

Mary A. Bussman, PhD
4142 Colfax Avenue South
Minneapolis, MN 55409
mbussman1964@gmail.com
612-964-9159
MDE License number: 317469

EDUCATION

- PhD—University of Minnesota, Education Policy and Leadership in Organizational Leadership, Policy, and Development
 - Dissertation topic: *Peer Equity Coaching to Increase Cultural Responsiveness in Teaching and Leading*
- Superintendent Licensure, University of Minnesota, 2013
- K-12 Principal Licensure, University of Minnesota, 2001
- Master of Arts in Music Education, University of St. Thomas, 2000
- Bachelor of Arts, College of St. Benedict, 1988, Major: Music Education

PROFESSIONAL EXPERIENCE

2014-Present PROGRAM MANAGER FOR PROFESSIONAL LEARNING AND PROGRAM EVALUATION, East Metro Integration District d.b.a. Equity Alliance MN, Woodbury, MN

- Build partnerships among school districts and experts to create equitable school systems committed to actively addressing personal and systemic barriers to opportunity and achievement based on race, culture and poverty
 - Designed, coordinated, and facilitated regional projects in culturally responsive leadership, including equity coaching and increasing enrollment in advanced placement courses for students of color and low-income students.
 - Ethic studies courses for educators
- Provide thought leadership for racially conscious, culturally responsive teaching and leading through participation in collaborative learning forums such as:
 - Collaboration-wide (six districts) monthly meetings for superintendents and directors
 - Partners in Equity consortium of regional leaders in education and equity such as MNEEP, MASA, MSBA, AMSD, MN Humanities Center
- Create, market, present, and evaluate equity-centered professional development for school board members, superintendents, principals, teachers, and staff
- Recruit, hire, and evaluate consultants who provide progressive, racially and culturally responsive training for school board members, superintendents, principals, teachers, and staff

2012-2013 SUPERINTENDENT INTERN, Columbia Heights Public Schools, Columbia Heights, MN

- Participated in weekly cabinet meetings with superintendent and directors
- Co-chair of district-wide Blue Ribbon Task Force on P-12 Gifted and Talented Education
- Co-chair of inaugural district-wide Activities Advisory Council
- Participated in district-wide Strategic Planning Task Force to develop district mission, vision, and values
- Assisted in pre-referendum planning, survey development, and organizing

- Created and wrote School Board Handbook to be used for orienting new school board members
- Participated in collective bargaining negotiations
- Chaired Heritage Tower sculpture design and installation task force, a city-school district partnership
- Wrote successful application for the National School Boards Association *Magna Award* for innovation by the school board—honorable mention
- Co-chaired district-wide Heighten the Arts committee 2008-2014
- Contributing member of district-wide Principal and Teacher Evaluation Redesign committees
- Contributing member of district-wide Technology Leadership Team

2009-2014 PRINCIPAL, Columbia Academy/Central Middle School, Columbia Heights Public Schools, Columbia Heights, MN

- Led a public middle school with 700 students in grades 6-8 whose student population was 76% students of color, 82% students living in poverty, and 28% English Learners; including hiring, supervising and providing instructional leadership to 80 faculty and staff members
- Increased enrollment by 25% by transforming school climate, adopting academy focus on core academics, engineering, and the arts, and adopting school uniforms
- Managed an administrative team of three assistant principals, and provided formal evaluation and performance feedback for them as well as all faculty and staff
- Effectively developed and managed annual budgets
- Adopted and designed vision card model of reporting to the school board achievement toward strategic goals
- Implemented Personalized Learning Initiative with 1:1 iPads
- Implemented and led transition to functioning Professional Learning Communities (PLC's) with use of formative assessment and data analysis to inform instruction
- Developed alternative learning program to meet individual students' needs
- Implemented Positive Behavior Interventions and Supports (PBIS) in coordination with the use of Developmental Designs strategies
- Implemented and sustained parent education through Realizing Educational Achievement in Columbia Heights (R.E.A.C.H.) programming
- Implemented and supported Where Everyone Belongs (WEB) transition program for incoming sixth-grade students
- Served on District Equity Team

2006-2009 PRINCIPAL, Valley View Elementary School, Columbia Heights Public Schools, Columbia Heights, MN

- Led a public elementary school with 460 students in grades K-5 whose student population was 68% students of color, 70% students living in poverty, and 35% English Learners, including hiring, supervising and providing instructional leadership to 50 faculty and staff members
- Collaborated with district office and school staff development committee by leading Quarterly Data Conversations, implementing Readers Workshop, Writers Workshop, Cognitively Guided Instruction, Literacy Through the Arts, laptop computers in the classroom, and implementation of Northwest Evaluation Association's *Measures of Academic Progress*
- Founded the district-wide Heighten the Arts planning committee to increase arts education opportunities for students pre-K – adult

- Applied for, received and managed *VH1 Save the Music Foundation's* grant to reinstate band programs at all three elementary schools, valued at \$90,000 over three years
- Developed school-wide use of Responsive Classroom strategies

2004-2006 PRINCIPAL, Fine Arts Interdisciplinary Resource School (FAIR) West Metro Education Program (WMEP), Crystal, MN

2003-2004 ASSISTANT PRINCIPAL/ARTISTIC DIRECTOR, Fine Arts Interdisciplinary Resource School (FAIR) West Metro Education Program (WMEP), Crystal, MN

2001-2003 ADMINISTRATIVE TEACHER ON SPECIAL ASSIGNMENT (TOSA) Powderhorn K-8 Community School, Minneapolis Public Schools, Minneapolis, MN

1994–2001 VOCAL MUSIC TEACHER, INTEGRATIVE ARTS COORDINATOR, ADMINISTRATIVE TOSA, Tuttle (K-6) and Pratt (K-1) Community Schools, Minneapolis Public Schools, Minneapolis, MN

1988-1994 K-12 VOCAL MUSIC TEACHER and GIFTED/TALENTED COORDINATOR, Upsala Area Schools, Upsala, MN

DISTINCTIONS

- Twin Cities Women's Choir titled annual competition: *Mary Bussman Emerging Female Composer Contest*, 2012
- Recipient of Century College's *Woman of Distinction Award*, 2011
- Fine Arts Interdisciplinary Resource School received the Kennedy Center's Alliance for Arts in Education National *School of Distinction Award*, 2004
- Fine Arts Interdisciplinary Resource School won the Minnesota Alliance for Arts in Education *School of Distinction Award*, 2004
- Recipient of Minnesota Alliance for Arts in Education *Arts Coordinator Award* 2001

ADDITIONAL EXPERIENCE

- ASPIRING SUPERINTENDENT'S ACADEMY, Minnesota Association of School Administrators, 2017-2018.
- FOUNDING ARTISTIC DIRECTOR, Twin Cities Women's Choir, Minneapolis, MN, 1997 – 2012.
- QUALIFIED ADMINISTRATOR, Intercultural Developmental Inventory, 2015
- FOUNDING MEMBER and co-chair district-wide Heighten the Arts committee, Columbia Heights Public Schools, 2008-2014
- MEMBER, District Design Team for *Arts for Academic Achievement*, Minneapolis Public Schools, 1998 – 2003
- MEMBER, Education Advisory Committee—Guthrie Theater, 2003 – 2005
- MEMBER, Education Advisory Committee—Children's Theater Company, 2003 – 2005
- MEMBER, Advisory Committee of University of Minnesota's *Arts-Infused Teaching and Learning Institute*, 2003 – 2004
- FOUNDING MEMBER AND GRANT-WRITER Upsala Area Schools Comprehensive Arts Planning Program, 1991-1994
- MEMBERSHIPS in the following organizations: American Association of School Administrators, Learning Forward, National Association of Multicultural Education, Association of Metropolitan School Districts, Metro Area Curriculum Leaders