



Bucks County Intermediate Unit

For Immediate Release:

**Bucks County Intermediate Unit
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The Upper Bucks County Technical School to Name a New Executive Director

July 11, 2022 – Doylestown PA: The Joint Operating Committee (JOC) of the Upper Bucks County Technical School (UBCTS) is pleased to announce its intention to formally name Assistant Director **Dr. Michael Herrera** as the school's next Executive Director. Dr. Herrera has over eighteen years of administrative experience in Career Technical Education (CTE) and a year as a principal of a large comprehensive high school. For the last eight years, Dr. Herrera has worked at the Upper Bucks County Technical School, most recently as the Acting Executive Director since November 2021.

The selection of Dr. Herrera for appointment as Executive Director follows a national executive search for qualified candidates facilitated by the Bucks County Intermediate Unit (Bucks IU). The JOC will approve Dr. Herrera for the Executive Director position at a special meeting of the Joint Operating Committee (JOC) scheduled for Monday, July 11, 2022, at 7:00 p.m.



Dr. Michael Herrera

Community Forum

Despite Dr. Herrera having been with the Upper Bucks County Technical School for several years, a formal introduction of him in his new role as Executive Director will be held with a Community Forum this fall. By planning this for after the summer break, it is hoped that more students, staff, families, and community members will be available to participate. Details will be publicly provided after the beginning of the 2022-2023 school year.

Statement from Dr. Herrera on Being Offered the Position of Executive Director:

I am very proud to be a part of the UBCTS community. We have an excellent and caring faculty and staff, a talented student body, and very supportive business and industry partners. I am privileged to work with a Joint Operating Committee and board of directors who care deeply about the success of our students.

Statement from Megan Banis-Clemens, Chairperson of the Joint Operating Committee of the Upper Bucks County Technical School, on Dr. Herrera's Selection:

The Upper Bucks County Technical School Joint Operating Committee is proud to announce our intention to hire Dr. Michael Herrera as the next Executive Director. Dr. Herrera is a proven leader and team player, unifying staff and prioritizing a positive climate and culture where people truly love coming to work every day. He is invaluable to our team of dedicated professionals who are passionate about the programs we offer and ensure students have the tools they need to be successful on whatever path they choose for their future. Industry leaders appreciate his focus on local businesses and the relationships and partnerships he has built within the community. Unifying people around a student-centered vision and inspiring others to go above and beyond to reach their full potential is a real strength. His true talent is 'thinking outside the box' and finding innovative ways to expand certifications and qualifications to best prepare our students for broader opportunities. We believe Dr. Herrera's knowledge, passion, and dedication to students and technical education align with the vision we all share and will best prepare the Upper Bucks County Technical School to continue to lead the way, building on prior accomplishments while meeting and exceeding the challenges ahead.

Background on Executive Director Search Process

The JOC began the search process in April of 2022, engaging the Bucks IU to serve as its search consultant. The Bucks IU, on behalf of the JOC, conducted a community survey from April 22 through May 1, 2022, to identify the community's opinions and priorities. A total of 133 parents, guardians, taxpayers, students, staff, and other community members responded to the survey, offering feedback on the ideal characteristics and attributes of the future Executive Director. The survey also captured what the community believes to be UBCTS's priorities for the immediate and long-term future.

The JOC used these community survey results to conduct a comprehensive search process. As the facilitator, the Bucks IU actively recruited qualified candidates and advertised in local, regional, state, and national publications, seeking the appropriate applicants. The position was advertised from mid-May through June 5, 2022. Eleven qualified candidates applied for the position, including candidates from out of state. The JOC thoroughly reviewed all the applications and selected seven candidates for the first round of interviews. Following these initial interviews, the JOC conducted a more extensive second interview round and chose four

candidates to move forward. Following these final interviews, the JOC selected Dr. Herrera as their choice for the next Executive Director of the Upper Bucks County Technical School.

About Dr. Herrera

Dr. Herrera is a proven, innovative, collaborative, and nationally recognized school leader & workforce development professional. He has served eighteen years as a successful and published CTE administrator in two states. Additional experiences include serving one rewarding year as principal of a large comprehensive high school. Dr. Herrera has served the Upper Bucks County Technical School for the past eight years, most recently as the Assistant Director. He is currently completing his national fellowship with the Association for Career and Technical Education.

His background includes a doctorate in educational leadership from Saint Elizabeth University and a master's degree in the same field from Seton Hall University. His dissertation was on content area reading in a career technical education school. A lifelong learner, he completed Seton Hall University's Institute for Education Leadership, Research, and Renewal New Superintendent's Initiative. He was inducted into Kappa Delta Pi (Educational Honor Society).

His published works include co-authoring "Perkins V and Continuous Improvement," selected as the feature article in the March 2020 issue of ACTE's Technique magazine under Data and Program Improvement. In addition, his article "Reducing the Critical Skills Gap Likely to be widened by COVID-19 Pandemic" was published in the National Career Development Association's Career Convergence magazine May 2020 issue. He recently participated in NCLA's national podcast, "Refocus on the Skilled Trades to Reduce the Critical Skills Gap in a Post-Pandemic World."

Other achievements include testifying before the One Hundred Ninth Congress on the success of his anti-bullying efforts and being named a National School Director of the Year Finalist by Campus Safety magazine.

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ABOUT THE BUCKS COUNTY INTERMEDIATE UNIT (Bucks IU):

Celebrating over 50 years of service! The Bucks IU supports improvements and advancements in student learning by providing exceptional educational programs, innovative professional development, and advanced business/technology services. We serve children ages birth to adult, public and private schools along with their

staff and administrators, and the community of Bucks County. The Bucks IU is also the liaison between local schools and the Pennsylvania Department of Education. For more information, go to www.BucksIU.org or call 215-348-2940.