



Leading Now



Superintendent Spotlight - Dr. Sito Narcisse, East Baton Rouge Schools

Dr. Sito Narcisse serves as the Superintendent of Schools of the East Baton Rouge Parish School System, where he has led organizational transformation. The son of Haitian immigrants, Dr. Narcisse moved with his family to Long Island, New York as a child. As an English language learner, Dr. Narcisse learned to navigate both the social and academic obstacles that confront millions of students today.

His success as a student led him to enroll at Kennesaw State University in Georgia. Seeing his second language as a strength, Dr. Narcisse graduated with a degree in French and pursued a master's degree from Vanderbilt University in secondary education. Doctoral studies led him to the University of Pittsburgh, where he earned a doctorate in

educational administration and policy studies and leadership.

Serving as both a teacher and a principal, Dr. Narcisse opened a high school in Pittsburgh Public Schools and led turnaround efforts in a Boston public high school. Dr. Narcisse has also been a director of School Performance and acting Chief School Improvement Officer for Montgomery County Public Schools in Maryland; an Associate Superintendent overseeing school improvement efforts for 74 schools in Prince George's County Public Schools in Maryland and was the second officer in charge as Chief of Schools for Metro Nashville Public Schools with 159 schools. In addition, he was the Chief of Secondary Schools of the District of Columbia Public Schools..

When asked to reflect on his professional experience, as well as the value he finds in Leading Now, Dr. Narcisse shared the following:

The endeavor of leading a public school system requires the same approach, considerations and philosophies as most corporate enterprises, as we work under the similar structure of a board, our stakeholders (taxpayers) and a profit-driven mission (quality education outcomes). To be sure, the expectations are high, and our investors expect a substantive return on their investment.

Our greatest investment is the people we recruit to serve our students and the support we provide for them.

As the superintendent of a large urban school district in Louisiana, I pride myself on experience – not just my own, but on the experience within the diverse group of people committed to our charge to provide the best possible education for our children. I have always felt that the collision of cultures provides an opportunity to advance our community's empathy for each other and to embrace diversity starting with staff and students.

Our collaboration with the Leading Now community is the critical reinforcement of the cultural assets within our organization in an effort to tailor customer service to the needs of our community. The innovative programs offered by EBR Schools span the spectrum of possibilities. These include Focus Choice Schools, which provide theme-based career tracks and Pathways to Bright Futures, allowing students to enroll in AP classes, College dual enrollment or industry-based courses. Our goal is to create the largest educational options and the widest portfolio to meet the needs of all students.

In the midst of addressing such a large constituency with diverging expectations, it is easy to lose focus of the important considerations of an “all-inclusive” mission. The experts at Leading Now serve as an imperative element to making diversity a priority at the forefront and throughout our execution.

If you would like to connect with Dr. Narcisse, you can reach him at SitoNarcisse@ebrschools.org.

Want to nominate a peer for a Superintendent Spotlight? Send a quick note to Leading Now's Program Director at programming@leadingnow.org.