



## Ms. Eileen Shafer, Acting State District Superintendent

Eileen F. Shafer, M. Ed., is the new Acting Superintendent for the Paterson Public School District. She is a visionary who prides herself on delivering excellent customer service.

Born to Robert J. and Elizabeth Shafer, Eileen Shafer attended Montclair University earning a Bachelor of Science degree in 1980 and continued her education by enrolling in Slippery Rock University, in Pennsylvania, graduating with a Master of Education Degree in 1981. Her passion for education compelled her to continue earning a certification as Substance Awareness Coordinator and ultimately her Principal and Chief School Administrator's certifications. Through her many years of educational service, she has demonstrated her leadership abilities along with her compassion and dedication to the Paterson community through the various positions she has held in the City of Paterson.

Ms. Shafer began her career in the Paterson Public School District in 1992 as the Supervisor of the Substance Awareness Department which involved an array of tasks one which included the development of the District's Intervention Procedures. As the Supervisor of the Physical Education and Health Department, she was the founder of our annual District Teen Health Fair, produced the Physical Education and Health Newsletter as well as serving on the State Core Curriculum Content Standard Committee.

As the district's Director of Human Resources, Ms. Shafer had the opportunity to display her concern, empathy, and consideration for the educators in the Paterson Public School District. After three years of managing over twenty-five staff members, Ms. Shafer was promoted to Assistant Superintendent of Human Resources which involved numerous additional responsibilities. Once again, she would demonstrate her aptitude to lead with professionalism, compassion and commitment while addressing the needs of all district stakeholders.

In 2008, Ms. Shafer served the Paterson School District as Assistant Superintendent of School Administration K-12, supervising and evaluating sixteen School Administrators. She was the driving force behind the High School Renewal Initiative which involved transforming the comprehensive high schools in the Paterson Public School District, (Eastside Campus and John F. Kennedy Educational Complex) into themed academies. She followed the direction of the Superintendent's vision to increase the graduation rate, increase the number of students who performed proficient or higher on the High School Proficiency Assessment (HSPA) and to increase the number of Paterson students who enroll in college. Under her tenure, all goals were met and some exceeded her expectations. Through a combination of tenacity, leadership and strong work ethic, Ms. Shafer has been successful throughout her esteemed career.

In 2012, Ms. Shafer embraced one of the most challenging jobs in her career as Paterson Public Schools' Deputy Superintendent. She has always confronted challenges with a vision and a plan to accomplish great things for all stakeholders, which she continues to demonstrate with an endless amount of energy and cooperative leadership. While Deputy Superintendent, she served on the District Negotiation's Team, led the committee to end PreK-2 Suspensions, revised the Student Code of Conduct, directed the committee work for the 5 year long range facility plan, decreased overtime by 50%, implemented school uniform initiative,

developed Eastside Campus' Athletic Correction Action Plan, and presented the transition to local control process to administrators.

As the new Acting Superintendent, Ms. Shafer will oversee the district's 54 schools, and will continue to work with all staff. Recognizing the positive work that is taking place each and every day in Paterson Public Schools, she welcomes the opportunity to lead this school system in its steadfast mission to prepare all children to be successful in the college and career of their choosing.