

JOHN C. LITTLEFORD

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Consultant to independent and international schools; public school districts; non profits including cultural and community organizations and foundations; corporations and privately-owned companies.

Education

- Dickinson College Bachelor of Arts Degree, Majors: History and Russian Language
- Princeton University Critical Language Degree, Recipient of Carnegie Foundation and U.S. Government Grants to study Russian and Chinese. Senior Thesis: "Stalin and the Nazi-Soviet Pact", with excerpts included in the critically acclaimed biography of Joseph Stalin by the renowned historian and author, Robert C. Tucker
- Harvard University Master of Arts Degree, East Asian Studies. Masters Thesis: "The Power Behind the Throne" researched under Harvard University Chinese and East Asian historians, Edwin O. Reischauer, Ezra Vogel and John King Fairbank.
- Harvard University Certificate of Advanced Study - Administration and Leadership during a full year Sabbatical from the Breck School. Research with Valerie C. Lee, Professor of Education, University of Michigan, and Professors at the Harvard Graduate School of Education resulting in the publication of "Faculty Salary Systems in Independent Schools" in cooperation with Professor Lee. Published by the National Association of Independent Schools for 18 years.
- Additional graduate work at Stanford and Princeton in the Chinese language and Government.

Professional Experience

- 1992-present Full time consultant and senior partner, Littleford & Associates, Baton Rouge, LA. Clients include over 2,000 board presidents of independent schools and agencies on the topic of head compensation; an additional 1,200 clients worldwide on the topics of faculty compensation, and evaluation; over 1,000 clients on board governance topics; and over 600 clients executive search; marketing and/or, fund raising; financial management; school and community climate issues; and strategic planning.
- 1982-92 Part time consultant to independent schools, international schools and other non-profits throughout the U.S. and the world.

1974-92

Headmaster

Breck School, Minneapolis, MN

- Increased enrollment from 400 to 1500 students over 12 years through innovative internal and external marketing programs
- Initiated one of the largest and most successful Mandarin Studies programs in the US in 1974
- Launched one the first student exchange programs with the People's Republic of China in 1976
- Negotiated the sale of one campus and the purchase and renovation of a larger one under very favorable financial terms.
- Developed unique, collaborative on-site educational courses and programs with the Minneapolis Institute of the Arts, Minnesota Dance Theatre, Minnesota Zoo, University of Minnesota, Minnesota Orchestra, Guthrie Theatre, and the Children's Theatre Company.
- Increased the unrestricted endowment from \$0 to \$15 million.
- Raised \$18 million in capital campaigns
- Increased annual giving from \$0 to \$1.0million.
- Built an engaged fundraising Board of Trustees with significant local stature.

University School of Milwaukee, Milwaukee, Wisconsin

- Increased enrollment by 20% and initiated a strong marketing program
- Launched a Chinese Language program in 1986
- Led a \$25 million endowment campaign for faculty salaries
- Increased faculty salaries 25% over three years while introducing a new "band" salary system and a teacher evaluation process
- Developed recognition and financial support program for long-term teachers
- Forged relationships among several universities and private colleges in Wisconsin and USM to create some programmatic synergies

La Jolla Country Day School, La Jolla, California

- Enhanced marketing to encourage retention and increased enrollment by 20%.
- Developed a reciprocal relationship with a local Chinese language and Japanese language school
- Launched an exchange program with a major Japanese University and its sister prep school.
- Cultivated a relationship with the University of California San Diego to direct families associated with the International Thermonuclear Fusion Project to attend the School and created programs to serve them.

1967-92

Teacher of First Grade; Seventh Grade French and English; Middle School and Upper School History; Russian and Chinese languages; Foreign Language and History Department Head; Upper School Head and Assistant Headmaster in various independent Schools.

Publications

“Faculty Compensation and Motivation” published by Technomic Press, edited by Larry Frase, Contributing Author.

Articles published in *Fortune*, *Christian Science Monitor*, and *The New York Times* on various educational topics.