

## PROFILE

With a Doctorate in Education and over 27 years of experience (16 years as a building/district administrator), your district will benefit from my past collaborative experiences establishing, designing, implementing and/or facilitating: 1.) PK-16 curriculum, instruction and assessment design for the benefit of all students; 2.) District initiatives, state programs, and federal entitlement programs aimed at increasing teacher efficacy, teacher leadership and student achievement; 3.) Implementation of equity-based and culturally responsive teaching practices; 4.) Integration of educational technology practices; 5.) Sound fiscal management of building, district, state and federal budgets, and 6.) University teaching experiences and relationships aimed at improving teacher preparation and induction programs.

## EDUCATION

### Winona State University

Winona, MN  
Superintendent

### Hamline University

St. Paul, MN  
M.A., Educational Technology & Literacy Focus  
Doctorate in Education, Technology & Literacy Focus

### *Master Thesis*

*Implementation of Little Falls Community Schools Laptop Initiative*

### *Dissertation*

*Digital Video: A tool for developing voice in writing*

### St. Cloud State University

St. Cloud, MN  
B.S., Elementary Education

### Gustavus Adolphus College

St. Peter, MN  
B.A., Business Education/Information Management

## LICENSURE, CERTIFICATION AND TRAINING

Superintendent, Minnesota, Wisconsin  
Elementary Education, Minnesota

K-12 Principal, Minnesota, Wisconsin  
Secondary Business Education, Minnesota

Cognitive Coaching Certification  
Minnesota Principal and Teacher Evaluation  
Understanding by Design  
Project & Place Based Learning  
Personalized Learning  
Professional Learning Communities  
Data Driven Decision Making

Culturally and Linguistically Responsive Practices  
Equity Leadership & AVID Training  
Racial Equity Institute  
Quality Compensation  
Non-Violent Crisis Intervention (CPI)  
Quality Matters (Online Course Design)  
Information Technology Infrastructure Library (ITIL)

# PROFESSIONAL EXPERIENCES

## EdVisions-Contracted Work

*Bush Foundation Online Professional Development*

*Present*

- Demographics: Non-profit national educational development organization for innovation
  - Personalized learning and Project-based learning
  - Teacher and student empowerment

## Lakeville Area Schools-Lakeville, Minnesota

*Director of Teaching and Learning*

*7/2016 to 6/2018*

*Equity Services and Innovative Practices*

*Superintendent's Cabinet*

- Demographics: Suburban District
  - 11,315 students; 1,321 staff
  - Ethnicity: White 81%, Asian 6.75 %, Hispanic 6.24%, Black 5.5%, Native American <1%
  - Free/Reduced Lunch 14%; Homeless/Highly Mobile < 1%; ELL 4%; Special Education 14%
- Leadership: Develop, Implement and Evaluate District Equity Services Programming
  - Co-District Director AVID programming
  - Achievement and Integration, American Indian, Title VI Indian Education state and federal budgets
  - Lead district equity based efforts (community education, early childhood, student services, human resources)
  - Lead culturally/linguistically responsive instruction, personalized learning, project based learning practices
  - Mentor cultural liaisons to support opportunity and expectation gap reduction
  - Facilitate increased family and student engagement
- Inspiring Innovation: Systems Based Approach Supporting Future Ready Skill Development
  - Mentor district digital literacy specialist team supporting effective integration practices
  - Empower teacher leader implementation of district's Future Ready plan
  - Support development of systemic, collaborative approach to evaluate digital learning tool/resources at operation and academic level
  - Design and implementation of project management practices
- LinK<sup>12</sup> Online School Administrator (K12 online school serving local, regional and state area)
  - Special Education, 504 Plan and ELL support
  - Facilitate development of online personalized learning opportunities
  - Expand comprehensive K12 programming while reducing ongoing expenditures
  - Human resource, budget and program oversight

## Minneapolis Public Schools-Minneapolis, Minnesota

*Director of Instructional Technology*

*8/2014 to 7/2016*

*MPS Online School, Director*

*7/2015 to 7/2016*

*Academic and Operations Leadership Teams*

- Demographics: Urban District
  - 35,000 students; 6,957 staff
  - Ethnicity-African American 37%, White 33%, Hispanic 19%, Asian 7%, Native American 4%
  - Free/Reduced Lunch 64%; Homeless/Highly Mobile 5%; ELL 26.5%; Special Education 17%
- Project Management: Leading Instructional Technology and Systematic Changes
  - Technology-based learning solutions supporting personalized and project based learning
  - Align and manage educational technology services with District education mission and priorities
  - Utilize equity, diversity and culturally responsive practices in strategic planning
  - Culturally responsive leadership with Instructional Technology, Media and Online Learning departments
- Inspiring Innovation: Improving Teaching and Learning Practices
  - Transformation of teaching and learning through emerging technologies and innovative programs and services
  - Research, recommend and advocated for implement new teaching and learning digital tools and resources
  - Facilitate innovative and creative ideas in development of online and blended learning experiences
- MPS Online School Administrator (K12 online school serving local, regional and state area)

## **Winona State University-Winona, Minnesota**

*Professor, College of Education*

*8/2013 to 7/2014*

- Undergraduate Courses: Human Relations and Student Diversity; Curriculum, Instruction and Assessment, Computers in the Classroom; Secondary Reading and Teaching Strategies; Data-based Improvement of Reading Programs
- University Systems Leadership: Improving Curriculum, Instruction and Assessment Practices
  - Quality Matters Online Program Development training
  - Teach 21, Clinical Experiences, Teach 21 Diversity Recruitment Team
  - Kappa Delta Pi Honor Society program counselor
  - University's curriculum approval committee
  - Center for Educational Innovations committee

## **La Crescent-Hokah Public Schools-La Crescent, Minnesota**

*District Curriculum and Instruction Director*

*7/2006 to 8/2013*

*District Technology Director*

*7/2009 to 6/2011*

*Early Childhood to 4<sup>th</sup> Grade Principal*

*7/2009 to 8/2013*

*Superintendent's Cabinet*

- Demographics: Rural District
  - 1200 students; 170 staff
  - Ethnicity White 90%, Black 4%, Hispanic 2%, Asian 2%, Two or more 1%, Native American <1%
  - Free/Reduced Lunch 20%; Special Education 16%
- Leadership: Transforming District Curriculum, Instruction and Assessment Practices
  - Facilitated explicit curriculum improvement cycle development across district using UBD framework
  - Developed cohesive K-12 curriculum development practices
  - Encouraged/supported parent and community involvement in curriculum, instruction and assessment process
  - Facilitated writing system accountability report with curriculum steering and staff development team
  - Developed and monitored district staff development plans based upon building, Q-Comp and Board goals
  - Facilitated development and implementation of district mentor program
  - Established relationships with colleges/universities for ongoing staff development opportunities.
  - District assessment coordinator
  - Analyzed and synthesized MCA-II, NWEA and CBM probes for curriculum and instructional changes
  - Supported child find, RTI, ADSIS, IEP processes and 504 planning
- Leadership: Fiscal and Operational Responsibility
  - At superintendent's request, mentored district/building level administrators
  - Planned and managed multiple budgets (Federal Entitlement, Federal Reinvestment Funds, Special Education Flow-through, Staff Development, Technology Capital, Curriculum Capital, Gifted and Talented, Alternative Delivery of Specialized Services, Building Capital) totaling over \$5 million
  - Designed programming and managed Title I, II, IV, and V budgets
  - Established, facilitated and developed K-12 gifted and talented programming and budget
  - Applied for and obtained new funding for at risk support general education students-Alternative Delivery of Specialized Instructional Services
  - Evaluated alternative compensation (Q-Comp) district performance for Minnesota Department of Education
  - Review alternative compensation (Q-Comp) applications for the Minnesota Department of Education
- Inspiring Innovation: Improving Teaching and Learning Practices
  - Chair of district technology department, technology steering committee and curriculum steering committee
  - Principle writer and administrator of district technology plan
  - Integral member of establishing district technology integration/staff development practices
  - Lead author of On Line School (SEMVA) application approved by MDE
  - Assisted in establishing a seven district online school consortium for SEMVA

## **Sparta Area Schools-Sparta, Wisconsin**

*Meadowview Intermediate Principal*

*8/2002 to 6/2006*

*Superintendent's Cabinet*

- Demographics: Rural District
  - 2900 students; 400 staff
  - Ethnicity: White 82%, Hispanic 12%, Black 2%, Two or More 2%, Other 2%
  - Free/Reduced Lunch: 46%; Homeless Highly Mobile 4%; ELL 4%; Special Education-14%

- Leadership: Improving District Curriculum, Instruction and Assessment Practices
  - Supported district with design and implementation of first generation ESL programming
  - Partnered with administrative staff in launching Understanding by Design™ and 6+1 Traits
  - Facilitated design and implementation of district-wide balanced literacy initiative
  - Wrote/Co-wrote, implemented and supported multiple district and building grants
- Leadership: Guide Building Instructional Practices Towards 21<sup>st</sup> Century Practices
  - Member of building Response to Intervention (RTI) team
  - Support 504 and IEP plan development
  - Evaluation of certified and non-certified staff
  - Training and implementation of project based learning and place based learning
- Leadership: Community Outreach
  - Established multi-year collaborative relationship with University of Wisconsin La Crosse and multiple area school districts (6+1 Traits™ and READs Grant)
  - National Speaking with University of Wisconsin-La Crosse (Writing Instruction)
  - Established strong parent relationships and PTO organization

### **Little Falls Community Schools-Little Falls, Minnesota**

*Lead Teacher (Assistant Principal)/Title I Teacher*

*9/2001 to 5/2002*

*Technology Integrationist*

*1/1997 to 9/2001*

- Inspiring Innovation
  - Align technology skills, state standards and scope/sequence to redefine teaching and learning
  - Collaborated on development, delivery, and assessment of technology integration practices
  - Laptop Initiative Co-Chair while rolling out one to one of the first laptop initiatives in country
  - Co-authored innovative technology grants and Simulation Software project coordinator
- Community Outreach
  - Grant reviewer for Minnesota Department of Children, Families and Learning
  - Completed E-RATE, TARP and district technology plan
  - Community/school liaison for marketing of laptop initiation while publishing laptop research
- Courses Taught
  - Technology integration practices
  - K-5 Title I reading

### **Sleepy Eye Public Schools-Sleepy Eye, MN and New Ulm Area Catholic Schools-New Ulm, MN**

*Secondary Business Education and Elementary Classroom Teacher*

*9/1991 to 5/1996*

## **PROFESSIONAL AND COMMUNITY CONTRIBUTIONS**

### **Reshaping Teacher Education Programs**

- Winona State University, Center for Educational Innovation
- Winona State University, Recruitment Center
- Winona State University, Principal/Superintendent Licensure Review Panel
- Winona State University, Dean's Coordinating Council for Teach21 (Bush Foundation-reshaping teacher education programs)
- Winona State University, Teach21 (Bush Foundation-reshaping teacher education programs)
- Winona State University, Teach21, Value Added Research (VARC)
- St. Mary's University- La Crescent Mentor Program Development
- University of Wisconsin-La Crosse Writing Project

### **Service Organizations and Community Service**

- Rotary International Service Organization
- Exploration of Interact Service Organization
- Foreign Exchange Host Family

- Tobacco Free Future-Little Falls
- Minnesota Design Team Member, La Crescent
- Healthy Community Partnership member
- Reshaping Our Schools Committee
- Minnesota Partnership for 21<sup>st</sup> Century Schools, grass roots organization

### **District and Building Committees**

- Lakeville Area Schools
  - Superintendent's Cabinet
  - Equity Advisory Council, Chair
  - Digital Literacy/Media Specialist Leadership Team, Leader
  - Equity Services Team, Leader
  - District Shared Leadership Team
  - Principal Leadership Team
  - Teaching and Learning Advisory Council
  - Security and Management Team
  - Social Emotional Learning
- Minneapolis Public Schools
  - IT Strategic Planning Committee, Chair
  - Academic Leadership Team
  - Operational Leadership Team
  - Information Technology Leadership Team
- La Crescent Public Schools
  - Superintendent's Cabinet
  - System's Accountability Team, Chair
  - Curriculum Steering Committee, Chair
  - Gifted and Talented Committee, Chair
  - AYP Improvement Plan, Chair
  - Finance Committee
  - Q-Comp Oversight Committee
  - Staff Development Committee, Co-chair
  - Technology Steering Committee, Chair
  - Response to Intervention Committee
- Little Falls Community and Schools
  - Laptop Initiative, Co-Chair
  - System's Accountability and Curriculum Adoption Committees

## **PROFESSIONAL AWARDS AND PERSONAL ACCOMPLISHMENTS**

- Smithsonian Laureate-Inducted into Smithsonian Institute
- Superintendent's Academy through MASA
- Quality Matters Training
- Apple Distinguished Educator
- Ohana Foundation Technology Award
- Fellowship for Improvement of Educational Leadership (FIEL) Fellow
- U.S. Education Department-Secretary's Conference: Effectiveness of Technology in Education-presenter
- Minnesota Governor's Award
- Mac World Presenter-Digital Video Supporting Standards in the Classroom
- All American Gymnast