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AUG. 21 2021

Albemarle County
School Board Office

At-Large

School Board Member Application By: MD

Applications must be received no later than 5:00 p.m. on Friday, August 21, 2021

Name Joellen Pisarczyk

Home Address [REDACTED]

**You must be registered to vote in Albemarle County. You can determine this by checking your voter card or by calling the Voter Registration Office at 434.972.4173.*

Phone [REDACTED] Cell Phone [REDACTED]

Email [REDACTED]

Do you currently have children/grandchildren in ACPS? ☐ YES ☒ NO

If no, have you had children/grandchildren in ACPS? ☐ YES ☒ NO

How long have you resided in Albemarle County

Have you previously served on the Albemarle County School Board or an Albemarle County Public Schools Committee or Council? No

If so, please explain your previous committee/council work.

N/A

Please indicate why you are interested in serving on the School Board.

See attachments

Please indicate where appropriate, areas in which you have experience or knowledge:

- | | |
|--|---|
| ☐ School Construction | ☒ Research |
| ☒ Education/Curriculum | ☐ Strategic Planning |
| ☐ Databases | ☐ Finance/Budget |
| ☒ Community Engagement | ☐ Nonprofit and Human Services |
| ☐ Public Administration | ☐ County Government |
| ☒ Policy Development | ☐ Statistics/Demographics |
| ☐ Governance | ☒ Other |

Please further describe the experience, education, and leadership skills you would bring to the School Board.

See attachments

Indicate if you are attaching additional information pertinent to this application.

- ☒ Attachments are provided
☐ No attachments were necessary

Signature



Date

8/20/26

Please be advised that any supporting documents become public records and may be disclosed or published by Albemarle County Public Schools.

Applications may be submitted by email or delivered/mailed to:

M. Christine Thompson, Clerk of the Board
Albemarle County School Board
401 McIntire Road, Room 345
Charlottesville, VA 22902

Phone: 434-296-5820

cthompson@k12albemarle.org

At Large School Board Member Application – Joellen Pisarczyk

Why are you interested in serving on the School Board?

Diverse perspectives, voices, and leadership capabilities are essential to address the significantly challenging times public schools face. As a longtime educator, human resource and organizational development professional, and advocate for public education, my aim is to elevate student learning and contribute to the long-term legacy and stature of ACPS. I believe that in partnership with parents, the community, and talented educators, we can build a learning curve of excellence.

Further describe experience, education & leadership skills you would bring to the School Board.

(Examples below. Please also see the attached list of service areas, and resume for an overview of my professional and volunteer experience.)

I. Leadership & Experience: Recruitment, Training & Organizational Development

- Led seminars where necessary organizational change often encountered resistance.
- Developed and delivered custom top-down Management and Executive training across U.S. Oldsmobile division. Programs recognized and replicated at other corporate and divisional levels.
- Led Assessment teams screening candidates for Supervisor training through a state-of-the-art, assessment center that included criteria and performance-based activities.
- Built and delivered Area Manager training in high-reliability interview and evaluation techniques.

II. Education and Teaching Experiences and Philosophy

- Innovative Learning Environments: The International School of Brussels, Belgium, with immersion in British Schools model of language and literacy development and “open classroom” design. Emphasis on early literacy, individualized instruction, discovery and collaborative learning philosophies to enhance confidence and retention through application.
- Experience as classroom teacher in early childhood and Kindergarten Migrant Education with a large population of “at risk” students.
- Developed diverse foundational skills and literacy using supplemental instruction based on children's literature, facilitating integration of culturally relevant material, and reinforcement “across the curriculum”.
- Built family engagement into learning culture through various means: classroom and home visits, toy and book lending libraries, parent tutor modeling & open houses.
- Executed unique classroom “Cultural Legacy” project to create family keepsake capsules in a volunteer program for second and third graders.

Cont...

III. Partnering & Capturing Best Practices from Proven Educational Success Models

Summary: Studies reveal important priorities for school and student performance improvements, many of which you have already undertaken. Looking ahead, my HR and Education background positions me to contribute to initiatives already underway. In addition, I am equipped to help assess and apply elements of innovative turnaround models that currently are meeting with success in other states and communities.

Partnerships like the UVA Darden/Curry Leadership initiative (2013), coupled with leveraged business management practices from programs like the Harvard Business "Public Education Leadership Project" (PELP, 2003) and more recent state-wide school initiatives in Massachusetts, Mississippi, Wisconsin, Louisiana and Texas, among others, provide a robust range of valuable resources to consider.

A partial list of key priorities from proven "Models of Innovation" include:

- 1.) Intense focus on early literacy and reading that incorporates culturally rich material, practice and includes phonics instruction.
- 2.) Recruitment and retention of excellent teachers, coupled with delivery of correlated curricular and instructional training to existing faculty.
- 3.) Rigorous curriculum frameworks.
- 4.) Consistent, effective instructional delivery system-wide.
- 5.) Resource and funding balance across the system.

ACPS has already subscribed to a roadmap and navigation system toward excellence. I would welcome an opportunity to collaborate.

Cont...

Areas of Service Impact. (Based on the ACPS document: "The Role, Qualifications, and Appraisal of the School Board" overview found on your website.)

- Superintendent search and selection.
- Candidate "Needs Assessment" for the Superintendent position.
- Collaboration on Parent and community outreach, engagement, rapport, support.
- Innovations in teacher recruitment, hiring and training to support ACPS mission and goals.
- Instructional oversight and professional development priorities based on success Models.
- Negotiated contract reviews.
- Performance appraisal and evaluation and Teacher empowerment.
- Understanding of curriculum, learning resources, scope and sequence.
- Applications of Internal and/or external surveys.
- Hiring and vetting practices to supplement background checks.

Thank you for this opportunity and consideration for the At-Large School Board Member position.

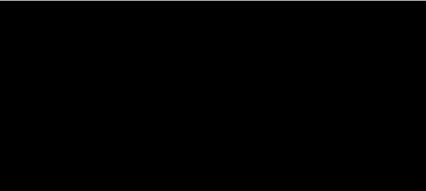
Regards,

Joellen Pisarczyk

Resume attached...

JOELLEN PISARCZYK

Albemarle County
Public Schools Board
of Education



Committed Educator and Human Resource Professional with experience, integrity and a seasoned community service work ethic to enhance ACPS goals. Resolved to uphold the interests of children and the entire community with energy and collegiality.

SKILLS

- Leadership Talent Acquisition
- Communication, Teamwork and Collaboration
- Defining Standards of Excellence
- Community Relations
- Performance Assessment and Development
- Pre-employment Screening

EXPERIENCE

Southeast Regional Human Resource Manager

Enterprise Rent-A-Car

- Built statewide Collegiate and regional labor market recruiting campaigns for start-up & major regional expansion.
- Developed detailed selection criteria and process. Conducted initial interviews. Trained Area Managers in standardized high reliability interviewing techniques.
- Designed customized performance appraisals and taught team coaching for improved performance.

Human Resources & Organizational Development

General Motors Corporation

- Developed and delivered custom top down Management Training Programs on "GM Appraisal Process", Equal Employment Opportunity and Fair Employment Practices to U.S. Oldsmobile divisions.
- Program was replicated at corporate & divisional level. Participants rated effectiveness at 4.7/5.0
- Collaborated with teams to develop rigorous performance "Standards of Excellence".
- Assessment Team GM "Manufacturing Supervisors" state-of-art assessment center program.

Education & Child Development

School Board of Orange County Florida &
Livingston County Michigan Schools

- Designed and taught Migrant Education and Kindergarten programs for diverse, at risk population with emphasis on English language literacy. As grade Chair, trained and supervised four teacher aides.
- Long time public school advocate, volunteer & sought after certified Substitute Teacher for several districts.

Career Planning & Placement Counselor

University of Virginia

- Provided interview training, resume writing and employment search counseling for Education and Nursing School majors on an interim basis.

EDUCATION

Bachelor of Science in Child Development and Education

Michigan State University, East Lansing
Michigan

Master of Labor & Industrial Relations in Human Resource Management

Michigan State University, East Lansing
Michigan