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AUG 20 2026

Albemarle County
School Board Office

At-Large
School Board Member Application

Applications must be received no later than 5:00 p.m. on Friday, August 21, 2026

Name Mandy Crombie

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

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 4 years

Have you previously served on the Albemarle County School Board or an Albemarle County Public Schools Committee or Council?

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

SEE ATTACHED

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

SEE ATTACHED

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 ATTACHED

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, upon submission, this application and 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

Have you previously served on the Albemarle County School Board or an Albemarle County Public Schools Committee or Council? If so, please explain your previous committee/council work.

Upon moving to the Charlottesville area four years ago, I proactively sought to understand and support our local community by joining the fundraising committee through PaTSO and working as a substitute teacher at Henley Middle School. My active presence at the school served as a foundation for building strong community relationships. In the fall of 2024, I was invited to join the Talent Development Advisory Committee and worked collaboratively to review the district's policies to ensure our learners are engaged in challenging and relevant learning experiences.

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

My commitment to public education is rooted in my own upbringing as a product of public schools in rural Pennsylvania and the child of two dedicated state employees, who instilled in all four of their children a life long culture of volunteering time and talent when financial resources were limited. This foundation of civic mindedness guided me through my early adulthood; after graduating from Vanderbilt University, I volunteered as a mentor with Big Brothers Big Sisters, and following graduate studies at the Medical University of South Carolina (MUSC), I began my professional career as a speech-language pathologist. My nearly twenty year career both in the non-profit sector with Easter Seals then in a variety of school settings provided not only opportunities to serve a highly diverse clientele, ensuring families from all socioeconomic and cultural backgrounds received equitable, high-quality care but also an understanding of educational environments. My instinct to serve my community coupled with emerging local needs, led me towards a career transition in 2023 to become a Qualified Mental Health Professional (QMHP-T). In my current role as a care coordinator at Region Ten's Wellness Recovery Center, I specialize in supporting vulnerable populations and designing systemic solutions to connect individuals with critical mental health and substance abuse resources. Furthermore, my current role as a team lead on the community safety committee for IMPACT Charlottesville reinforces my dedication to justice, collaborative advocacy, and proactive community care, perspectives I am eager to bring to the Albemarle County School Board to advocate for all students, families, and staff.

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

I will bring a deep commitment to rebuilding the foundational trust that our school system desperately needs. Before any policy goals or academic accomplishments can be realized, we must actively work to restore the fractured relationships between the board and our parents, students, and teachers. Trust is built through intentional relationship building, a skill I have developed during my years as a speech pathologist guiding families of young children with special needs, and one I practice daily in my current role supporting our community's most vulnerable neighbors at Region Ten. True trust also requires accountability and a dedication to being "quick to hear, slow to speak."

To transform this philosophy into action, I will advocate for replacing rigid public comment periods with active, collaborative dialogue and responsive roundtable discussions. We must work to reduce the current barriers to civic engagement by geographically rotating our meeting locations and hosting monthly community listening circles. Furthermore, I am committed to encouraging student autonomy, and therefore improving their motivation toward learning, by continuing to push directly into our high schools to work alongside students, engaging them to share their ideas with the board and collaboratively setting student-centered goals, while regularly meeting with teachers to find practical ways to alleviate classroom stress. Just as I do in my position at Region Ten, the greatest asset I can bring to this role is hope, specifically, the achievable hope that through listening and partnership, we can entirely rebuild trust in our schools.

MANDY CROMBIE

Speech-Language Pathologist



SUMMARY

Highly motivated professional with over 17 years of experience in research, healthcare, and entrepreneurship. Thorough and detail oriented, with strong analysis and problem solving abilities. Exceptional communication and interpersonal skills with a proven ability to work independently and engage with a team.

EDUCATION

Vanderbilt University

Bachelor of Science

Major: Biology

1998 - 2001

Medical University of South Carolina

Master of Science in Rehabilitation

Speech Language Pathology

2004 - 2006

SKILLS

- Strong organizational and time-management skills
- Detail-oriented and able to handle multiple tasks simultaneously
- Active listener with a growth mindset
- Creative and curious leading to adaptability
- Disciplined leader with ability to work independently and as innovative team member
- Life long learner with high emphasis on personal growth

RESEARCH

Medical University of South Carolina

Depart. of Pharmacology | 2002 - 2005

- Planned and executed experiments in the study of the G protein heterotrimer
- Presented data monthly to lab personnel

AWARDS

- Rowley Award for Education in Rehabilitation Sciences
- "Outpatient Rehabilitation Therapist of the Year" 2007 Easter Seals of TX
- Community Investment Collaborative Entrepreneurship Program Certificate

PROFESSIONAL EXPERIENCE

Human Services

Region Ten Community Services Board, Care Coordinator | 2023 - Present

- Build trusting relationships with consumers of diverse backgrounds to provide person-centered assessment, recovery support services planning, access to recovery support services, and transition planning
- Work collaboratively with internal and external treatment providers to link individuals directly to services and supports specified in the individual's treatment plan

Speech Language Pathologist

The Stepping Stones Group | 2022 - 2023

- Provided virtual speech-language pathology diagnostic and treatment services to Elementary students.
- Conducted IEP meetings as case manager and adjusted treatment plans as necessary.

Invo-Progressus Healthcare | 2020 - 2022

- Provided speech-language pathology services to Elementary, Middle, and High School students on diverse caseload through local charter school
- Held ARD meetings to direct necessary speech services

Capitol School of Austin | 2016 - 2020

- Evaluated and treated pediatric patients with speech, language, and learning differences
- Lead classroom teacher collaborating with families to coordinate care of students across professional disciplines

Central TX Speech Pathology Services | 2008 - 2016

- Managed a diverse caseload providing individual sessions in both school and private clinic settings
- Designed home programs for adult and pediatric rehab including direct parent coaching