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**Banning Unified School District Fills Executive Leadership Cabinet Vacancies and Establishes Ambitious Goals for the 2020-2021 School Year**

*The team brings a Superintendent of the Year, Administrator of the Year, and CBO Talents to Banning*



**Terrence Davis**  
Assistant Superintendent of  
Human Resources



**Tonia Causey-Bush, Ph.D.**  
Chief Academic Officer



**Craig McAlpin**  
Chief Business Officer

**BANNING, CA** — The School District's Board of Trustees has confirmed Terrence Davis as the district's next Assistant Superintendent of Human Resources; Dr. Tonia Causey-Bush, Chief Academic Officer; and Craig McAlpin as Chief Business Officer.

Mr. Davis recently resigned from the Beaumont Unified School District in Beaumont, California as Superintendent, after four years of successful leadership. He brings 21 years of experience in human resources, special education, and superintendent's leadership. While serving as superintendent in neighboring Beaumont, California from 2016 to 2020, Mr. Davis led the fastest growing school district in Southern California. Under Mr. Davis' leadership and with 1,000 employees, 12,000 students who represent speakers of over 30 different languages, a \$120M annual budget, and 12 schools, the district now ranks 5<sup>th</sup> in Riverside County for improved student academic achievement in both mathematics and English Language Arts. During Davis' superintendency, the graduation rate increased to 93.6%, and 48.4% (n=381) of English Learners made progress towards English proficiency. Davis was named Superintendent of the Year three times by three different organizations: the California Economic Empowerment Movement (CEEM) association, the California Continuation Education Association (CCEA), and the Association of California School Administrators (ACSA) Western Riverside County Association of School Managers (WRACSM).

Dr. Causey-Bush has served in public education for 27 years. She earned a Ph.D. in Education from Claremont Graduate University with a concentration in school reform and quantitative analysis, a master's in curriculum and instruction from Teachers College at Columbia University, a master's in educational administration from California State University, San Bernardino, and a bachelor's degree in anthropology from the University of California, Berkeley. Most recently, Dr. Causey-Bush served as Director of Teaching and Learning with the Fontana Unified School District, which serves over 35,000 students. Her leadership significantly contributed to the growth in the

district's mathematics scores where 3 comprehensive high schools were among 30 statewide boasting an increase of 8% or more of students meeting or exceeding standards on the Smarter Balanced state assessments out of 580 high schools statewide. This academic growth was underscored by the development of a team-centered Professional Learning Community (PLC) approach and system to raise achievement. She also increased access to A-G courses for high school students resulting in a 12.2% increase in the College and Career indicator from the baseline year. She has received several community honors: the Alpha Kappa Alpha Sorority, Inc. Educational Leadership and Service Award, the ACSA Region 12 Annual Curriculum and Instructor Administrator of the Year Award, the Fulbright Memorial Fund Teacher Award to visit schools in Japan, and the Texas Tech University Chancellor's Office for Outstanding Leadership and Service Award.

Craig McAlpin has been in fiscal education management since 2007. He comes to Banning by way of Anaheim Elementary School District as its Director of Fiscal and Administrative Services where 2,200 employees serve over 15,000 students with a budget of over \$200 million. Mr. McAlpin has experience in budget development, bond councils, construction, negotiations, facilities, nutrition services, technology, and state required fiscal reporting. He has worked in the fiscal services division at the Riverside County Office of Education (RCOE). In that role, Mr. McAlpin assisted 7 districts with budgets ranging from \$1 million to \$600 million by providing daily fiscal assistance and reviewing major budgetary reports. He has also served as a chief business official in Northern California.

Board President Jason Smith commented, "We are extremely excited to announce the three hires for human resources, academics, business services. Their collective expertise is impressive. They are joining a highly qualified team of dedicated educators who are focused on community involvement and student achievement."

Board Clerk Leslie Sattler said, "This is a proven leadership team focused on student outcomes and professional learning in a sound fiscal model. They bring tremendous experience, educational backgrounds, and great enthusiasm and excitement to support our new Superintendent, Dr. Natasha Baker."

The district conducted a nationwide search to ensure that we received applications from the best and brightest candidates available. Dr. Baker, with Leadership Associates Consultants, Rich Thome and Dr. Dennis Smith, received applications from throughout the nation and reviewed 22 applicants prior to interviewing five finalists.

"I am extremely excited that Dr. Natasha Baker, Banning Unified School District Superintendent, has been able to fill her executive cabinet positions and that each of her hires will work collaboratively with the entire community to increase student achievement," commented Dr. Judy D. White, Riverside County Superintendent of Schools.

"Dr. Baker is building a team of innovators who must be essential in working with all to ensure academic excellence and operational effectiveness in the district. These leaders are ready for the next challenge and will be instrumental in the alignment of resources and building thriving systems at Banning Unified School District," said Dr. White. "I want Dr. Baker, cabinet members, and district stakeholders to know you have my support as well as the entire team at the Riverside County Office of Education."

Baker commented, "Banning Unified is off to a great start. We owe our progress to our steadfast students, parents, BTA and CSEA staff members, principals and district directors and coordinators who work tirelessly on behalf of children and families in a diverse community that collaborates to develop responsible, respectful, prepared students to achieve their full potential."

The district's seven ambitious goals are as follows: (1) Accelerate Student Achievement, (2) Create and Sustain Organizational Management Systems, (3) Increase Parent and Community Engagement (4) Implement a Clearly Defined and Consistent Human Resources Management System, (5) Maintain Fiscal Responsibility and Long-Term Financial Viability, (6) Sustain and

Streamline Productive Relationships with the Board of Trustees, and (7) demonstrate Values-Based, Equitable and Ethical Leadership.

Notable achievements in the past five months include becoming a 1:1 technology district for the first time in the district's 143-year history, successfully implementing a COVID-19 Reopening Plan to accelerate achievement, and submitting a balanced budget with three-year projections.

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