

Giovanni Cusmano, Ph.D, Ed.D., M.A.

60 Bowers Drive
Hackettstown, NJ 07840
973.979.7581
dr.cusmano@gmail.com

Education

Old Dominion University, Norfolk, VA– Doctor of Philosophy,
Public Administration and Policy, (Ph.D.) 2025
Nova Southeastern University, Ft. Lauderdale, FL – Doctor of Education,
Educational Leadership, (Ed.D.) 2010
New Jersey City University, Jersey City, NJ – Master of Arts,
Educational Leadership, (M.A.) 2005
William Paterson University, Wayne, NJ – Master of Arts,
Mass Communications, (M.A.) 1992
University of South Florida, Tampa, FL – Bachelor of Arts,
Communications, (B.A.) 1989

Dissertation

Does motivation matter? An investigation of the influence of public service motivation on the performance of public-private partnerships in New Jersey. Doctoral dissertation, Old Dominion University, 2025.

An investigation of the relationship between violent video games and self-reported aggression. Doctoral dissertation, Nova Southeastern University, 2010.

New Jersey Department of Education Certifications

- **School Administrator** – Standard
- **School Business Administrator** – Standard
- **Qualified Purchasing Agent** – Certificate No. 2154
- **Principal** – Standard
- **Supervisor** – Standard
- **Teacher of Mathematics K-12** – Standard
- **Elementary with Specialization in Math Grades 5-8** – Standard
- **Elementary Education K-8** – Standard

Professional/Academic Employment

Montclair State University, Montclair, NJ January 2020-Present
Adjunct Professor

- Prepare and deliver instruction in various courses to graduate students in Educational Leadership Master's Degree Program.

Centenary University, Hackettstown, NJ August 2019-Present
Adjunct Professor

- Prepare and deliver instruction in various courses to graduate students in Educational Leadership Doctor of Education Program.

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Rockaway Borough School District, Rockaway, NJ July 2025 – Present
Interim School Business Administrator

- Provide operational leadership and oversight for a 100+ staff team, including administration, managing a budget of \$13M for two schools and approximately 600 students.

Garfield School District, Garfield, NJ Sept 2018 – May 2025
Assistant Superintendent of Schools Jan 2024 – May 2025

- Collaborated with the superintendent of schools to provide educational leadership throughout the district by establishing and promoting academic excellence from all students and staff including working on any additional duties assigned by the superintendent
- Oversaw, managed, and evaluated administrative staff and as well as supervised the effective operations of all the school programs in the district including curriculum and instructional programming materials
- Provided leadership to Administrators of all 11 schools; engaged regularly with school staff members and leadership
- Advised the superintendent as needed on improvements for the effective delivery of instruction and services to all the various stakeholders
- Assisted in the development, implementation, and monitoring of professional development for all school instructional staff
- Assisted the superintendent with the development and implementation of the long range strategic plan for the district

School Business Administrator/Board Secretary Sept 2018 – Jan 2024

- Led all non-certified staff members of more than 200 staff members including food service management, admin, bus drivers, custodial, and maintenance
- Responsible for all financial aspects of the school district including preparation and administration of annual budget which totaled more than \$120M
- Supervised, managed, and coordinated all business affairs of the district to efficiently and effectively achieve the educational goals, vision, and mission of the district
- Served as school district purchasing agent and directed the purchase/bidding process for all supplies, materials, equipment and services purchased by the Board of Education
- Directed the maintenance of and/or maintained all official records of the Board of Education as prescribed in Title 18A, New Jersey Statutes Annotated

Acting Superintendent of Schools: Feb – Mar 2023

- Oversaw the operations of the school district until the Board hired an interim superintendent of schools

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Belleville Public Schools, Belleville, NJ

July 2015-Aug 2018

Director of Elementary Education K-8

2016-2018

- Provided leadership and guidance in the process of curriculum planning, implementing and evaluating the New Jersey Student Learning Standards as well as supervising teachers working on curriculum writing projects
- Assisted the superintendent to ensure all aspects of district operations comply with school board policy, state and local laws, as well as all collective bargaining agreements
- Oversaw application and management of curriculum for all subjects in grades K-8
- Evaluated all requests for projects and programs requiring federal/state grants funding as well as developing, submitting, implementing, and monitoring of all federal grants and grant programs including all related performance reports
- Supervised and manage ESL and Basic Skills Instruction programs for the district
- Provided district leadership and project management for organizational development projects
- Partnered with School Business Administrator related to budget preparation and administration, risk management, purchasing, transportation, food services, school plant operations and facility planning ensure federal funds are expended effectively

Acting Principal

2016

- Responsible for daily operation of a school serving students in grades K-5
- Observed and evaluated teachers to ensure quality instruction for all students

Director of Special Projects/Grants Management

2015-2016

- Evaluated all requests for projects and programs requiring federal/state grants funding
- Completed applications for federal grants including NCLB and Perkins
- Created district's first Hispanic Heritage Festival, Black History Month Celebration, and Multicultural Day
- Partnered with School Business Administrator to ensure federal funds are expended effectively
- Utilized knowledge of accepted business practices in school districts related to budget preparation and administration, risk management, purchasing, transportation, food services, school plant operations and facility planning
- Completed all reports related to grants including all expenditure reports, performance report, and comparability report

Paterson Public Schools, Paterson, NJ

Oct 1999-July 2015

Administrative Experience

2004-2009

- Building Administrator for Summer School and After School Programs.
- Supervised the curriculum, instruction, and staff of 30-40

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- Ensured smooth daily operations, including record keeping, and coordination of breakfast/lunch programs
- Supported teachers in the implementation of research-based instructional strategies.
- Worked directly with teachers provide classroom demonstrations in rigorous standards-based teaching, as well as provide strategies, tools, and techniques to effectively teach math to students.
- Math Instructional Coach Academic Support Teacher

Teaching and Classroom Experience

1999-2004; 2010-2015

- Prepared and delivered classroom instruction for grades 5-8 Mathematics including Algebra I
- Engaged students in activities designed to promote higher order thinking; promoted integration of calculator use into math instruction
- Planned, developed, and utilized a variety of instructional materials and aids appropriate to the intellectual and instructional level of pupils from varied socio-economic and cultural backgrounds
- Individualized and adapted educational processes and procedures to enhance pupil educational opportunities

Professional Development Activities

Harvard University, Cambridge, MA – Harvard Leadership Institute for Superintendents and District Leaders, 2016

Harvard University, Cambridge, MA – Race, Equity, and Leadership in Schools (R.E.A.L. Conference), 2017

Professional Affiliations and Memberships

Allamuchy Board of Education Trustee 2013-2022

American Psychological Association (APA) 2012-present

Association for Supervision and Curriculum Development (ASCD) 2010-2026

Boys and Girls Club of Garfield Trustee 2019-2025

Do Good Student Support Group 2003-present

Florida Educational Research Association (FERA) 2011-present

Hackettstown Board of Education Trustee 2015-2019

New Jersey Association of School Business Officials (NJASBO) 2018-present

New Jersey Principals and Supervisors Association (NJPSA) 2015-2018

Passaic County Education Association Treasurer 2004-2015

Passaic County Professional Development Board 2011-2013

UNICO of Cedar Grove 2010-present