

Dr. David Norman, Ed.D. | Expanded Personal Biography

Dr. David Norman is a dedicated educational leader with over fifteen years of experience transforming school communities across Illinois. Currently serving as Principal of Golf Middle School in Golf Elementary School District 67, David brings a rare combination of instructional vision, operational excellence, and deep commitment to equity, shaped by a career spent at the intersection of leadership, special education, and human development.

David holds a Doctorate of Education in Educational Leadership from Aurora University, where his research focused on cultural trauma and its impact on teacher practice. His career has spanned roles as Principal, Division Head of Special Education, and Assistant Principal across some of the Chicago area's most respected districts, including Downers Grove SD 58, Township High School District 214, and St. Charles CUSD 303.

A recognized thought leader in educational human resources and AI integration, David has presented at national forums including the American Association of School Personnel Administrators (AASPA) and was featured in *Education Week* for his pioneering work implementing AI-driven hiring practices to reduce bias and strengthen recruitment. He is passionate about helping schools build systems that identify and retain exceptional educators.

Beyond his professional work, David's advocacy for students with disabilities is deeply personal. He is the proud father of three daughters, and one of his daughters lives with USP9X, a rare genetic disorder, as well as a cognitive impairment. This experience has profoundly shaped his leadership philosophy and his unwavering belief that every student deserves access to a rigorous, supportive, and inclusive education.

David is married and lives in Lisle, Illinois. He remains actively involved in the professional community through organizations such as the Illinois Principal Association and the Illinois Association of School Personnel Administrators, and serves on the Graduate Education Advisory Committee at his alma mater, North Central College.