

# MICHAEL MILLIKEN, PHD

[MPMILLIKEN97@GMAIL.COM](mailto:MPMILLIKEN97@GMAIL.COM) | 650.444.5832

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## PROFESSIONAL EXPERIENCE

- Education Leadership Coach and Consultant** 8/20—present
- Coach district and site leaders in equity, governance, instructional leadership, and communications.
  - Mentor new administrators clearing their credential with the San Mateo County Office of Education.
  - Consult districts on governance, strategic planning, legislative advocacy, and instructional programming.
- Associate Field Program Supervisor**, BSE Leadership Programs, UC Berkeley 7/23—present
- Supervise and coach several district and site leaders throughout the Bay Area for three of Berkeley's leadership programs with an emphasis on equity.
  - Participate in 80 hours of professional development annually in leadership, equity, and coaching.
- Interim Superintendent**, Newark Unified School District, Newark, CA 2/23—6/23
- Led TK-12 district of 5,000 students, and supported Board appointment of new Trustee.
  - Established communication protocols, rebuilt trust, and promoted diversity in senior leadership.
  - Implemented \$2M+ in ongoing budget reductions to fund competitive compensation.
  - Facilitated contract settlement with teachers' union for two years through 2023-24.
- Interim Superintendent**, San Bruno Park School District, San Bruno, CA 1/22—6/22
- Improved communication and stabilized governance, staffing, and school support.
  - Advocated for the District with county and state agencies (FPM, FCMAT).
  - Facilitated a school closure that had stalled for two years due to COVID-19.
  - Secured a \$260,000 foundation grant to revitalize the middle school music program.
- Superintendent**, Belmont-Redwood Shores School District, Belmont, CA 7/13—7/20
- Led high-performing district of seven public schools serving over 4,300 students, TK-8.
  - Earned California Distinguished School Award at five of the seven district schools from 2014 to 2020, including all three schools serving grades 6-8. A sixth school earned the National Blue Ribbon award in 2020 as an Exemplary Achievement Gap Closing School.
  - Addressed dramatic enrollment growth with successful bond measure in 2014, expansion of two elementary schools to K-8 schools, and real estate partnership with Redwood City.
  - Calmed labor unrest and negotiated nine years of CTA and CSEA contracts in seven years.
  - Earned five school-level county school boards association (Kent) awards, two district-level Kent awards (for teacher leadership and our behavior education team), and the County Office of Education's Achievement in Motion Award for improving the achievement of English Learners, low-income students, and students with disabilities at Ralston Middle School.
- Director of Secondary Education**, Palo Alto Unified School District, Palo Alto, CA 7/11—6/13
- Led range of District initiatives: new graduation requirements, instructional interventions to ensure all students' success, high school counseling reform, and Common Core.
  - Promoted innovation by starting teacher grants for new program development, partnering with colleges to increase access, and coordinating hybrid course pilots (online and in-class learning).
- Middle School Principal**, Jordan Middle School, Palo Alto, CA 7/08—6/11
- Led high-performing 6-8 school, raising API and planning \$18M bond construction.
  - Built consensus around the school goals of instructional differentiation, student study skills, and school climate, supporting the work with extensive professional learning opportunities.
  - Advanced equity and improved socio-emotional support and student perceptions of safety.

- Elementary Principal**, James Graham School, Newark, CA 7/05—6/08
- Led low-performing Title I, K-6 school out of state-monitored status (IIUSP).
  - Implemented student-focused initiatives: differentiated interventions, schoolwide ELD strategies, behavior reinforcement, targeted tutoring, community meals, and parent education.
  - Elementary Principal of the Year, Newark Management Association (2006-07).
- District Reform Consultant**, School Redesign Network, Stanford, CA 3/07—3/08
- Facilitated district reform regarding school design, school funding, public engagement, differentiation of services, and student assignment, advisory, and assessment.
- Professional Development & Research Assistant**, Stanford, CA 9/01—6/05  
Stanford Educational Leadership Institute, School Redesign Network
- Facilitated learning for school and district leaders and evaluated secondary school redesign.
- 7<sup>th</sup> Grade Mathematics Teacher**, Pyle Middle School, Montgomery County, MD 8/00—6/01
- Taught three levels of courses to diverse student population.
- 5<sup>th</sup> Grade Teacher**, Westbrook Elementary, Montgomery County, MD 8/97—6/00
- Taught high-achieving classes with mainstreamed emotionally disabled students.
- 3<sup>rd</sup> Grade Teacher**, Balboa Elementary, San Diego, CA 8/96—7/97
- Member of Hispanic Reading Project, improving literacy among Latino students.
- University Lecturer**, IKIP Karangmalang, Yogyakarta, Indonesia 7/93—7/95
- Taught English and cross-cultural studies for a teacher preparation program.

## EDUCATION & CREDENTIALS

- Stanford University**, Ph.D., Administration and Policy Analysis, June 2005
- Dissertation: *The District Office Role in High School Redesign*, a study of school reform in two large districts.
  - Educational Leadership Program Committee, 2004. Academic minor in Organizations.
- Stanford University**, A.M., Prospective Principals Program, September 2001
- California Preliminary Administrative Services Credential.
- Point Loma Nazarene University**, August 1996
- CA Multiple Subject and Single Subject (Math) Teaching Credentials with Second Language Emphasis.
- Stanford University**, A.B., Political Science, June 1993
- Men's Golf Team, 1989-92.

## PUBLICATIONS

- Darling-Hammond, L., Ross, P., and Milliken, M. (2007). High School Size, Organization, and Content: What Matters for Student Success? In T. Loveless and F. M. Hess (Ed.), Brookings Papers on Education Policy, 2006/2007. Washington, DC: The Brookings Institution, 163-204.
- Milliken, M., Ross, P., Pecheone, R., and Darling-Hammond, L. (2006). *District Office Support of High School Redesign: Ten Challenges*. School Redesign Network, Stanford, CA.
- Phills, J. A., Darling-Hammond, L., and Milliken, M. (2004). *Reforming San Diego City Schools: 1998-2002*. Case SI-53. Stanford Graduate School of Business, Stanford, CA.

## OTHER

- Board of Directors, Los Altos Education Foundation, 2006-2009.
- Board of Directors, Children's Center of the Stanford Community, 2003-2005.
- Some communication skills in Spanish and Indonesian.