

Raymond L. Smith, Ph.D.



Dr. Ray Smith is a Senior Professional Development Associate with The Leadership and Learning Center. Additionally, he recently served as an adjunct professor for the University of Colorado Denver within their Principal Preparation Program, where he co-taught an 18-month, integrated, principal preparation cohort.

Ray has served as Director of High School Education for Douglas County School District in Castle Rock, Colorado, where his primary responsibility was leadership for and educational oversight of seven high schools and two alternative high schools—approximately 10,000 9th-12th grade students.

Previously, Ray has been a classroom teacher (elementary & secondary) and high school principal in two Colorado school districts. He has provided building leadership for three high schools, one of which involved the opening of a new 2,000-student high school with the Jefferson County Public Schools in Golden, Colorado.

Dr. Smith has presented at both the district and state levels: “Cognitive Coaching, Effective Teaching Strategies, Data Teams, Assessing Educational Leaders, Planning, Implementation and Monitoring, Decision-Making for Results, Leadership Plans-on-a Page (POP)” to district principals and “Culture Shift: Changing the Way We Handle Change” at the Colorado Association of School Executives Conference.

Ray has authored several articles for the Ohio Department of Education, co-authored a book entitled *School Improvement for the Next Generation* (2010), and revised The Center’s Seminar and Training Manual for *Advanced Decision-Making for Results* (2011). Additionally, Ray has served as a co-primary researcher on a team that conducted the original Planning, Implementation and Monitoring (PIM™) Study for The Leadership and Learning Center. The PIM™ Study was initially highlighted in Dr. Douglas Reeves’ book, *The Learning Leader: How to Focus School Improvement for Better Results* with a more complete discussion in his book, *Finding Your Leadership Focus: What Matters Most for Student Results*.

Ray holds a doctorate in educational leadership and innovation from the University of Colorado Denver and Health Sciences Center, a Master of Arts Degree in Educational Administration as well as a Bachelor of Arts Degree from the University of Northern Colorado at Greeley.

Ray lives with his wife, Julie, in Pacific City, Oregon. Ray's wife taught kindergarten through fifth grade, served as an elementary school principal, Director of Elementary Education, and is presently the Vice President of District Development for Learning Together.

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