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## Leadership Skills Summary

- Adept at creating **positive board relations**.
- Well versed in **legislative advocacy** for local, state, and federal needs.
- Skillful in leading organizational level **vision and strategic planning**.
- Demonstrated record of **engaging community** stakeholders.
- Experienced in leading multiple **successful public referendums**.
- Proven record of creating **systems for accountability**.
- Implemented **long-term facility and staffing plans** for growth.
- Knowledgeable about **professional development planning** and implementation.
- Facilitated and led **organizational leadership** teams.
- Practiced in **data-driven decision-making**.
- Established **relationships with regional business and industry** leadership.
- Experienced in engaging in the **shared decision process**.

## Education

### PhD. Educational Leadership and Policy Studies

Iowa State University, Ames, IA. May 2008

### Certificate of Advanced Studies, Superintendent Endorsement

Iowa State University, Ames, IA. December 2006

### MA Educational Leadership

Aurora University, Aurora, IL. June 2004

### BA Technology Education, Minor General Industry

University of Northern Iowa, Cedar Falls, IA. May 2001

## Current Experience

### Superintendent/CEO

School District of Hudson, Hudson, WI 2015 to Present

District of over 5,400 students and over 800 staff

\$80+ million operating budget

#### Leadership and Engagement:

- Facilitated **strategic visioning sessions** with the Board.
- Operated and **passed a \$90 million referendum** process in a transparent manner that was ethical, honest, and always done with integrity by listening to all stakeholders to find common ground.
- Operated and **passed a second \$29 million referendum** to enhance the learning spaces in two of our elementary buildings and our middle school.
- Took time to listen to all points of view surrounding the referendum and worked to **find a 'common ground' solution** the community eventually supported.
- **Surveyed the community on referendum options**, even including information in the survey that vendors felt might have a negative impact on results to be transparent.
- Brought a **'customer service'** approach to the School District that looks to 'operate in the gray' when it will help students and build relationships with stakeholders.
- **Launched rebranding campaign** to build a sense of family and community surrounding the District.
- Engaged parents, staff, and students by **implementing feedback surveys** for each group on an annual basis.
- Worked with all stakeholders to rebuild trust in the District from the community as evident by an over **93% satisfaction rating from parents** and multiple uncontested school board elections.

### **Leadership and Engagement (cont):**

- Worked collaboratively with the Board to respond to parent and staff concerns related to reopening schools in a pandemic.
- Worked collaboratively with leadership on the Board to set agendas for regular, special, and committee meetings.
- Helped facilitate a more collaborative Board relationship by treating all members fairly and listening to everyone's point of views.
- Aiding the Board in increasing transparency and trust with the public by changing when the community has access to information.
- Implemented policy review project to provide expanded access to Board policies for all stakeholders and to ensure policies are up to date with best practice and Wisconsin Statutes.
- Created a 'Back to School Blueprint' to inform our parents and community about our COVID-19 Response.

### **Student Success:**

- Worked with the Chamber of Commerce to create a Manufacturing Day giving our students an opportunity to tour local manufacturing facilities.
- Collaborated with Northwood Technical College to provide an on-site CNA program now in its third year of implementation.
- Created District and Building Scorecards to measure continuous improvement throughout the system and trained leadership team with Studer Education on stakeholder experience.
- Coordinated and implemented a resetting of elementary boundaries.
- Worked with Learning Services to implement standards based grading at elementary and middle school levels.
- Developed in collaboration with our Chief of Schools Officer, a site based mental health model providing professional counseling services to children in need of mental health services.
- Implemented 1:1 initiative in grades 3-12 with Chromebooks to provide equity of access.
- Developing with Learning Services a 2 + 2 program with UWRF & NWTC to allow students graduating from Hudson High School with enough credits to earn a BA or BS in two years.
- Implemented a move to All Google for increased access to Education Apps and more collaboration between staff, students and parents.
- Implemented a brand new community based preschool program in the district to meet the needs of our youngest learners.
- Collaboratively created a Virtual Charter School in the district to meet the needs of more students requiring a non-traditional education.
- Coordinated a full district equity audit to determine what we are doing well and where we can improve to make Hudson a great place for all students.

### **Strategic Operations and Governance:**

- Worked with CFO to build the budget to ensure the District maintains a strong financial footing.
- Implemented a study for a 10-year Capital Improvement Plan.
- Ongoing evaluation of organizational procedures to ensure most efficient use of District resources.
- Owner's Representative for the \$94 million construction projects.
- Passed the third largest K-12 referendum in Wisconsin state history as of 2016.
- Continue to work with Financial Services to maintain a strong Self-Funded Insurance program that has seen a premium increase of a combined 18% over the past 5 years.
- Utilize a Teacher Advisory Council to get feedback and make decisions with staff.
- Developed an organizational structure that is both efficient and effective in meeting the District's goals.
- Worked in partnership with our District Leadership Team to develop and implement an Administrative Performance Pay System.
- Collaborated with teachers and administrators to implement a Teacher Performance Pay Structure.
- Developed and implemented a Support Staff Performance Pay System.

## **University, Community/Technical College and Adult Education Teaching Experience**

**Iowa State University**, Ames, Iowa Fall 2011

*Adjunct instructor for graduate class in Educational Leadership*

EDADM 552: Issues in Site Level Leadership

**Des Moines Area Community College**, West Des Moines, Iowa 2005-2006

*Adjunct instructor for classes pertaining to the Construction Industry*

**Iowa Association of School Boards**, Des Moines, Iowa 2013 & 2014

*Co-Taught School Finance Boot Camp 201*

## **Additional Experience**

### **Superintendent/CEO**

Odebolt-Arthur & Battle Creek-Ida Grove Community Schools, Odebolt, Iowa 2012 to 2015

*Combined districts of around 1,000 students and over 200 staff*

- *Developed a plan to become one of the first all 'Google' Districts in the state*
- *Implemented new Dual-Enrollment courses in partnership with the Community College.*
- *Implemented a Chromebook technology initiative 1:1 program for grades 2<sup>nd</sup>-12<sup>th</sup> to provide equity of access.*
- *Enhanced classroom level technology in grades kindergarten and 1<sup>st</sup> grade with the addition of classroom sets of iPads and Chromebooks.*
- *Developed working line-item budgets and manage budgets simultaneously for both districts*
- *Re-aligned spending priorities to efficiently meet the needs of students through the budget reduction process by reducing the combined budgets by \$750,000 (over 6% budget reduction).*
- *Implemented long-term planning protocols to project future district financial conditions.*
- *Passed Revenue Purpose Statements in both districts (OA 96.8% & BCIG 72%).*
- *Passed and doubled the Voted PPEL for both districts (OA 88.6% & BCIG 65%).*
- *Implemented a Superintendent Advisory Council to get feedback and make decisions with staff.*

### **High School Principal**

**Dallas Center-Grimes Community Schools**, Grimes, Iowa 2008 to 2012

*Dallas Center-Grimes High School*

- *Implemented new Dual-Enrollment courses in partnership with the Community College.*
- *Implemented 14 new Advanced Placement Courses in the building moving the district to a top 20 Advanced Placement School in the state*
- *Revamped graduation requirements to provide students with more choice in course selection to resemble more of a college general education model*
- *Developed a plan for implementing the Iowa Core Curriculum at the high school level*
- *Participated in and implemented Elmore's Instructional Rounds in Education*
- *Implemented Principal's Advisory Council to make collaborative decisions using data*
- *Developed a plan with staff to ensure assessment practices align with instructional goals*

### **Vice Principal**

**Des Moines Public Schools**, Des Moines, Iowa 2007- 2008

*East High School*

- *Provided instructional and organizational leadership in a building with over 2,200 learners in an urban setting*
- *Coordinated transition to 9<sup>th</sup> Grade Academy*
- *Served on district alternatives to suspension committee*
- *Worked with special education consultants to reinvent the special education program at East High School 9<sup>th</sup> Grade Academy*

## **Operational Vice Principal/Dean of Students**

**Des Moines Public Schools, Des Moines, Iowa 2006-2007**

*Central Campus*

- *Coordinated ESL program involving students and instructors*
- *Developed data collection tools to analyze student discipline*
- *Created and implemented new building discipline and attendance policies*

## **Secondary Teaching Experience**

**Valley High School, West Des Moines, Iowa 2003 - 2006**

*Technology Education Teacher Grades 10 -12*

**Hampshire High/Middle School, Hampshire, Illinois 2001-2003**

*Technology Education Teacher Grades 6 -12*

*Head Coach Boys and Girls Varsity Soccer, 2001-2003*

## **Leadership Activities**

**Elected President, Wisconsin Association of School District Administrators, 2022-2023**

*Serve as leader for statewide organization.*

**Mental Health First Aid Training, United Way, 2020**

*Brought to the district and trained with other administrators in the district.*

**Elected to National Governing Board, American Association of School Administrators, 2018 to 2020 and 2023-2026.**

*Board member for national association for school superintendents.*

**Elected to Board of Directors, Wisconsin Association of School District Administrators, 2016 to present.**

*Board member for state association for school leaders*

**Member, Wisconsin Association of School District Administrators, 2015 to present**

*Attended and presented at conferences and seminars related to school leadership*

**Executive Leaders Vice-Chair, School Administrators of Iowa (SAI), 2012 to 2015**

*Superintendent leadership group designed to recognize and respond to current issues in education*

**Iowa Department of Education Superintendent Advisory Council, 2014 to 2015**

*Cadre of superintendents to provide guidance to the Director for the Department of Education*

**Collaborating for Iowa Kids (C4K), 2012 to 2015**

*Collaborative partnership between the Department of Education, Area Education Agencies and Local Educational Agencies to provide leadership on state initiatives*

**Iowa Superintendents Finance and Leadership Consortium, 2011 to 2015**

*Track 31: Understanding and Administering Employment Law*

*Track 33: Contemporary Issues in School Finance*

*Track 38: Cultivating Leadership and Advocacy Capacity*

**State of Iowa Evaluator Committee, 2009 to 2012**

*Worked to develop the Evaluator 3 module system*

**Iowa Educational Research and Evaluation Association, 2011 to 2015**

*Selected to be a State Committee Council member to represent k-12 education on the committee*

**Upslope, Employee Discipline in an Education Environment (EDEV), 2010**

*Participated in and reviewed training for employee discipline for possible statewide implementation associated with Evaluator 3*

**School Administrators of Iowa, 2004 to 2015**

*Attended conferences and seminars related to leadership and career development*

**American Association of School Administrators, 2012 to present**

*Received training and information related to leading school districts*

**National Association of Secondary School Principals, 2008 to 2012**

*Received training and information related to school leadership*

**Illinois ASCD, 2001 to 2003**

*Illinois State High School Conference planning committee*

## Volunteer and Community Involvement

University of Wisconsin River Falls, Chancellor's Advisory Council  
United Way of St. Croix Valley, Success by Six Executive Board Member  
Hudson Daybreak Rotary, Member  
Hudson Chamber of Commerce, Member  
Bethel Lutheran Church Youth Confirmation Class Leader  
Hudson Soccer Association, Volunteer Travel Soccer Coach  
Hudson Basketball Association, Tournament Volunteer  
Ida Grove Chamber of Commerce, Member  
Ida Grove Kiwanis, Member and Co-Chair of Spring Soccer Program  
Grimes Chamber of Commerce  
Central Campus Foundation, Board of Directors  
Iowa Games, Soccer Referee

## Publications, Presentations and Awards

**Dissertation**     *An equity analysis of the Iowa school-funding model that addresses the instructional support program and the influence this program has on student achievement.* Iowa State University, 2008

**Publications**     *"A Perspective on Work When Life's on the Line"* School Administrator Magazine, American Association of School Administrators, February 2023 Issue

*Statewide Monthly Newsletter*, Wisconsin Association of School District Administrators, July 2022 to present

*State of the Schools*, Hudson School District, 2015-present

*Insights*, Odebolt-Arthur & Battle Creek-Ida Grove Schools, 2012 to 2015

*Mustang Monthly*, Dallas Center-Grimes High School, 2008-2012

**Presentations**     *"Closed-door meeting with U.S. Deputy Secretary of Education, Cindy Marten on supporting students during difficult times."* U.S. Department of Education, November, 2023

*"School District Funding and the Current Legislature"* Central Time Radio Show, Wisconsin Public Radio, June 2023.

*"Aligning Strategic and Cultural Elements in the Empowerment of a Large Executive Team"* What's Right in Education 10<sup>th</sup> Annual Education Leadership Conference, Virtual, October 2021

*"Pay Attention to the Right Work"* Studer Education Podcast Series, Pensacola, Florida, July 2021

*"Continued Impact of COVID-19 on K-12 Education"* The West Side Radio Show, Wisconsin Public Radio, April 2021

*"Investing in Human Capital, Implementing Strategic Compensation for Teachers and Administrators"* Wisconsin Association of School Boards State Convention, Milwaukee, Wisconsin, January 2018

*"Your Referendum Captured Their Attention — Now Keep Them Engaged"* Wisconsin Association of School Boards State Convention, Milwaukee, Wisconsin, January 2018

*"Lessons from Wisconsin on Collective Bargaining"* Iowa Association of School Boards Fiscal Management Conference, Des Moines, Iowa, July 2017

*"Taking Community Engagement to the Next Level"* Wisconsin Association of School Boards State Convention, Milwaukee, Wisconsin, January 2017

*"Building Partnerships between K-12 and Higher Education"* Chippewa Valley Technical College Summer Leadership Retreat, Eau Claire, Wisconsin, 2016

*"The Importance of Volunteering"* Youth Leadership Hudson, Hudson, Wisconsin, 2015

*"School Finance Boot Camp 201- Intermediate"* Iowa Association of School Boards State Convention, Des Moines, Iowa, 2013 & 2014

*"A District's Perspective of Operational Sharing"* Iowa Association of School Boards State Convention, Des Moines, Iowa, 2013

*"The Impact of 1:1 Initiatives on Student Learning"* Ingleside Women's Club, Odebolt, Iowa, 2013

*"The New Iowa High School"* Northwest Kiwanis Club of Des Moines, Clive, Iowa, 2011

*"Direction of the Future: Education Reform in Iowa"* Panel Member, Iowa Educational Research and Evaluation Association, Ames, Iowa, 2011

*"Culture of Learning"* Iowa State University, Principal Cohort, Ames, Iowa, 2009

## **Awards**

*Large Business of the Year, Hudson Chamber of Commerce, Hudson, Wisconsin, 2017*

*Iowa State University Statement Maker Recipient, Iowa State Alumni Association, Ames, Iowa, 2011*

*Governor's Volunteer State Award Recipient, Governor's Office for the State of Iowa, Des Moines, Iowa, 2010*