David James Norman, Ed.D., pHCLE
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Education

Aurora University, Aurora, IL 60506
Doctorate of Education – Educational Leadership
May 2021
Cultural Trauma and Its Impact on Teacher Practice

North Central College – Naperville, IL 60540
Master of Arts in Education – Educational Administration w/ General Administrative Endorsement
May 2014

Concordia University – River Forest, IL 60305
Master of Arts in Education – Curriculum & Instruction
December 2011

Benedictine University – Lisle, IL 60532
Bachelor of Arts in Special Education
May 2008

Certifications / Training

Professional Educator License (1948485)

Superintendent	Nov 2018 - Present
General Administrative	Apr 2014 – Present
ISBE Certified Staff Evaluator	2014 - Present
Learning Behavior Specialist I	May 2008 – Present
ALICE Active Shooter Response Training	Jul 2023
Courageous Conversations: Beyond Diversity	Jan 2025
Professional Human Capital Leader in Education (pHCLE)	November 2026

Awards

Benedictine University, 'Who's Who' Alumni Award — 2015

Presentations & Invited Talks

Norman, David J. (2026, June 12; 2026, October 18). **The 30-60-90 Framework: Structuring Goals for New Hire Retention.**
American Association of School Personnel Administrators (AASPA) HR Summer Boot Camp (June 2026)
Illinois Principal Association Annual Conference (October 2026)

Norman, David J. (2026, June 12). **Brand, Bond, & Build: Responding to today's evolving candidate pool.**
American Association of School Personnel Administrators (AASPA) HR Summer Boot Camp (June 2026)

Norman, David J. (2026, May 5). **AI in Schools: From Single Use to Systemwide Practice.** Panel presentation for Education Week and Frontline Education**.**

Norman, David J. (2026, April 30). **The Gem Finder: Leveraging AI to Limit Bias and Go Beyond "Gut Feelings"**, American Association of School Personnel Administrators (AASPA) Ai Summit and Microcredential Conference (April 2026)

Behavior Management & Tracking in a Special Education Classroom, Kane County Institute Day (2010)

Media Features

Sparks, S. D. (2026, April 2). *AI is changing teacher hiring. Here's how.* Education Week. Featured interviewee discussing the implementation of an AI hiring agent at Golf Middle School to remove bias and improve recruitment.

Publications

Norman , D. J. (2021). *Cultural Trauma and Its Impact on Teacher Practice: A Phenomenological Study* (dissertation). ProQuest Dissertations & Theses.

Norman , D. J. (2011). *Correlation between Positive Teacher-Student Relationships and Learning in a Special Education Classroom* (thesis).

Leadership Experience

Golf Middle School, Golf Elementary School District 67 July 2025 - Present

Principal

Administrative responsibilities included hiring, evaluation, retainment, and professional development of administrators, certified and non-certified staff, developing the master schedule, and creating/implementing an improved "WIN" structure, and MTSS process. Other successes included improving technology use across the building (chromebook loaner system, utilization and trial of new visitor management system, and improving lunch room operations), implementing and developing standard operating procedures to support building and district efficiency and clarity of practice, creating and leading the school improvement planning process, and responsive scheduling for student interventions. Collaborated with the Collaborative for Curriculum to ensure Tier 1 implementation of subject curricula. Implemented advanced math practices to support student enrichment through quantitative data-based decision making. Created and facilitated the implementation of a new EL instructional model and accelerated math process. Supported the Morton Grove Police Department and Township in the updating and maintaining of the Mutual Aid Response Contact List for a coordinated emergency response. Supported the development of human resources processes including updating job descriptions, developing mandated training schedules to ensure compliance with Illinois School code, and supported the business office in use of Frontline Central.

Buffalo Grove High School, Township High School District 214 July 2024 - June 2025

Division Head of Special Education

Administrative responsibilities included hiring, evaluation, retainment, and professional development of administrators, certified, and non-certified staff, helping develop the master schedule. Supported the development and implementation of the school improvement plan. Collaboratively worked with the D214 Special Education office to increase IEP compliance and development to support the least restrictive environment. Worked alongside Deans in the MTSS process to improve and streamline processes and procedures with attendance and data collection.

Herrick Middle School, Downers Grove School District 58

Principal July 2021 - June 2024

Administrative responsibilities included hiring, evaluation, retainment, and professional development of administrators, certified, and non-certified staff, developing the master schedule, and creating/implementing Multi-Tiered Systems of Support. Other positive successes included advisory period implementation, executive functioning Tier 1 support, and improving building efficiency. Other experiences included collaborating with district administrators and architects in planning renovations and spaces in response to a successful referendum followed by multiple phasing, planning, user group meetings, and small group administrative meetings to finalize the design. Implemented a robust School Improvement Planning process that yielded growth of meets/exceeds percentage - data below (according to Illinois Interactive Report Card). At the direction of the Superintendent, facilitated Strategic Planning sessions for developing the new Strategic Plan. Created a Parent Advisory Council and Student Advisory Council to provide regular feedback regarding building processes, culture, and climate.

- Superintendent Principal Advisory (2-year team / 2021-2023)
- District Equity Committee
- District Threat Assessment Team
- MTSS Committee
- Emergency Management Communication Team

IAR Performance Data during Principalship

	ELA (meets / exceeds)	Math (meets / exceeds)
2022	42.6%	48.5%
2023	65.6%	50.9%
2024	67.2%	57.2%

St. Charles North High School, St. Charles Community Unit School District 303
Assistant Principal of Student Services July 2017 – June 2021

Administrative responsibilities included developing, monitoring, and implementing the multi-tiered systems of student support (MTSS), Section 504 Plans, and special education services for the building. As well as coordinating the building's crisis response team. Other responsibilities include hiring and evaluating certified and non-certified staff; assisting in the development of the master schedule, and developing/monitoring the PLC process. Superintendent Internship activities included improving elementary school facility utilization and developing the MTSS process for the district and building. Blue Ribbon Award Winner 2022.

Geneva Middle School North, Geneva Community Unit School District 304
Assistant Principal July 2014 – June 2017

Administrative responsibilities included monitoring and developing the PLC process within the middle school, evaluating certified and non-certified staff members, and assisting in the development of the master schedule. In addition, all standardized assessments, logistical planning and implementation (PARCC, MAP, and CoGat), and coordination of RTI and special education were integral aspects of this position. Served as the public school representative for a parochial school recognition visit by the Illinois State Board of Education. Served on four committees: Staff Curriculum and Development Council, Secondary Facilitated IEP Core Team, Secondary Special Education Core Team, and Geneva CUSD 304 Music Boosters. Completed an audit of special education services at the middle school level and improved the continuum of services.

Teaching Experience

West Aurora High School, Aurora-West School District 129
Special Education Teacher, Emotional & Behavior Disorder Self-Contained Aug 2009 – June 2014

Teaching responsibilities included monitoring student behavior and academic performance for a caseload of fifteen students in a self-contained setting, creating, and implementing Individual Education Plan-related paperwork (FBA, BIP, Transition, etc.), and creating and implementing a behavioral support and development system. Effectively served as a science department professional learning community member and implemented the general education science curriculum with appropriate accommodations. Served as an athletic coach for Football (high school and middle school) and Wrestling (middle school).

Cary Grove High School, Crystal Lake High School District 115
Special Education Teacher, Resource Aug 2008 – June 2009

Teaching responsibilities included managing a caseload of thirty-three students in a resource setting and teaching instructional classes in English and Social Studies. Served as an athletic coach for Wrestling.

Volunteer/Other Experience

American Association of School Personnel (AASPA) Legislative Committee 2026 - Present

Illinois Association of School Personnel (IASPA) Recognition Committee 2025 - Present

North Central College Graduate Education Advisory Committee 2021 - Present

Provide advice and guidance regarding recent trends in educational leadership for recruitment and retainment of graduate students.

Benedictine University Alumni Board 2018-2022

Supported the mission and vision of Benedictine University while providing input and advice regarding alumni engagement.
2018 - 2020 - Member at Large
2020 - 2021 - Vice President

Professional Organization Membership

Illinois Principal Association (2014 - 2017, 2025 - Present)
Illinois Association of School Personnel Administrators (2025-Present)
American Association of School Personnel Administrators (2025-Present)

Attendance at Professional Conferences

National / Regional

American Association of School Personnel HR Summer Boot Camp	2026
American Association of School Personnel Ai Summit	2026
American Middle-Level Education (AMLE)	2023
National Association of Secondary School Principals (NASSP)	2018
Multi-Tiered Systems of Support (Midwest Conference)	2018

State

IASPA Annual Conference	2026
Illinois School Safety School Conference	2022
IASB/IASA/IASBO Joint Annual Conference	2016, 2018*, 2025
*IASBO Intern	
Illinois Alliance of Administrators of Special Education (Fall)	2017, 2019
Facilitated IEP Meetings	2014

Local

504 Legal Compliance	2017, 2018
Reid Nine Techniques of Interrogation	2015
Professional Learning Communities (Solution-Tree)	2013, 2014, 2015

References

Dr. Susan Coleman, Superintendent of Golf SD 67	C: 847-652-2087
Dr. Jill Martin, Curriculum Liaison, Golf SD 67	C: 847-815-6373
Mrs. Tina Ewanio, Director of Business Services, Skokie 73.5	C: 847-707-0778
Dr. Jill Maraldo, Buffalo Grove Associate Principal of Instruction	C: 847-309-2777
Dr. Kevin Russell, Superintendent of Downers Grove SD 58	O: 630-719-5803
Mr. Justin Sisul, Assistant Superintendent of Human Resources, Downers Grove SD 58	C: 708-278-5219
Dr. Audra Christenson, Executive Director of Secondary Education, CUSD 303	C: 630-533-0828
Ms. Anne Giarrante, Director of Student Services, Geneva CUSD 304 (Former SD129)	C: 630-636-0593
Dr. George Petmezas, Assistant Superintendent of Teaching & Learning Geneva CUSD 304	C: 630-596-6316