, attendance, and behavior data to make decisions about curriculum offerings and resource allocation, worked with the Special Education Department to ensure exceptional students received the most appropriate education possible, maintained shared accountability of the implementation of Eureka Math and Expeditionary Learning with fidelity, and maintained shared accountability for implementation, fidelity, and quality of intervention outcomes.

**Highlight:** Increased parental and community involvement by 50% from the previous year.

#### **ACHIEVEMENT SCHOOL DISTRICT**

**Memphis, Tennessee**

**Position:** Assistant Principal of Instruction

#### **Westside Achievement Middle School 2016-2017**

**Job Description:** Evaluated staff members and created professional development opportunities for teachers, supervised and facilitated Data Team Meetings on summative and formative assessments, facilitated Professional Development with staff and district employees, conducted formal and informal observations with conferences, monitored RTI<sup>2</sup>, facilitated all district level testing as building testing coordinator, facilitated and monitored iReady implementation, analyzed and disaggregated data for interventions to increase student achievement, assisted and maintained a shared accountability for instructional decisions targeting instruction and achievement, established a system for monitoring student work for rigor and curriculum alignment, provided curriculum resources to improve teacher instructional practices, coordinated a system of daily formative assessment practices and interim assessments, including assessment design, revision, tracking, and analysis, facilitated data-driven instructional planning through regular meetings and professional development sessions, created personalized professional development plans for teachers, modeled lessons as appropriate, conferenced with teachers on planning, classroom, and student data, videotaped teachers and facilitated opportunities for peer observations and feedback, supported teachers in unit and lesson planning, provided feedback on unit and lesson plans, provided structures for collaborative planning in all subject areas, including opportunities for vertical and horizontal planning with teachers to ensure instructional alignment and consistency, ensured alignment of internal assessment practices with state assessments, taught sections of classes as appropriate, taught intervention groups as appropriate, substituted as needed, participated in all duties and responsibilities as appropriate for the school's staff and as a member of the school's leadership team, maintained shared accountability for implementation, fidelity, and quality of intervention outcomes.

**Highlight:** Fifty percent of WAMS students are on track to growing 1.5 grade levels on the MAP assessment.

#### **SHELBY COUNTY SCHOOLS**

**Memphis, Tennessee**

**Position:** Professional Learning Communities Coach

#### **Highland Oaks Middle School 2015-2016**

**Job Description:** Evaluated staff members and created professional development opportunities for teachers, communicated and collaborated with community leaders and businesses to develop partnerships, facilitated registration, supervised and facilitated PLCs, coordinated Title I budget, facilitated Professional Development with staff, chaired various programs to foster a positive school climate and family involvement, developed and implemented School Improvement Plan, conducted displaced student training, conducted formal and informal observations with conferences, monitored RTI<sup>2</sup>, conducted Title I equipment inventory, analyzed and disaggregated data for interventions to increase student achievement, assisted Principal with daily expectations, assisted and maintained a shared accountability for instructional decisions targeting instruction and achievement, established a system for monitoring student work for rigor and curriculum alignment, provided curriculum resources to improve teacher instructional practices, and maintained shared accountability for implementation, fidelity, and quality of intervention outcomes.

**Highlight:** Collaborated with the two community partners to become adopters for Highland Oaks Middle.

#### **SHELBY COUNTY SCHOOLS**

**Memphis, Tennessee**

**Position:** Assistant Principal

#### **Riverview School 2014-2015**

**Job Description:** Evaluated staff members and created professional development opportunities for teachers, communicated and collaborated with parents daily to resolve problems and develop partnerships to address student needs, assisted the daily operations of a K-8 school with 350 students, facilitated registration, supervised PLCs, supervised Instructional Facilitator and Professional Learning Coach, worked closely with the Special Education Department to ensure exceptional students received the most appropriate education possible, collaborated extensively with and supervised guidance personnel to complete a multitude of tasks to address student needs and complete district mandated tasks, including testing, s-team interventions and crisis interventions, facilitated Professional Development with staff, chaired various programs to foster a positive school climate and family involvement, created the lesson plan design to facilitate the Backward Design Model, analyzed and disaggregated data for interventions to increase student achievement, implemented Common Assessments probes for grades 3-8, assisted Principal with daily expectations to run a successful iZone school, assisted and maintained a shared accountability for instructional decisions targeting instruction and achievement, established a system for monitoring student work for rigor and curriculum alignment, provided curriculum resources to improve teacher instructional practices, developed and monitored a school-wide data plan, maintained shared accountability for implementation, fidelity, and quality of intervention outcomes, collaborated with Leadership Team on daily operations, facilitated Leadership Institute 2015, and participated as a Master Rater Group.

**Highlight:** Collaborated with the community, parents, and school to bring awareness to ALS and Breast Cancer.

#### **SHELBY COUNTY SCHOOLS**

**Memphis, Tennessee**

#### **Treadwell Middle School 2013-2014**

**Position:** New Leader Resident Principal

**Job Description:** Evaluated staff members and created professional development opportunities for teachers, communicated and collaborated with parents daily to resolve problems and develop partnerships to address student needs, assisted the daily operations of a 6-8 middle school with 400 students, assisted with registration, supervised Science Department and 7<sup>th</sup> grade team with instruction, supervised 7<sup>th</sup> grade team with discipline, worked closely with the Special Education Department to ensure exceptional students received the most appropriate education possible, collaborated extensively with and supervised guidance personnel to complete a multitude of tasks to address student needs and complete district mandated tasks, including testing, s-team interventions and crisis interventions, facilitated Professional Development with staff, assisted various programs to foster a positive school climate, created the lesson design for the Intervention and Enrichment Program for the Science Department, analyzed and disaggregated science data for interventions to increase student achievement, and collaborated with Leadership Team on daily operations.

**Highlight:** Mentored and coached novice teacher which improved TEM performance.

## MEMPHIS CITY SCHOOLS

Craigmont Middle School 2012-2013

Memphis, Tennessee

**Positions:** Emerging Leaders Program, 7<sup>th</sup> grade Science Instructor, 7<sup>th</sup> grade Team Leader, Science Department Chair, TEM Training Sessions, SACS and SIP Team, and Middle School Mentor.

**Job Description:** Provided curriculum in a meaningful manner; planned and delivered instruction; maintained/supported a classroom environment that is conducive to learning; assessed and documented progress of students; analyzed and aggregated student data; mentored first-year teachers; interacted with administrators, faculty, parents and students; and maintained professional competency.

**Highlight:** Increased science proficiency school wide from 35% to 52%.

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## CERTIFICATIONS AND SKILLS

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- Beginner Administrator License, Pre K – 12th
- Professional License, Elementary Education K-8
- Properties & Casualty and Life & Health Insurance License

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## EDUCATION

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### Doctorate of Higher Education (Ed. D.) December 2016

Delta State University •Cleveland, Mississippi

Emphasis: Professional Studies

*Mississippi Certification in Higher Education*

### Master in Administration and Supervision and Educational Specialist (M.A.) 2005

Freed-Hardeman University •Henderson, Tennessee

Emphasis: Administration and Supervision

*Tennessee Certification in Administration and Supervision*

### Master of Science in Curriculum and Instruction (M.A.) 1999

Mississippi State University • Starkville, Mississippi

Emphasis: Curriculum and Instruction

### Bachelor of Science in Elementary Education (B.A.) 1996

Mississippi State University • Starkville, Mississippi

Emphasis: Elementary Education (K-8)

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## HONORS AND AWARDS

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- Nominated First Year Teacher Award
- Mississippi State University President's Scholar Award
- 2004-2005 MUSIP Science Award
- Kirby Middle School Most Dedicated Teacher Award
- Teacher of the Month 2009 and 2010 at Kirby Middle School

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## PROFESSIONAL MEMBERSHIPS

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- National Science Teacher Association
- American Association of School Administrators

- National, Tennessee, and Memphis Education Association
- Mississippi State University Alumni Association
- Memphis Alliance of Black School Educators
- Kappa Delta Pi, International Honor Society in Education
- National Real Estate Brokerage
- BNI- Business Networking International

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## REFERENCES

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1. Curtis Johnson, Business Lines Consultant MS  
104 Hackberry Dr  
Madison, MS 39110  
(662) 213-9352
2. Mr. Robert White, Chief Public Policy Officer  
22 North Front Street, Suite 200  
Memphis, Tennessee 38014  
(901) 896-9895
3. Dr. Steevon Hunter, High School Principal  
4080 Kirby Parkway  
Memphis, Tennessee 38115  
(901) 601-8440