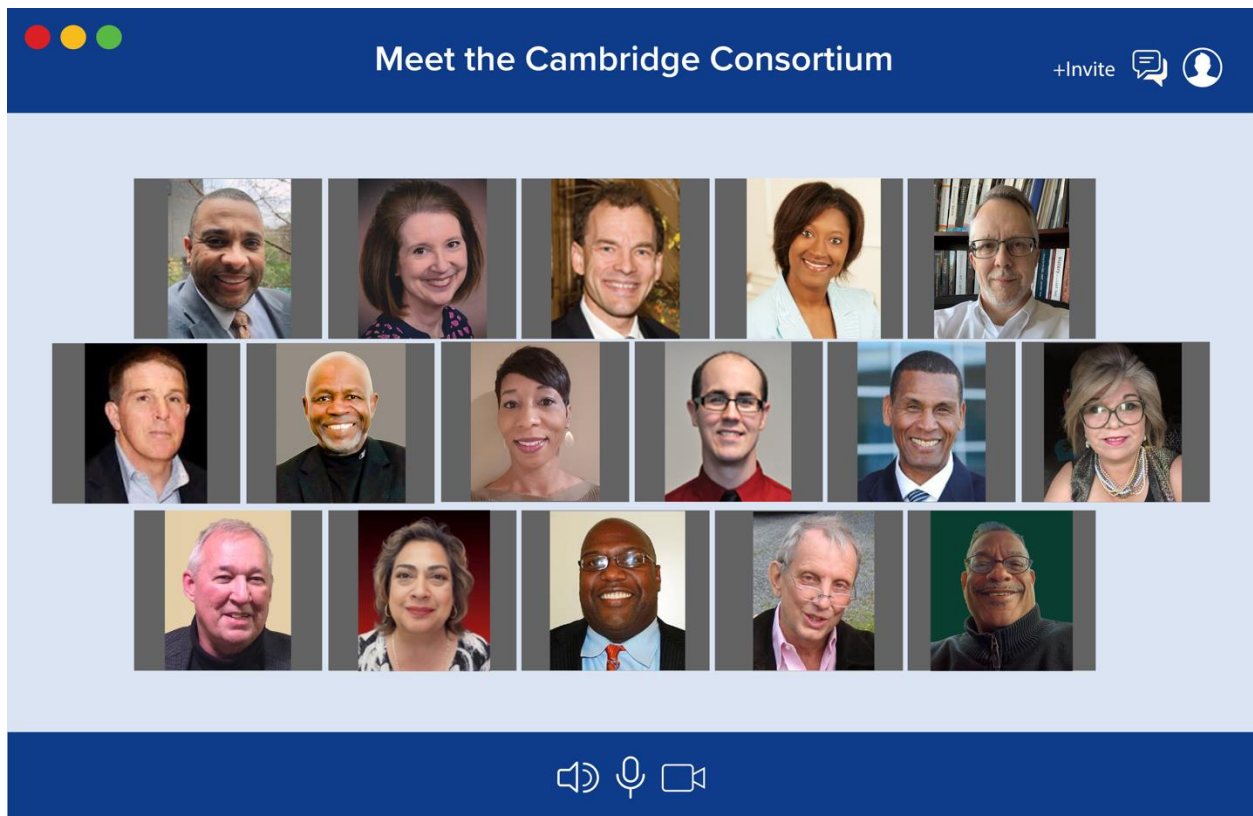


THE CAMBRIDGE CONSORTIUM

We are a company that strongly values academic endeavor. We are lifelong education “warriors” who shake the hands of your project coordinators and passionately advocate college and career services, knowing firsthand how transformative education can be. The people who facilitate our programs are personally invested in our mission to help students of all economic backgrounds fulfill their potential.

The 16 members of the Cambridge Consortium holds 2.5 degrees per person collectively, and consist of eight first-generation college students that are assigned to work at and visit partnering schools at their personal requests. David Waldherr, who founded Cambridge in his Manhattan kitchen apartment was a low-income, first-generation student himself, attending college and law school only because he received scholarships.

Our employees include highly educated experts who bring in their critical knowledge and experience to fuel our reputation as a leading provider resulting in unprecedented success.¹



¹ In an [independent study](#) the Research and Evaluation Committee of Chicago Public Schools found Cambridge Educational Services had the lowest drop out, highest attendance, highest math and highest reading gains of nearly 100 providers.



DAVID WALDHERR, J.D.
FOUNDER AND CEO

Dr. Waldherr, first-generation college student, enrolling only because of a scholarship, founded Cambridge in 1990 with the mission of helping all students, regardless of income level or previous achievement, build college readiness skills, increase test scores, and gain college admission and scholarships. He is the former national director of Harcourt Brace Professional Testing. Having spoken at hundreds of national and regional conferences, Dr. Waldherr is widely known for his commitment and expertise in providing quality test prep to all students. Cambridge materials are used by more than 2,000 schools, served over 7,000,000 students, and through its Grant Award program has given away over \$10,000,000 to deserving youth programs.



TOM MARTINSON, J.D.
DIRECTOR OF PROGRAMS, EMERITUS

Tom Martinson, raised in the shadow of Stone Mountain (Georgia), is the nation's leading authority on test preparation. He has written over 100 test preparation books, admissions manuals, school guides, and instructional applications; lectured on over 300 campuses; and frequently speaks on testing and test preparation at professional convocations. His works have been published by Macmillan, Simon & Schuster, McGraw-Hill, Peterson's, and Pearson. He is a member of the bars of New York and Washington, DC, served as a Naval officer in the Judge Advocate General Corps, and taught philosophy at Queens College. Tom earned his bachelor's degree at the University of Georgia, where he was a national championship debater, and his juris doctorate at Harvard Law School, where he won prizes in the Ames Moot Court competition and the Williston competition. He has also done significant post-doctoral work at both NYU and the Graduate Center of the City University of New York.



DAVID FICKETT, M.S.T.
Executive Director of School Relations

David Fickett is the executive director of school relations at Cambridge Educational Services and for over ten years he has worked closely with schools to enhance curriculum, support instruction, and build essential skills for college and career readiness. David has conducted over 1,000 seminars and professional development workshops for administrators, teachers, and students. He earned his undergraduate degree in actuarial science from the University of Michigan and earned his Master of Science degree in teaching mathematics from the University of Illinois in Chicago. He has taught high school mathematics for nearly 20 years, with 17 of those years at nationally recognized Blue-Ribbon schools.



CHARLOTTE RAINEY PARHAM, ED.D.
NATIONAL LEADERSHIP AND MOTIVATIONAL SPEAKER

For more than 20 years, Charlotte Rainey Parham has been an educator in the Arkansas community. Dr. Parham served as an elementary teacher, gifted specialist, principal, and district administrator. She is a national consultant and author who currently serves as an Assistant Professor of Leadership Studies at the University of Central Arkansas. Her research focuses are systems of equity, parental involvement, academic achievement gaps, school readiness, and disruptive innovation. Dr. Parham is the executive director for Arkansas Imagination Library, the state's affiliate for the Dolly Parton Imagination Library book gifting program. She is also the founder and CEO of Strategic Inc., a consulting firm that partners with schools and various organizations to support areas of equity and literacy. Dr. Parham is a published educator who has written several articles and two books, *Because I Said So: A Discussion on Parenting Styles and Achievement Gaps* and *Parent Bailout: The Bailout that is Really Crippling America*.



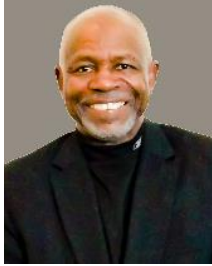
MARTIN NALLS, ED.D.
CAMBRIDGE CONSORTIUM, SOUTHEASTERN REGION

An educator since 1997, Dr. Martin Nalls is the current head of school of i3 Academy in Birmingham, Alabama, and is the president and founder of College Admissions Made Possible (CAMP), a nonprofit organization that seeks to address the obstacles to college access that low-income, minority, and first-generation students face. He holds a doctorate in instructional leadership from the University of Alabama. He won the 2007 Alabama Assistant Principal of the Year award and is currently a member of the CLAS (Council for Leaders in Alabama Schools) and a board member of Spina Bifida Association of Alabama and Childcare Resources.



GRAYLING TOBIAS, ED.D.
CAMBRIDGE CONSORTIUM, MIDWESTERN REGION

Dr. Grayling Tobias is a first-generation educator with over 34 years of educational experience. He served in the following roles: teacher, assistant principal, principal, director of secondary education, assistant superintendent, and superintendent. He earned a bachelor's degree from the University of Missouri-St. Louis, a master's degree from Truman State University, and a doctorate in education leadership from Saint Louis University. Educators have enriched his life, and he would like to share with administrators, teachers, students, and parents the rich educational experience that he has received. He believes he can make a difference in the lives of young people because education has made a profound difference in his life.



DOUGLASS PETTY, PH.D.
CAMBRIDGE CONSORTIUM, MIDWESTERN REGION

Douglass Petty, first-generation college student, has over 30 years' experience as an organizational consultant, educator, community organizer, life coach, and motivational speaker. He has earned a doctorate in Christian counseling, a master's in psychology, a bachelor's in psychology, and an associate in physical education. During his career, he has provided training in every school district in St. Louis city and county. He has served as adjunct faculty at University Missouri-Kansas City, Harris–Stowe State University, and St. Louis Community College and as the lead principal for Christian Counseling & Resource Consultants. He is a member of several professional organizations, including the American Counseling Association, American Association of Christian Counselors, American Psychological Association, National Association of Multicultural Educators and National Diversity Council, National Center for Crisis Management, International Christian Coaching Association, and the Desegregation Monitoring Task Force. He serves on several boards, including the executive board of the Alzheimer's Association of Greater St. Louis, the African American Advisory Board (as chair), and the Washington University School of Medicine Memory and Aging Project.



KEN HUNTER, Ph.D
DIRECTOR OF DIVERSITY AND INCLUSION

Ken Hunter is an educator with over 40 years of experience. Ken has served as teacher, administrator, Assistant and Acting Principal in Chicago's Catholic schools, and Principal in Chicago Public Schools. In 1999 the Illinois State Board of Education (ISBE) appointed Ken administrator-in-residence at East St. Louis. He has served as ISBE chair of the Language Arts Advisory Council, the Testing Review Committee and multiple standards setting ELA teams. He was also selected by the ISBE to review the Prairie State Achievement Examination reading assessment (ACT and Work Keys Reading) for the US Department of Education Technical manual. He attended Loyola University for his bachelor's and the University of Chicago in pursuit of his Ph.D.



LINDA WALLS, M.ED.
DIRECTOR OF ACADEMIC SOLUTIONS

Linda Walls, first-generation college student, was born and raised in Skidmore, Texas, in a low-income household. Through the support and guidance of the Upward Bound program, she earned a business administration degree and a teaching certificate from Texas A&M Kingsville and later obtained a master's in education at The University of Texas San Antonio. As a result, she is very passionate about helping today's youth achieve all they can using the tools that are available to them. She became an Upward Bound instructor, and a Barnhart mentor to facilitate the success of young students today.



CAROL FORD, M.A.T.
SOUTHEASTERN SCHOOL RELATIONS DIRECTOR

Carol Ford, first-generation college student, received her Bachelor of Science in communications at the University of Central Arkansas and her master's in the art of teaching at William Carey University. She has been a classroom educator at Collins High School in Collins, Missouri, for ten years and is a passionate advocate for children. She has served as English department chair, a member of her high school's leadership committee, an ACT prep instructor, and an English II State Exam Instructor. Her students have consistently achieved increased levels of proficiency and growth.



KELLY DAIL, M.ED.
EASTERN SCHOOL RELATIONS DIRECTOR

A native of Eastern North Carolina, Kelly Dail earned her BS and MEd from the University of North Carolina at Greensboro. Prior to joining Cambridge as school relations director, Kelly's career included program management in higher education, marketing, communications, fundraising, and administration. As a passionate advocate for life-long learning, Kelly is honored to have the opportunity to support Cambridge's mission of educational advancement for all students, not just the privileged few.



Eva Garza-Avalos, M.S.
ACADEMIC SOLUTIONS ADVISOR AND ESL SUPPORT

Eva Garza-Avalos, first generation college student, was born and raised in the small town of Hebronville, Texas. Being from a low socio-economic family, Eva has overcome all odds and has received a Bachelor's Degree in education with a minor in English, a Master's Degree in Reading From Texas A&M International University in Laredo Texas. Always seeking to help students from disadvantaged backgrounds, she proceeded to attain a Bilingual Certificate, Gifted and Talented certificate in English and Spanish, Dyslexia certificate in English and Spanish. She has now gained 40 years of experience in education and has published the first Spanish lesson plan for Gateway, the Texas Education Agency website. Her passion to assist students attain their college education is the latest of the many opportunities she has had to make a difference in student's lives.



AARON PATTERSON, M.A.T.
CUSTOMER VP AND NORTHERN SCHOOL RELATIONS DIRECTOR

Aaron Patterson has worked with Cambridge Educational Services for 16 years and has the privilege of helping hundreds of schools and thousands of students with college-readiness and ACT/SAT preparation. A native of West Virginia, holds a Bachelors and Masters in Teaching. he has a passion to help students with little or no college-bound goals to realize their potential. He has presented at dozens of local and national conferences on the topic of using data to target instruction in the classroom.



STEVEN M. GOURRIER, M.S.
DISTRICT SUPPORT ADMINISTRATOR

Steven Gourrier is an accomplished educational leader with over two decades of experience in educational management and administration. He holds a Bachelor of Science in Criminal Justice from the University of South Carolina and a Master of Science in Educational Management from the University of Houston-Clear Lake. Steven has served in various leadership roles, including Principal at South Early College High School in Houston, Texas, where he was instrumental in securing the school's designation as a Texas STEM academy and achieving Gold Medal status from U.S. News & World Report. His expertise in strategic planning, curriculum development, and fostering inclusive educational environments has consistently driven improved student outcomes. Steven's career is marked by his commitment to equity in education and his belief that every student deserves the opportunity to succeed.



DENNIS RABBE, B.S.
CAMBRIDGE CONSORTIUM, NORTHERN REGION

Dennis Raabe, first generation college graduate, earned his BS in Elementary Education, his MS in Curriculum and Instruction, and his Specialist Degree in Educational Administration. He has been a classroom teacher, a university instructor, and has 35 years' experience as a school administrator both as a building principal and District Administrator in school districts throughout Wisconsin. He has developed educational material related to educational best practices, effective instructional strategies, and expanding opportunities for all scholars. He is committed to promoting the ideals that education is the portal for success in our society and that educators make a difference in the lives of young people, especially those who have been traditionally marginalized.



BARRY STANBACK, B.S.
CAMBRIDGE CONSORTIUM, EASTERN REGION

Barry Stanback is a graduate of The University of North Carolina at Chapel Hill and The UNC-CH School of Law. Mr. Stanback was a partner for 15 years with Stanback & Stanback Atty's, P. A. In Greensboro, NC. Subsequently, he served as General Counsel to The NC Department of Human Resources (now NC Department of Health and Human Services) before being appointed Deputy Secretary of that Department. After leaving state government, Professor Stanback was instrumental in the Founding of National Test Preparation Service. He currently serves on the Pre Law Advisory Committee at Shepherd University. NTPS, under Professor Stanback's guidance, has had it's program implemented at The University of North Carolina at Chapel Hill, North Carolina Central University, Duke University, Winston Salem State University, Fayetteville State University, Central State University, Jackson State University and Saint Augustine's University.