THE EXPERTS
Robson Forensic

JOSEPH A. BLACKMAN
School Supervision, Administration and Sports Expert

PROFESSIONAL EXPERIENCE

2019 to present — **Robson Forensic, Inc.**
Associate
Provide investigations, inspections, analysis, reports, and testimony toward the resolution of commercial, personal, and organizational injury litigation involving education, supervision, and coaching related incidents.

2024 to Present — **Yorba Linda High School**
Coach

- Supervised track and field student-athlete activities and safety during practice, travel, and competition on campus and off campus.
- Taught long and triple jumps, and provided training support for all event areas (sprints, relays, hurdles, distance, vertical jumps, and throws), serving beginning and advanced athletes.
- Developed athletes' running form, sprint mechanics, sprint endurance, plyometric performance, and event-specific technique.
- Taught and supervised proper warm-up and warm-down methods.
- Taught and supervised season-long training progression, including elements of short-term and long-term periodization.

1994 to 2024 — **La Salle High School**
Coach *1994-2024*

- Led the boys' and girls' Track & Field teams as Head Coach during three seasons, responsible for all aspects of the programs, including hiring assistant coaches, recruiting athletes, scheduling, training, competition, team events, budget, equipment, communication, publicity, and college placement.
- Supervised staff of 2-11 assistant coaches, providing training as needed, and ensuring compliance with HR requirements and coaching certifications.
- Supervised teams of 25-100 students, including athlete activities and safety during practice, travel, and competition on campus and off campus, and during long distance and overnight travel, in state and out of state.
- Developed athletes' running form, sprint mechanics, sprint endurance, plyometric performance, and event-specific technique.
- Taught and supervised proper warm-up and warm-down methods.
- Taught and supervised strength and conditioning sessions, including proper form for weight and plyometric training.
- Taught and supervised season-long training progression, including elements of short-term and long-term periodization.
- Developed athletes' motivational, goal-setting, and competitive performance skills.
- As Assistant Track & Field Coach for 27 seasons, taught long and triple jumps, and provided training support for all event areas (sprints, relays, hurdles, distance, vertical jumps, and throws), serving beginning and advanced athletes.
- Co-taught and supervised pre-season conditioning PE elective courses for Track & Field.

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- Assisted boys' and girls' Cross Country program for eight seasons, including summer training and high-altitude training trips. Supervised practices (including road and trail runs), competitions, and team travel. Acted as Interim Head Coach during the 2021 season.
- Assisted boys' Basketball program for two seasons, including pre-season conditioning PE elective courses, and summer league.
- Coached athletes at the league, division, section, and state level as part of teams that earned 38 league titles and three division banners, while individuals on those teams earned 237 league championships, 26 division championships, and 17 spots at the state championships.

Student Activities Director *1997-2001*

- Administered and supervised activities of the school's Associated Student Body, coordinating the activities of the ASB Executive Board, class councils, and twenty-four student clubs.
- Supervised student safety during dances (on campus and off campus), rallies, and spirit activities during school and at athletics contests (on campus and off campus).
- Organized safety and supervision teams for school dances, including local police officers, faculty, and parent volunteer chaperones.
- Provided student leadership training and support for faculty moderators.

Teacher *1994-2001*

- Participated in peer observation, student review, and curriculum development for the Social Studies Department.
- Taught Economics, Microeconomics (H), Macroeconomics (H), Civics (H), U.S. History, U.S. History (H), English II, English III, and Leadership.
- Served as mentor teacher to new social studies faculty.
- Supervised student safety during service trips to Mexico and Costa Rica.
- Selected as one of fifty U.S. teachers for the inaugural Toyota International Teacher Program in Japan based on teaching experience and proposal to incorporate core principles of the program into Economics course curriculum.
- Selected as one of four teachers for the inaugural Lasallian Leadership Institute based on positive teaching and leadership skills, and with team members developed a faculty and staff funded Colleagues Scholarship for a deserving student to attend the school.
- Recognized by Rhodes College for educational excellence through student nomination .
- Twice selected by the Student Senate to receive the Signum Fidei Award for outstanding service to the school.

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2006 to 2020 **Arroyo Pacific Academy**

Teacher 2006-2020

- Participated in peer observation, student review, and curriculum development for the Social Studies Department.
- Taught Economics, AP Microeconomics, AP Macroeconomics, Government, AP U.S. Government & Politics, U.S. History, AP U.S. History, World History, Business Entrepreneurship, Psychology, Physical Education, Fitness for Team Sports, Global Issues, Analytical Reading, Colleges & Careers, SAT Prep, Digital Photography, and Leadership.
- Participated in ongoing professional development through monthly faculty/staff best practices roundtables and Association for Supervision and Curriculum Development (ASCD) online modules.

Principal/COO *2012-2018*

- Administered and supervised school operations, serving an American student population made up primarily of transfers with learning differences and/or requiring credit recovery, and an international student population made up primarily of English language learners.
- Hired, observed, and evaluated administration, faculty, and staff, and solicited feedback to improve schoolwide processes.
- Evaluated, adapted, and modified daily school operations on an ongoing basis to serve a growing population of students.
- Evaluated, adapted, and modified daily operations on an ongoing basis to serve a student population impacted by a large influx of international students, increasing to eighty percent of the student body.
- Implemented emergency preparedness drills and campus-specific crisis contingency and communication plan.
- Chaired the Administrative Board for developing school initiatives and curriculum, evaluating faculty and staff proposals, updating the master calendar, and weekly departmental reporting.
- Acted as Dean of Students for the development of positive discipline, resolving faculty/student and student/student issues, and supervising student life programs (student government, school activities, travel programs, community service, clubs, and athletics).
- Acted as Director of Athletics in 2017-18, coordinating league schedules, maintaining proper release and health forms for student participation, and supervising coaches.
- Chaired the Parent Board, coordinating the agenda and presentations for monthly parent/host parent meetings, and providing parent service hour opportunities.
- Implemented the After School Program tutoring services, Outreach Concern personal counseling services, and summer AP Prep programs to facilitate greater student success.
- Developed the School Policy Guide to compile previously unwritten policies and procedures, and to reconcile overlapping and conflicting responsibilities among departments.
- Updated the Faculty and Staff Handbook to include job descriptions with relevant duties and expectations for all school employees, and an accurate organizational chart to clarify reporting and responsibilities.

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- Assisted the school's first Director of Athletics in creating the Coaches Handbook detailing policies and procedures for the supervision and safety of student-athletes, positive coaching, team management, league play, and sportsmanship.
- Evaluated the administrative structure of the school based on evolving student needs, and implemented the offices of Registrar, International Student Services Coordinator, ELD Assessment Coordinator, Homestay Coordinator, Security Guard, and Administrative Board as a result of that evaluation.
- Implemented and developed the expansion of educational programs to better serve English language learner (ELL), assisted learning (AL), 2e (twice exceptional), and traditional student populations.
- Implemented and coordinated increased arts and technology offerings, including media production, digital photography, CGI, broadcast, digital audio, music composition, tech crew, along with additional concerts, and an additional drama production annually.
- Participated in peer-led best practices roundtables for faculty and staff:
  - Welcoming visitors to campus
  - Classroom management techniques
  - Discipline – adjusting responses and protocols to drive better outcomes
  - Understanding and adapting techniques for 2e students
  - Motivational practices for international students in the classroom
  - Common misconceptions about instruction for struggling students
  - Cultural competency
  - Addressing bullying, harassment, and civil rights
  - Understanding and addressing academic and behavior problems:
    - Executive function and school performance
    - Planning and problem-solving
    - Memory skills and problems with math
    - Organization and writing skills
    - Maintaining focus for listening and reading
    - Impulse control and self-monitoring
  - Western Association of Schools and Colleges (WASC) Focus on Learning
  - Supporting a college-focused environment
  - Specially Designed Academic Instruction in English (SDAIE) strategies and resources
  - Portfolio assessment
  - Directed study
  - Project-based learning
  - Differentiated instruction
  - Reducing absenteeism
  - 21st century learning and skills
  - Marketing and branding
  - Expected Schoolwide Learning Results (ESLR) rubrics, benchmarks, and assessments
  - Developing benchmark assessments within school curriculum
  - Alternative methods of assessment
  - Building background knowledge beyond the textbook
  - Benefits and challenges of a newcomers program for international students

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  - Using technology to support language acquisition
  - Service learning
- Created and maintained the current school website and increased communication to stakeholders through creation of the school community blog.
- Implemented the school's first Learning Management System (LMS), Jupiter Grades.
- Maintained and adapted daily operations during two facilities expansions, including relocation of the main campus building.
- Worked with the construction contractor during facilities expansion to create better spaces for visible and physical supervision.
- Maintained high student achievement for a majority population of students entering with poor grades, missing credits, and/or below grade-level English proficiency, resulting in a two-thirds or higher admittance to four-year universities each year.
- Maintained high student achievement in Advanced Placement courses for students not traditionally served by local area schools, in most years resulting in exceeding the California and global rates for percentage of students passing at least one AP exam.
- Western Association of Schools and Colleges (WASC) accreditation visiting team member.

Assistant Principal *2011-2012*

- Administered and supervised daily school operations, allowing the Principal/President to focus on capital development.
- Acted as Dean of Students for the development of positive discipline, resolving faculty/student and student/student issues, and supervising student life programs (student government, school activities, travel programs, community service, clubs, and athletics).

Scholar Institute Director *2006-2011*

- Implemented the Advanced Placement program, serving students not traditionally served by local area schools.
- Coordinated faculty development of course syllabi for the school's core courses, then edited, and submitted each syllabus to the University of California for "a-g" subject requirement approval.
- Guided faculty through the College Board Advanced Placement Course Audit process.

2001 to 2006 **Platt Colleges/Forefront Education**

Campus President *2003-2006*

- Administered and supervised school operations for the Ontario Campus of Platt College, serving a population of 400 students and 60 staff for Certificate, Associate Degree, and Bachelor Degree tracks in Visual Communication, Graphic Design, Multimedia, Paralegal Studies, Information Technology, Medical Assisting, and Medical Administrative Specialist.
- Implemented and evaluated departmental procedures for the development of a productive, enthusiastic, and customer-service oriented staff.
- Hired, observed, and evaluated administration, faculty, and staff, and solicited feedback to improve schoolwide processes within academics, admissions, financial services, career services, and IT/facilities.

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- Oversaw campus safety protocols, emergency preparedness drills, and the installation of an access control system and security cameras.
- Investigated and resolved faculty/student and student/student issues.
- Fiscal responsibility for total school budget including starts, retention, expense control, cash flow, and bottom line.
- Compliance responsibility for state and national accreditation, local regulations, federal Title IV programs, financial audits, internal corporate audits, and IPEDS.
- Improved fiscal administration that led to the most profitable years for the school and a top-two ranking for earnings before interest, taxes, depreciation, and amortization (EBITDA) in a system of twelve schools nationwide.
- Improved student services administration that led to monthly student retention gains, a significant increase in graduate placement rates, and a low default rate.
- Assisted the construction contractor with planning and design during two campus expansions, which included a new library, four classrooms, testing room, green room, and motion capture lab.
- Improved student and employee satisfaction via programming and operations resulting in zero student/staff/organization complaints registered with the Bureau for Private Postsecondary and Vocational Education (BPPVE) or the Accrediting Commission of Career Schools and Colleges of Technology (ACCSCT).

Director of Student and Employee Relations *2003*

- Provided regional financial oversight and reporting under the direction of the National Office of the Controller for all three Platt College campuses.
- Coordinated ongoing compliance reporting for the successful closing of the sale of the schools to a new parent organization.
- Conducted payroll/benefits processing for 137 employees across three campuses.

Controller *2001-2003*

- Administered and supervised financial services operations at all three Platt College campuses with the CFO and the Corporate Financial Aid Director.
- Hired, observed, and evaluated financial services staff, and solicited feedback to improve schoolwide processes.
- Responsible for financial controls, monthly and annual reconciliation and reporting systems, Title IV refund compliance, resolution of student financial issues, cash flow and collections, and the schools' fixed asset system.
- Provided compliance reporting for financial audits, federal Title IV programs, state and national accreditation, local regulations, internal corporate audits, IPEDS, and due diligence during acquisition of the schools by ForeFront Education.

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1991 to 1994 **UCLA Intramural Sports**
Sports Official

- Trained to be a multi-sport referee.
- Officiated basketball, football, volleyball, and softball games.
- Selected to officiate championship game for basketball based on demonstrated performance and effectiveness.

EDUCATION

M.A., Politics, Economics, and Business, Claremont Graduate University
B.A., Economics/International Area Studies, UCLA
Certificate Program, Educational Leadership, Lasallian Leadership Institute
Certificate Program, Non-profit Financial Planning and Management, Cal State University, Fullerton

CERTIFICATIONS

Certificate of Authorization for Service: Director in a California Private Postsecondary Educational Institution
National Federation of State High School Associations (NFHS) Certified Coach Level 3
NFHS Middle School Certified Coach Level 1
NFHS Certified Interscholastic Coach
NFHS Accredited Interscholastic Coach – Track & Field
California Interscholastic Federation (CIF) Certified Coach
American Sport Education Program (ASEP) Certified Coach
Standard First Aid and CPR

CONTINUING EDUCATION AND PROFESSIONAL DEVELOPMENT

California Teachers of English to Speakers of Other Languages (CATESOL) Conference, 2015
Edge Reading/Language Arts Program Training, Rowland Unified School District, 2014
Western Association of Schools and Colleges (WASC) Visiting Committee Member Training, 2014, 2018
National Federation of State High School Associations (NFHS) National Certification Courses:
Middle School Coaching, 2023
Coaching Pole Vault, 2023
Afterschool Security, 2023
The Collapsed Student, 2023
Coaching Track & Field, 2022

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First Aid, Health, and Safety, 2022
Sportsmanship, 2022
Protecting Students from Abuse, 2022
Student Mental Health and Suicide Prevention, 2022
Teaching and Modeling Behavior, 2021
Bullying, Hazing, and Inappropriate Behaviors, 2020
Strength and Conditioning, 2020
ACL Injury Prevention, 2019
Heat Illness Prevention, 2018, 2022, 2024
Sudden Cardiac Arrest, 2016, 2019, 2022, 2024
Concussion in Sports, 2013, 2016, 2019, 2022, 2024

TriCaster Broadcast Studio Training, TS Computers, 2013
Western Association of Schools and College (WASC) Accreditation Fundamentals Workshop, 2008, 2009
Virtus Protecting Children Program, Archdiocese of Los Angeles, 2007-2025
Seminar in Leadership: The People Challenge, Caltech, 2005
Title IV Audits and Program Reviews, U.S. Department of Education, 2005
Track & Field Coaching Clinics, LA84 Foundation, 2005-2012, 2014, 2015, 2024
ForeFront Education National Conference, 2004
Title IV Fundamentals, U.S. Department of Education, 2004
State/Federal Refund Calculation and Return of Title IV, Norma Ford Consulting, 2001
International Teacher Program in Japan, Toyota/Institute of International Education, 1999
Christian Brothers San Francisco District Convocation, 1999
Student Activities Conference, Christian Brothers San Francisco District, 1998
Advanced Placement Subject Workshops, College Board, 1998, 2007, 2009
Directed Studies in Graduate U.S. History courses, UCLA, 1997
Sports Officiating and Program Management Training, UCLA, 1991

PROFESSIONAL MEMBERSHIPS

National Association of Secondary School Principals (NASSP)
Association for Supervision and Curriculum Development (ASCD)
American Economic Association
National Federation of State High School Associations (NFHS)
California Coaches Association
USA Track & Field
SoCal Track Club

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AWARDS

Certificate of Recognition, City of Pasadena, 2024
San Gabriel Valley Coach of the Year for Girls Track & Field, 2023
Commendation, City of Pasadena Mayor Victor M. Gordo, 2022
USA Track & Field Masters National Champion, 2012, 2016, 2017, 2018, 2019, 2021, 2022, 2024
USA Track & Field Masters All-American, 2011, 2012, 2013, 2016, 2017
World Masters Athletics Championships Finalist, 2011
Outstanding Athletic Achievement (Coach), California Interscholastic Federation, 2010, 2021, 2023
Toyota International Teacher Program in Japan, 1999
Signum Fidei Award for Outstanding Service, 1998, 2001
Coaches Appreciation Award, 1997, 2011

ADMINISTRATIVE EXPERIENCE

- Provided leadership in schools at both the secondary and higher education levels.
- Provided leadership in functional departments within schools, including student activities, discipline, athletics, finance/accounting, and human resources.
- Developed and implemented organizational structures, policies and procedures.
- Led processes for new hires, terminations, disciplinary actions, job descriptions, employee evaluations, orientation, payroll, and benefits.
- Investigated employee and student incidents, maintained incident reports, and implemented incident resolutions. Incidents have included bullying, cyber harassment, verbal and physical threats and altercations, stalking, self-harm, gang involvement and recruiting, weapons possession, prostitution, kidnapping, rape, injury, and disabilities claims. Coordinated efforts with appropriate agencies and law enforcement when required.
- Led compliance reporting process for financial audits, Title IV financial aid audits, regional and national accreditation, a U.S. Department of Education Program Review, and due diligence for sale of the company.
- Supervised staff of up to sixty exempt and non-exempt employees.
- Supported multiple school campus locations, including safety and supervision for students traveling between split campus locations.
- Planned, prepared, and implemented vocational college campus budgets.
- Advised planners and construction contractors for the provision of better spaces for visible and physical supervision during facilities expansions.
- Supervised teaching staff, mentored teachers and activity moderators, implemented written staff evaluations, classroom observations, curriculum oversight, and professional development.
- Counseled students with varying learning challenges, socioeconomic status, racial, and demographic diversity.

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- Developed strategies to integrate students with learning challenges into the mainstream population.
- Developed best practices for classroom management, code of conduct, conflict resolution, and student integration.
- Familiar with U.S. Immigration and Customs Enforcement (ICE) regulations for the Student and Exchange Visitor Program (SEVP) for international students studying in the U.S. on F-1 visas.

TEACHING EXPERIENCE

- Taught high school students, with over twenty years of classroom experience.
- Worked with students with varying learning challenges, socioeconomic status, racial, and demographic diversity.
- Participated in social studies curriculum development, including creation of Business Entrepreneurship, Microeconomics Honors, and Macroeconomics Honors courses.
- Developed and implemented strategies to improve student performance in a setting where a majority of the students were missing credits, had performed poorly at previous schools, and/or were English Language Learners (ELL).
- Participated in professional development and peer-led best practices roundtables regarding a range of learning, behavioral, and social integration strategies.
- Developed positive student discipline and counseled students with a wide variety of challenges, including drug abuse and addiction, self-harm, dysfunctional and anti-social behavior, learning challenges, poor performance, low motivation, sensory and sensitivity issues, and negative self-image.
- Supervised areas of campus before school, during breaks and lunch, and after school to ensure good discipline and safety, and made injury reports when necessary.
- Provided a safe and respectful classroom environment and practiced positive teaching methods.
- Participated in regular school-wide student reviews to assess performance and behavior and to develop strategies for support and improvement.
- Chaperoned local, intrastate, interstate, and international field trips.
- Engaged in feedback and ongoing dialogue with parents and guardians, and host-parents of international students, to evaluate and improve student performance and behavior.
- Participated in regularly held emergency preparedness drills.

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COACHING EXPERIENCE

- Coached high school students, with over twenty-five years of on-the-field experience.
- Worked with students of varying levels of ability and experience, from league competition, through the division and section level, up to state meet competition.
- Provided supervision during practice and competition to ensure athlete safety, including specific training practices and form to minimize the risk of injury, and to ensure proper hydration.
- Developed proper elements of running form, sprint mechanics, plyometric drills, and event-specific technique for track & field.
- Developed proper elements of warming up, cooling down, weight training, and different approaches for short-term versus long-term training in order to maximize athlete performance and physical endurance.
- Developed athlete motivation, goal-setting, and competitive performance skills.
- Practiced positive coaching techniques and maintained a high level of sportsmanship among athletes and opponents.
- Completed safety training courses in CPR, first aid, concussion, sudden cardiac arrest, ACL injury prevention, heat illness prevention, and strength and conditioning.
- Chaperoned intrastate and interstate team travel by school van, school bus, chartered bus, and plane, including weeklong training and team-bonding trips at high elevation locations.
- Chaperoned athletes during extended travel at hotels, restaurants, local markets, and theme parks.
- Drove athletes when needed in a school van, following school transportation protocols.
- Supervised athletics activities on campus, at other schools, in local neighborhoods, parks, and mountain trails to ensure athlete safety.
- Supervised team activities both in-season and off-season.
- Participated regularly in professional development seminars on best practices for physical and mental development, technique training, safety, and injury prevention and recovery.

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