
NORWIN SUPERINTENDENT ANTICIPATES EARLY RETIREMENT
Dr. William Kerr Has Served Norwin Since July 2010

NORTH HUNTINGDON, Pa. — Dr. William Kerr, Norwin School District's Superintendent since 2010, has announced that he plans to retire at the end of the business day on June 28, 2019, concluding a 42.3-year career in public education and 25 years as a superintendent of schools, which includes one-year as an interim superintendent.

At the November 19, 2018 voting meeting, the Board of Education approved Dr. Kerr's formal retirement letter, subject to final acceptance and approval for an Early Retirement Incentive, which had been offered to Central Office and Act 93 Administrators.

"My years of service with the School District have been extremely rewarding, and it is my hope that my leadership skills and abilities have contributed to several successes," Dr. Kerr said. "The Norwin experiences have been phenomenal; I am humbled to have served the school community, noting that I have been enriched by many opportunities as an educator."



Dr. William Kerr

"Dr. Kerr's leadership, dedication, and enthusiasm at Norwin have been key to the growth and success that Norwin has experienced during his nine years at Norwin," said Mr. Robert Perkins, Board President. "Dr. Kerr's drive for excellence and community involvement will be hard to replace. While the Norwin Community will miss Dr. Kerr, we wish him the best as he starts on an exciting new chapter in his life."

He credited the various Boards, Administrators, and Employees with whom he has worked for enhancing educational opportunities for Norwin students and professional development for educators and support staff. Together, he said, they have improved the quality of educational programs and services, established safe school policies and plans, acquired advanced technology, increased student growth and achievement and managed financial affairs with fidelity and accountability during the most challenging times in public education.

Highlights of Dr. Kerr's Norwin career, which have been a collective effort, include the following:

- Continuous, steady improvement of student achievement, consistently exceeding state-wide PSSA and Keystone Exam average scores;
- Instrumental with securing local, state, federal, and foundation grants for enhancing educational programs and services (includes \$1.95 million for Mobile Science & Math state funding);
- Research, development, and implementation of the United States Air Force Junior ROTC program at Norwin High School;
- Instrumental with developing the Norwin STEM/STEAM Innovation Program for Teaching and Learning;
- The successful rollout of the Discovery Education/Operation Prevention, in cooperation with the DEA and FBI, opioids awareness curriculum at Norwin Middle School which has been expanded to other grade levels and includes a parent-community involvement component;
- Selection of Norwin High School by the Federal Bureau of Investigation as pilot site for cyber-security classes in cooperation with the University of Pittsburgh's College in the High School program;
- The continuous effort towards Safe Schools, including emergency planning, drills and training for students and all employees;
- The initiation of a K-12-character education program to foster the attributes of strong character;
- A formative assessment professional development program for administrators and teachers (Duquesne University's Center for Advancing the Study of Teaching and Learning or CASTL);
- The launch of a district-wide energy conservation program that has netted \$2.1 million in cost avoidance since implementation in November 2010; and

- The Gettysburg Battlefield Experience: In the Footsteps of Leaders, a professional development program for educators in public education.

Dr. Kerr has served five southwestern Pennsylvania school districts throughout his career, and has held leadership roles at Lenape Technical School and Central Westmoreland Career and Technical Center. His career progressed from being a teacher and principal at Kiski Area; an Assistant Superintendent at Leechburg Area; and Superintendent of Schools at Apollo-Ridge, Armstrong, and Norwin School Districts.

Kerr serves as Chairman of the Westmoreland County Public Healthcare Consortium, and serves on the Boards of Saint Vincent College Prevention Projects and the Economic Growth Connection of Westmoreland. He is a former Chairman of the Westmoreland County Forum for Workforce Development and currently serves on the Executive Committee of the Western Pennsylvania Forum for School Superintendents as a Charter member. Kerr also serves on the Board of Trustees of the Westmoreland County Community College.

Kerr serves on the Board of the Norwin School District Community Foundation, is a life member of the Norwin Alumni & Friends Association, and is a non-voting member of the Norwin Board Chamber of Commerce. Additionally, Kerr serves on the Norwin Scholarship Advisory Committee and the Richard W. Murdoch Scholarship Committee.

Kerr is a graduate of Slippery Rock University (Bachelor's degree), Duquesne University (Master's degree), and the Department of Administrative Policy and Studies, School of Education, University of Pittsburgh (Doctorate degree).

He is a graduate of the Pennsylvania Education Policy Fellowship Program, Harrisburg, and recipient of the Director's Community Leadership Award for his work with FBI Pittsburgh's Heroin Outreach Prevention and Education (H.O.P.E.) Initiative, a community outreach program, and implementing its first Cyber Security STEM program at Norwin High School.

The Board of Education acknowledged a 12-month early release from Dr. Kerr's 5-year (July 1, 2015 through June 30, 2020) employment contract for administrative cost savings which will provide opportunities for restructuring and realigning Administrative Staff. His retirement from Norwin School District will be officially effective at the end of the business day on June 28, 2019.

Although his retirement is earlier than anticipated, Dr. Kerr – who will be 67 this November – looks forward to spending more time with his family and grandchildren, and plans do some traveling. Dr. Kerr is married to Debra L. Kerr and they have two adult children and two grandsons.

However, a commitment to public education and community service has been a way of life for him throughout his career, and this will continue in the future. Kerr foresees making a positive impact with education policy and advocacy in three main areas:

- Fair, adequate and equitable state funding for public education;
- Science of addiction research, awareness, prevention, and education; and
- Education, business, and industry partnerships for workforce, community, and economic development

To ensure a smooth transition during the next seven months, Dr. Kerr will provide the necessary executive leadership so that the academic and financial aspects of the School District are addressed accordingly. It is well known that the greatest challenge for all school districts has been increased costs of state-mandated pensions, special education, collective bargaining contracts, and cyber-charter/charter school tuition.

Norwin School District educates approximately 5,300 students in Grades K-12 at seven Norwin school buildings.