



External Consultant Information Sheet

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<b>Primary Contacts</b>	Dr. Terrence Harewood 317-557-8914 synergisticsos@gmail.com  Cheryl McLaughlin 317-439-1102 synergisticsos@gmail.com
<b>Brief Description of Company</b>	<p><b>School Organizational Solutions (SOS)</b> is a dynamic, data-driven school improvement company that provides extensive evaluation and professional development services to schools and organizations. We are committed to providing substantive and formative evidence-based feedback to schools in order to assist them in facilitating the successful operation, organization, and development of the school.</p> <p>Our SOS Team is comprised of diverse team members who collectively represent more than several hundred years of educational experience in a multitude of educational leadership roles at the elementary, middle school, high school and collegiate levels. School Organizational Solutions team members have been involved in the implementation of charter schools in the Indianapolis area, as well as teacher preparation, educational leadership and principal preparation, multicultural education, urban education, and special education, naming only a few of the many skills represented in team members.</p> <p>We employ both qualitative and quantitative methodology in order to formulate an evidence-based and accurate portrait of the school or organization's performance.</p> <p>Our team has been conducting Site Visits with the Mayor's office since the inception of charter schools under the Mayor's Authorization in 2002 and has a full understanding of the Mayor's Performance Framework through many years of experience serving as school evaluators.</p> <p>We are a local, Indianapolis-based organization with a thorough understanding of the Indianapolis community and its education landscape.</p> <p>School Organizational Solutions is dedicated to supporting the evaluation and improvement needs of public charter schools and providing other professional development services as needed, to ensure successful charter school development and operation.</p>



**Team  
Members**

**Terrence O. Harewood, Ph. D**

Dr. Harewood is a professor of Multicultural Education at the University of Indianapolis where he currently teaches courses in Educational Leadership, Multicultural Education and Social Foundations. He holds a doctorate from Miami University in Educational Leadership, with a focus on multicultural school transformation. He was awarded the University of Indianapolis Teacher of the Year in 2011. A Nationally Certified Trainer, Harewood has extensive experience in school evaluation including more than 13 years experience as a site team member with the Mayor’s Charter Schools. He is also a sought after trainer in the area of multicultural competence for school leaders and teachers.

**Cheryl McLaughlin, MS Education**

Cheryl is a former classroom teacher and has also served as a school board leader of a 16,000 student Indianapolis school district for twelve years, serving four years as President of the MSD of Lawrence Township School Board. She was a founding member of the Lawrence Early College High School Charter School in Indianapolis, also serving as Chairman of the Board of Directors for LECHS. Following that, Cheryl served on the Indianapolis Mayor's Charter School Advisory Board, which was the authorizing entity for the Mayor's Charter Schools. For the past nine years she has been an evaluator of charter schools, working for the Indianapolis Mayor's office and, more recently, IU Center for Evaluation and Education Policy (CEEP). Cheryl has also served on a national education committee, advocating in support of adequate funding for federal education mandates. In 2006 she was named Outstanding Educator during the Salute to Women of Achievement in Indianapolis. In 2013 Dr. Harewood and Cheryl McLaughlin collaborated to form School Organizational Solutions, in order to provide evaluative services to schools that ultimately lead to school improvement and successful student achievement.

**Margaret (Margie) Labelle, MS Special Education**

Margie has 38 years of experience as a special education teacher, coordinator and director in Indiana. She began her career at Crossroads Rehabilitation Center and then served as a special education teacher and coordinator for 18 years in Indianapolis Public Schools. Following this she was the Director of Special Education Services for the East Central Special Services Cooperative which provided special education services for multiple Indiana School Districts. She left this position to become the Director of Special Education in Lawrence Township School District in Indianapolis. She retired in 2011 and joined Central Indiana Education Services Center as a Professional Development Trainer and Special Education Consultant for teachers and administrators. During her extensive career, Margie has served on many DOE, school, and community boards, working towards improved services for students with disabilities.



	<p><b>Lucy Witte, MS Special Education</b> Lucy has 37 years of experience as a special education teacher, Department Chairperson, Assistant Director and Director of Special Education in Indiana. She began her career in Greensburg, Indiana in 1975 and initiated special education services for students with mild disabilities. In 1986 Lucy was employed by the MSD of Warren Township as a teacher of students with disabilities and then became Department Chair, Assistant Director, and Director. In 2007 Lucy became Director of West Central Joint Services Special Education Cooperative and the Director for the MSD of Wayne Township Schools. Lucy has been an adjunct professor at Butler University and in 2011 was appointed and commissioned by Governor Mitch Daniels to the Indiana School for the Deaf Board. Currently she serves as an educational consultant in the area of special education.</p>
<b>Cost Information</b>	<ul style="list-style-type: none"><li>▪ 2<sup>nd</sup> Year Site Visit: \$5,000 - \$9,000</li><li>▪ 4<sup>th</sup> Year Site Visit: \$5,000 - \$9,000</li><li>▪ 6<sup>th</sup> Year Site Visit: \$5,000 - \$9,000</li><li>▪ 3<sup>rd</sup> Year Site Visit: \$5,000 - \$9,000</li><li>▪ 6<sup>th</sup> Year Site Visit: \$5,000 - \$9,000</li></ul>