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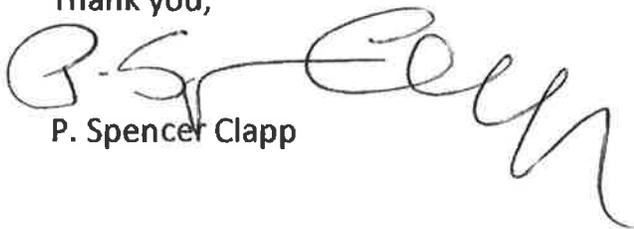
January 12, 2021

To Whom It May Concern:

I am writing to express my interest in joining the East Lyme Planning Commission. I recently moved to Niantic in May, 2020 and I am interested in making a contribution to this vibrant and wonderful community. I have over 35 years' experience with both residential and commercial real estate.

If you have any questions please contact me.

Thank you,


P. Spencer Clapp



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Spencer Clapp, J.D.

EDUCATION EXPERIENCE

East Hartford Board of Education

2005- 2018 (Retired)

East Hartford Middle School

East Hartford, Connecticut

Assistant Principal for 1,100 student urban middle school with responsibility for teacher evaluation, instructional leadership, student discipline/investigation, safety procedures, and community and parent relations (PTO) including school website. Assisted Director of Pupil Services in drafting Board of Education policies and procedures to comply with changes in state law. Contributed to drafting of \$1.5 million grant application for federal Department of Education Safe Schools/Healthy Students grant. Created model memorandum of understanding between school district and Supplemental Educational Services (SES) providers used throughout district.

Connecticut International Baccalaureate Academy East Hartford, Connecticut

Principal for small diverse inter-district magnet school with honors-level international curriculum. Responsible for all aspects of staffing, teacher evaluation, student transportation, budget, state and federal grant implementation and monitoring, student recruitment, professional development, and school improvement. Led school successfully to federal Blue Ribbon designation awarded in 2006. Total budget approximately \$2.5 million. Supervised staff of 25 certified teachers and paraprofessionals.

University of Saint Joseph, West Hartford, CT

2011- present

Adjunct Professor, Department of Education, instructing graduate students in Master's in Education program for Special Education. Courses taught include Special Education Law, Collaborative Consultation: The IEP Process, Curriculum and Instruction: Adaptive Strategies and Public School Law

Connecticut Technical High Schools

2003-2005

Vinal Technical High School Middletown, Connecticut
E.C. Goodwin Technical School New Britain, Connecticut

Assistant Principal in state technical high school system. Responsibilities included student discipline, instructional leadership, CAPT and NOCTI test administration, monitoring school improvement plan, technology support, professional development and implementation, and scheduling support.

- BEST program coordinator for twenty-two new instructors which involved creating and teaching numerous induction workshops (Classroom Management, Special Education, Law and Education, emotional intelligence).
- Wrote, received and administered Professional Development grant from Capitol Region Education Center (CREC) to train teachers in Digital Classroom model.
- Chaired Parent-Faculty Organization (PFO) committee that created School-Parent Compact and Parent Involvement Policy required by *No Child Left Behind* law.

Bloomfield Board of Education

Bloomfield, CT

Social Studies Teacher- Bloomfield High School
2001-2003

Teacher for Gifted and Talented/Team Leader- Bloomfield High School
1997-2001

Responsible for identification, selection and enrichment programming for students in grades 9-12 who exhibit superior academic skills, artistic aptitude and/or unique leadership potential. Additional responsibilities included: (1) leading and supervising a team of seven teachers who taught an interdisciplinary Contemporary Issues course for seniors; and (2) teaching World History and United States History.

- Participating teacher and co-writer for \$250,000 state interdistrict diversity grant **Exploring Diversity through Aquaculture** involving 40 students in four one week residencies in Connecticut, Maine, Alabama and Jamaica
- **Secured NASA education grant** to implement internet-based **Moonlink** distance learning curriculum for students who studied the Lunar Prospector spacecraft and NASA's search for frozen water on the moon.
- **Designed enrichment curriculum** in Science, Math & Technology for gifted ninth grade students that included personal computer design and construction, popular software applications for word processing, database, and spread sheets, as well as web browsers and internet search engines.

LEGAL EXPERIENCE

Senior Staff Attorney
Connecticut Supreme Court

1987- 1996
Hartford, Connecticut

Primary responsibility for screening appeals for both Appellate Court and Supreme Court. Analyzed issues relevant to education including collective bargaining, employment discrimination, termination of parental rights, criminal law, search and seizure, special education, and constitutional law.

Litigation Attorney

1983-1987

Hartford, Connecticut

Litigator for small state agency, Office of Protection and Advocacy for the Handicapped as well as private practice attorney doing plaintiff's side employment discrimination law including Title VII, ADEA, ADA, Section 1983 Civil Rights, CRIPA (Civil Rights of Institutionalized Persons Act) and federal criminal defense work. Admitted to practice in all Connecticut state courts, the federal District Court and the 2nd Circuit Court of Appeal

EDUCATION

University of Connecticut, Neag School of Education

Executive Leadership Program (ELP) for 093 certification; 4.0 GPA.

University of Hartford, Graduate School of Education

Completed course work required for state certification as an administrator. 4.0 GPA

Rutgers University School of Law

Awarded J. D. degree.

Tufts University

Awarded B.A. degree in Economics and Political Science. Dean's List.

PROFESSIONAL DEVELOPMENT/PUBLICATIONS/ASSOCIATIONS

Special Education consultant, State DOE,	
Connecticut-Shangdong Principal Shadowing program	2012 - present
ChildPlan, Inc. East Hartford, CT Board of Directors	2009- 2016
SERC Supervision and Evaluation of the Differentiated Classroom	2010
FEMA Incident Command Structure for Schools	2010
Data Driven Decision Making Connecticut CDE	2008
SERC- Special Education Leadership Initiative	2006-2007
"Making Standards Work" Doug Reeves/Larry Ainsworth	2006
Connecticut-Shangdong Principal Shadowing Program,	
Connecticut Department of Education (participant)	2006
Sexual Harassment Title IX and Title VII, presenter,	
Southington Public Schools Administrative Council	April 2005