

Dr. Geneva Stark Pittman deserves this award because she epitomizes all that is outlined in the description of the NABSE Lifetime Achievement Award. Dr. Stark exemplifies achievement on numerous levels and over her lifetime. She began her professional career as a classroom teacher and retired from the Jefferson County Public Schools in Louisville, Kentucky as a district-wide administrator after 31 years of service and has now spent 42 years in education as a teacher, principal, program director, human resource specialist, and consultant. Among other roles she has served include, but are not limited to, president of the Greater Louisville Alliance of Black School Educators (GLABSE), NABSE Southeast Regional Representative, NABSE treasurer, NABSE Internal Controls Committee Chair, and NABSE Policies Committee Chair. She is a lifetime member of the National Association for the Advancement of Colored People (NAACP) and a scholarship sponsor for the Louisville Branch of the NAACP, and a member of the Kentucky and Louisville chapters of the League of Women Voters. Her life is filled with service to her profession and community and to professional and personal growth.

On the professional level and as a school district principal, Dr. Stark used the Professional Standards for Educational Leaders to guide her actions. She, in collaboration with faculty, staff, parents, and community members, developed an educational mission for her school to promote academic excellence for all students, especially for black, brown, and poor students. She is a fierce advocate for the under-represented and underserved students and their families within the district.

Dr. Stark is always described as ethical in her actions and interactions as a building administrator. She did an exceptional job of hiring the best faculty she could identify for her school and providing them with opportunities for professional development that would enhance their teaching skills. She *“promoted the professional norms of integrity, fairness, transparency, trust, collaboration, perseverance, learning, and continuous improvement.”*

Dr. Stark required her faculty to practice equity and culturally responsive teaching to enhance academic achievement of her students. She created a school environment where her students, faculty, parents, and community supporters felt safe and respected. While she respected students and faculty, she also held them accountable for their behavior. She was noted for addressing student and faculty misconduct in a fair and unbiased manner. Her expectations were written, publicized, and managed.

Dr. Stark was strategic in the way she managed school operations and resources. She sought, acquired, and managed physical and other resources to support curriculum, instruction, and assessment; student learning community; professional capacity and community; and family and community engagement.

Curriculum, assessment, and instruction were areas in which Dr. Stark demanded rigor and relevance. She checked for real-life applications in lessons and praised students and faculty for achieving learning goals. She required the alignment of all lessons with the mission, vision, and goals of the school and district. She found ways to use resources to ensure that her students and faculty had access to the latest technology. She was adamant about preparing her students to thrive and be competitive and her teachers for inquiry, experimentation and innovation, and implementing improvement.

Dr. Stark believes that an organization works best when all stakeholders are engaged through communication, cooperation, coordination, and collaboration. She masterfully involved stakeholders who could assist in the growth of her school on numerous levels.

At the district level, Dr. Stark served as the coordinator of the substitute teacher center where she refined induction and professional development for substitute teachers. While serving in this capacity, she completed her doctoral degree at the University of Louisville. She also worked in the Department of Diversity, Equity, and Poverty as a district administrator, where she earned certification in Diversity and Inclusion and her superintendent's certification. In the Human Resources Department, Dr. Stark served as a Kentucky Teacher Internship Program Coordinator where she was responsible for ensuring that teachers new to the profession were assisted in adjusting to the profession and providing effective instruction. She also served as a liaison with the Education Professional Standards Board where she was responsible for keeping school district leaders informed about state rules, regulations, and requirements; Coordinator of the Minority Teacher Recruitment Program, and consultant with Kentucky State University and Simmon University. Additionally, Dr. Stark served on numerous dissertation committees for Spalding University and the University of Louisville where she assisted aspiring doctoral candidates meet all requirements.

Upon retirement from the school district, Dr. Stark was employed by the University of Louisville as a director of the Nystrand Center of Excellence in Education, a clinical assistant professor, and the Community Engagement Liaison. In all positions she demonstrated the same exceptional skills she utilized at the P-12 level. Dr. Stark revitalized the engagement of the Nystrand Center with the community activities and events, especially with Signature Partnership schools that were challenged with meeting academic standards; initiated a speaker series that explored current issues with notable individuals in educational, political, and social arenas; reinstated the Holmes Scholars Program on the university campus; headed a search for a director of the Multicultural Teacher Recruitment Program; and taught courses for the College of Education and Human Development.

In her leadership and management roles, Dr. Stark has demonstrated all ten management styles described by Berkeley College (*autocratic, laissez-faire, democratic, collaborative, inspirational, example-setting, authoritative, strategic, results-oriented, and affiliative*). The situation dictates the style that she uses to obtain the results she seeks for students, faculty, staff, parents, and the community; however, her most prominent management style is collaborative.

In addition to work in a major school district and collegiate setting, Dr. Stark has participated in and provided leadership for the numerous organizations listed in the items of **most notable achievements** in this application.

Since the age of 22, Dr. Geneva Stark Pittman has committed her life to service as she regularly acknowledges Muhammad Ali's quote— ***“Service to Others is The Rent We Pay for Our Room Here on Earth”***-- as her life's guide. For over 42 in education, Dr. Geneva Stark Pittman has committed herself to high quality education, community service, and personal growth. I believe that she deserves recognition with a NABSE Lifetime Achievement Award.