



MCPHERSON ACOBSON, LLC

EXECUTIVE RECRUITMENT & DEVELOPMENT

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Norwood School District Norwood, Colorado

APPLICATION SUMMARY

FOR

Dr. Kirk M Henwood

Record of Professional Education:

Degrees: Undergraduate: English /Secondary Education
Masters: Curriculum and Instruction and Multicultural Teacher Education
Specialists: Educational Leadership
Doctorate: Educational Leadership and Policy Studies

Institutions:

- * University of Colorado: Boulder, Colorado - Bachelor of Arts (12/1991)
- * University of New Mexico: - Curriculum and Instruction
- * University of New Mexico: Albuquerque - Master of Arts (08/1997)
- * University of Northern Colorado: Greeley/Colorado - Doctorate - PhD (07/2016)

Record of Professional Experience:

- * Superintendent - Walsh Schools Re1: Walsh, Colorado (07/2020 - 06/2021)
- * Learning Services Coordinator - Englewood Schools: Englewood, Colorado (07/2018 - 08/2020)
- * Data and Assessment Coordinator - Sheridan School District: Sheridan, Colorado (07/2017 - 06/2018)
- * Deputy Superintendent - Montrose County School District: Montrose, Colorado (07/2011 - 06/2017)

Summary completed: February 2021

Kirk Henwood
Norwood School District, Norwood, CO - Superintendent (87)

301 W. Poplar
Walsh, CO 81090
kirk.henwood@gmail.com

COVER LETTER

Cover Letter

Please type your personalized cover letter here.

Cover Letter

Dr. Norm Ridder
McPherson & Jacobson, L.L.C.
11725 Arbor St., Suite 220
Omaha, NE 68144

Dear Dr. Ridder, Mr. Reich and Director's of the Norwood School Board, I am excited to apply for the position of Superintendent for Norwood School District. I believe the variety in my work, my rural experience, my proven commitment as a lifelong learner and educator, and my western Colorado roots make me an excellent candidate to lead Norwood Schools into the future. I have built my career working in primarily small school districts holding a wide variety of leadership positions at the building and district level. I am more than a district level leader; I am a thinking partner, a sounding board, and a coach. Additionally, working in smaller districts I am used to wearing many hats. In fact, I thrive in environments where no two days are the same, the challenges and situations are complex and ultimately the solutions that are found are a result of working with the people involved looking for win-win solutions. I am very adept at seeing and developing systems in addition to being organized and knowledgeable. One recent example of this is the development of a K-6 articulated learning objectives document in reading, writing, math, critical thinking and design thinking. The need for this is overwhelmingly tied to lack of systems. Many of our teachers use excellent instructional strategies, however, because there is no coherent school wide Language Arts or math program, there are significant holes in our students' learning. The collaborative development of the articulated learning objectives document capitalized on the previous work of staff while also providing a stop gap as we begin the process of adopting a guaranteed and viable Language Arts and math curriculum in our elementary school. Furthermore, the development of this framework minimizes the guesswork of determining learning targets and enables teachers and staff to direct their time and energy to their highest purpose • educating our students. Another example of developing systems involved the district wide implementation of Structured Literacy in Englewood Schools. Prior to my arrival in Englewood, building leaders were given flexibility to determine how or if they would intentionally teach the 5 components of literacy. This building-by-building approach led to disjointed efforts, random implementation, overall poor district performance in K-5 reading, and worst of all, huge inequities for learners. Knowing all elementary schools in the district were looking for better solutions and improved results, I facilitated a number of collaborative meetings taking building leader opinions and philosophies into consideration to find consensus on the best approach for common early literacy instruction district wide. This initiative, while initially causing teachers and administrators to be wary, resulted in one of the most positive efforts Englewood Schools undertook. Teachers and administrators alike appreciated the systemic implementation and structured support. Lastly, I would like to highlight my personal and professional commitment to developing the leadership capacity of others. Whether developing the capacity of the employees in a school district, presenting at CASE conferences and other professional conferences, or preparing the next generation of public education leaders through university coursework, I am committed to developing leadership capacity in public education. Leading our schools and school districts is difficult work. I strongly believe that improving the leadership of those around me, benefits the organization as a whole, which translates into learning for our students and an improved, innovative and effective school district. I believe that working as a superintendent in a small school district puts me in a position to help all employees develop leadership skills that in turn benefit the district and our students. I am excited about the possibility of interviewing with Norwood Schools to share my ideas and beliefs as well as to listen to the needs and plans of the district and community. I would appreciate the opportunity to meet with you in person and discuss my vision for how to return Norwood Schools to a top ranked academic school district in the State of Colorado as well as listen in order to continue the high-quality work of educating the whole child. I would be honored to have the opportunity to return to my western Colorado roots as Superintendent of Norwood School District. Sincerely,

Dr. Kirk Henwood

PERSONAL DATA

Personal Data

<i>How did you hear about this position?</i>	McPherson & Jacobson website	<i>Title</i>	Dr.
<i>First Name</i>	Kirk	<i>Middle Initial</i>	M
<i>Last Name</i>	Henwood	<i>Suffix</i>	
<i>Email</i>	kirk.henwood@gmail.com	<i>Primary Phone</i>	970-270-5687
<i>Alternate Phone</i>	00		

PERSONAL INFORMATION

Present Address

<i>Street</i>	301 W. Poplar	<i>City</i>	Walsh
<i>State</i>	Colorado	<i>Zip Code/Postal Code</i>	81090

Permanent Address

(If different from Present Address)

<i>Street</i>	<i>City</i>
<i>State</i>	<i>Zip Code/Postal Code</i>

Work Authorization

Are you legally able to work in the U.S.? **Yes**

EDUCATION

Undergraduate Institution #1

<i>Type of School</i>	College/University	<i>Name of School</i>	University of Colorado
<i>City</i>	Boulder	<i>State</i>	Colorado
<i>Attended From (mm/yyyy)</i>	08/1986	<i>Attended To (mm/yyyy)</i>	12/1991
<i>Graduation Date (mm/yyyy)</i>	12/1991	<i>Degree</i>	Bachelor of Arts
<i>Subject</i>	Other:		

Undergraduate Institution #2

<i>Type of School</i>	<i>Name of School</i>
<i>City</i>	<i>State</i>

Attended From
(mm/yyyy)

Graduation Date
(mm/yyyy)

Subject

Attended To
(mm/yyyy)

Degree

Undergraduate Institution #3

Type of School

City

Attended From
(mm/yyyy)

Graduation Date
(mm/yyyy)

Subject

Name of School

State

Attended To
(mm/yyyy)

Degree

Graduate Institution #1

Name of School

Graduation Date
(mm/yyyy)

Other: University of New Mexico

08/1997

City/State

Degree

Albuquerque

Master of Arts

Graduate Institution #2

Name of School

Graduation Date
(mm/yyyy)

Other: University of Northern Colorado

07/2016

City/State

Degree

Greeley/Colorado

Doctorate • PhD

Major/Course of Study

Undergraduate

Specialist's

Publications

English / Secondary Education

Educational Leadership

Critical Roles Needed by Superintendents of Rural Colorado School Districts for Effective Leadershi

Master's

Doctorate

Activities/Honors

Curriculum and Instruction and Multicultural Teacher Education

Educational Leadership and Policy Studies

EXPERIENCE

Current Emp-IOY.ment

Employer Name

To (mm/yyyy)

Reason For Leaving

Supervisor Phone Number

Employer City

May we Contact this Employer

Walsh Schools Rel

06/2021

N/A

719-353-1030

Walsh

Yes

From (mm/yyyy)

Assignment

Supervisor Name

Supervisor Email

Employer State

07/2020

Superintendent

Todd Randolph

tmrand90@gmail.com

Colorado

Professional EXP-erience #2

Employer Name

To (mm/yyyy)

Reason For Leaving

Supervisor Phone Number

Englewood Schools

08/2020

Position cut due to Covid

303-806-2013

From (mm/yyyy)

Assignment

Supervisor Name

Supervisor Email

07/2018

Leaming Services Coordinator

Joanna Polzin

joanna_polzln@engschools.net

Employer City **Englewood** Employer State **Colorado**
 May we Contact this Employer **Yes**

Professional Experience #3

Employer Name **Sheridan School District** From (mm/yyyy) **07/2017**
 To (mm/yyyy) **06/2018** Assignment **Data and Assessment Coordinator**
 Reason For Leaving **Finalist for Superintendent, New Superintendent did not renew contract.** Supervisor Name **Jackie Webb**
 Supervisor Phone Number **719-349-1272** Supervisor Email **Jwebbler@gmail.com**
 Employer City **Sheridan** Employer State **Colorado**
 May we Contact this Employer **Yes**

Professional Experience #4

Employer Name **Montrose County School District** From (mm/yyyy) **07/2011**
 To (mm/yyyy) **06/2017** Assignment **Deputy Superintendent**
 Reason For Leaving **Moved to Denver area for work and to teach at UNC** Supervisor Name **Stephen Schiell**
 Supervisor Phone Number **970-252-7905** Supervisor Email **stephen.schiell@mcsd.org**
 Employer City **Montrose** Employer State **Colorado**
 May we Contact this Employer **Yes**

Experience Summary

Years of administrative experience **16**

DISCLOSURES

Disclosures

Contract Status **Yes** Are you currently under contract? **Yes**
 If Yes, When does it expire? **June 30, 2021** Superintendent Certification
 Do you have a Superintendent Endorsement for the state represented by the position listed on this Application Form?
Yes

ATTACHMENTS

Attachments

Resume

Transcript



BACKGROUND INFORMATION

Legal Information

Please Note: A conviction will not necessarily bar you from employment. Facts, such as date of occurrence and rehabilitation will be considered. This information will be used only for job-related purposes and only to the extent permitted by applicable law.

Have you ever been convicted of a violation of law other than a minor traffic violation? **No**

If yes, please explain

Have you been convicted of any offense for physical or sexual abuse of a child? **No**

If yes, please explain

Have you ever been involuntarily terminated or asked to resign, or resigned in lieu of termination from the employment of another school district?

Yes

If yes, please give the name of the district, the date and the reason for the resignation or termination

I was a finalist for the superintendent position in a small school district in which I was also employed. When I was not hired as superintendent, the person who was selected informed me that I needed to begin to look for work outside the district as he did not intend to keep me. I still have a professional relationship with this person. The person's decision was in part a result of a contentious hiring process. While I would not have done the same, I understand the decision.

Backgt2..Y.Ild

Have you ever been placed on leave by your employer for? **No**

*any alleged
misconduct?*

If yes, explain.

I authorize my listed references, current and past employers and educational institutions, and anyone else who has information about my work history, education qualification, or fitness to provide such information to the school district for which I have completed an employment application. I release the school district and all persons providing this information to the school district, from any liability whatsoever for obtaining and providing that information, regardless of the results.

Yes

Indicate you have read and agree to these terms by placing both your INITIALS and DATE in the text box.

KH 01/13/2021

NORWOOD SCHOOL DISTRICT, COLORADO - CRITERIA

Norwood School District, Colorado - Criteria

*Please describe your
strengths and
abilities as it relates
to the listed criteria.*

The Norwood School District, Norwood, Colorado, Board of Education, is seeking a highly qualified and fully certified Superintendent with the following desired characteristics:

- Leadership: A collaborative leader who works to keep the momentum of the district going with a strategic focus. A team player who seeks to understand the current workings of the district and works with staff strengths. A leader with site leadership experience. A humble, competent, confident leader who always seeks to understand the people they serve. A leader who loves the rural community and is willing to live in the community for the long term.*
- Educator: An inspirational leader with classroom experience and prior principal experience. An instructional leader who has an appetite to learn. A leader who will listen to the staff while shaping a curriculum focus.*
- Communication: A leader who listens to everyone impacted by a decision before deciding. A person who is willing to be the "Face" of the district. A person who wants to be present in the Norwood community. A person who writes, speaks, and reads on a professional level. A person who values the presence of others.*
- Innovator: A person who thinks outside of the box. A leader who loves research and will keep what is working and build a system of improvement throughout the district. A leader who treasures diversity as a base for learning.*

Noswood School District has described the varied skills, abilities and attributes of an excellent contemporary superintendent in rural Colorado. The job clearly requires much of what I consider my greatest strengths, and largely describes my approach, my character and my work.

The following provides succinct snapshots of my work as an engaged, passionate and seasoned educational leader. I genuinely see myself meeting and exceeding the needs of Noswood Schools, while also fitting in and becoming a full contributor within the community. For these reasons, I am confident in my application for Superintendent and excited for the opportunity to continue the momentum of your current work while also strategically and collaboratively leading your district forward.

Leadership:

I believe it is important to share the principles and beliefs that define my leadership philosophy and style, as these are foundational to who I am. My core leadership values are expressed in the word PRIDE: an acronym of five core values that exemplify how I prioritize people, view challenges and act intentionally. These values have guided my success in 20+ years of leadership in public education.

Possibility: Find ways to say "yes." People have good ideas; find ways to support them and their ideas by saying yes.

Relationships: Education is a people business and we must respect and value the people of our educational community. Prioritize people and relationships whenever possible through investment of time, commitments and actions.

Intentionality: Have a conscious and present mind about what we do and why we do it. Be confident and strategic in the work we are doing and intentional in our expectations of the results.

Diversity: Search for and Include diversity of Ideas and perspectives, as well as varied backgrounds, cultures and experiences. By embracing diversity, we are better able to address situations, challenges and likely outcomes.

Excellence: Create a culture of excellence in everything we do.

Examples of my leadership in action:

I am a systems thinker; able to see both the big picture and its component parts. As a leader, I strive to build systems and leverage work to maximize efficiencies and realize large gains. An example of this work was the staff Interviews I conducted when I began in Walsh Schools. The goal was to begin to develop connections with the entire staff, but also to listen and learn in order to understand the culture, the current initiatives, and hear what the staff believed was their greatest strengths. As a result of those listening sessions, we kept the existing early literacy Interventions, committed to using Google for educators as our remote learning platform and Identified strengths of the district that we wanted to capitalize on for our learners. These strengths included a commitment to the new Heritage Arts class, a class teaching leather crafts, silversmithing and spur building. I also initiated an e-sports team as a result of Walsh's commitment to extra-curricular activities to keep students engaged. In starting our e-sports program, I allocated money to start and sustain this team. Another example highlights my work while in Englewood. When I arrived, curriculum was selected randomly based on what individual schools and teachers wanted. This created a lack of alignment and was a large part of the root cause for Englewood's academic underperformance. I am proud of the fact that through my work as Curriculum Coordinator, Englewood Schools now has a district-wide approach for adopting curriculum. Specifically, I led a collaborative team focused on creating a common process for curriculum adoption district-wide. Then using and applying that process, we adopted common curricular resources for secondary-level language arts, social studies, science, plus adopted common K-5 language arts and PK-8 STEAM resources. Through this work, Englewood committed to use common resources to improve teacher professional learning as well as increasing students access to content. The commitment to common resources played an important role in reducing the institutional inequities created through use of random and inconsistent materials. In my research of Noiwood Schools, one concern expressed in your previous superintendent search was applicants that appeared to jump around and not commit to a district or community. One might look at my resume and arrive at a similar conclusion. I worked in Montrose and Olathe Schools for 13 great years working my way up from assistant principal, to principal and ultimately the Deputy Superintendent. It wasn't until I earned my doctorate, which focused on identifying the skills and characteristics of effective rural Colorado superintendents, that I left Montrose for an opportunity to work with a mentor while also teaching for the University of Northern Colorado in the Denver-metro-area. I also began my journey to become a Superintendent at this time and it is a result of those efforts that my most recent work experience lacks longevity. For the record, I truly enjoy the excellent work we are doing in Walsh and am not applying for other positions besides Noiwood. However, Walsh will not be my forever home. I am a western Colorado native, and my family would like to get back to a smaller community on the western slope that we can call our long-term home.

Educator:

I am a visionary leader who values relationships. When I was named principal of Centennial Middle School in Montrose, I walked into a building in academic tum-around and a downward spiraling culture. The school was full of proud staff members frustrated by their situation. As the new leader, I listened to the staff - to their passions and their commitment to achieve something greater - and together we built systems to improve data gathering and analysis, and improve instruction. We also developed an intentional process for getting to know students better. We were very successful in these efforts and, as a result of this work, I was nominated for the Colorado Principal of the Year. While ultimately not awarded this statewide honor, the team seized the opportunity to celebrate my recognition and our notable and profound collective progress. Our success from that time continues; I mentored Joe Simo, the 2018 Colorado Middle School Principal of the Year and he continues much of the work we started along with other staff. Centennial continues to demonstrate excellent work and has repeatedly been on the Colorado Trailblazers, Schools to Watch list. A recent example of my instructional leadership has been the development of the Walsh Elementary P-6 Articulated Learning Objectives. The Articulated Learning Objectives is an instructional guide, collaboratively developed with teachers, that uses their professional knowledge along with the Colorado Model Content Standards to outline the highest priority learning objectives. The result is a brief, common P-6 document teachers can reference for planning purposes.

Communication:

As stated above, diversity of thought and opinion is a core value of my leadership. As a leader, I have learned I must rely on the experts around me to help make decisions that best fits the district and the community. This requires both formal and informal discussions with the people impacted in order to get input and opinions. Sometimes this means decisions take longer to make, however, often better decisions are made supporting our district efforts. Throughout my career, I have always been a highly-visible leader. As a teacher or building administrator - and

whether on bus duty, facilitating a meeting, being in the classroom, or serving on community boards- I am out talking and working with staff, students and the community doing what needs to be done to improve our schools. While in Walsh, I had a long-time resident who lives across from the school come to school and thank me for working on the weekend to improve the playground. He commented that in the 30+ years he had lived in his house, he had never seen the principal or superintendent spend a weekend working on the elementary playground. Another example of my community commitment is serving on a broad number of community boards that support students. Some of these include the Montrose Drug-Free Task Force, Kiwanis Club, the Montrose Community Foundation Board of Directors, as well as the Hilltop Board of Directors just to name a few. During my 13 years in Montrose and Olathe, I worked with numerous organizations in the community and developed positive relationships with many people. It was through this work and working for 3 different superintendents, I was often the "face" of Montrose and Olathe Schools. I also play this role in Walsh, albeit the Walsh community is much smaller. Whether at local sporting events, town hall meetings or just on main street, I am visible and working to connect with families and people in the community. Developing these community relationships is important for the school district and its relationship within the community.

It is worth noting that my family and I miss being a part of a small community where people know one another and the schools truly play an integral role in the lives of families. While the smaller districts in the Denver area claim to have this, the reality is they did not. My work as an administrator at both the school and district level, as well as my wife's work creating and growing Glris on the Run of Western Colorado provided us both with the opportunity to work and have a long-term impact in the community where we lived. That impact is something we are seeking again.

Innovator:

During the Covid pandemic teachers and schools have had to re-think our approaches to teaching and learning. While challenging, this has also given us an opportunity to do things differently and with the possibility of greater impact. A major challenge throughout the pandemic has been how to teach our youngest learners to read during remote or hybrid learning. Relying on research and capitalizing on increased use of technology by teachers and parents, I led a collaborative initiative with our Title I teacher and early grades teachers to create a brochure and e-brochure designed to support parents in helping their children to read. The initiative had three major objectives: Communicating the importance of reading with your child; making connections between letters, sounds and words and demonstrating using a finger to track when reading to reinforce these connections; highlighting the transition to text comprehension through the ability of students to answer simple questions about the text or summarize the text in their own words. Walsh Schools created a trifold brochure highlighting how parents could work on each of the objectives and why they were important. Additionally, video samples demonstrated what each of the three objectives looked and sounded like so parents could replicate this work at home.

Another good example of large-scale systematic implementation was the district wide implementation of restorative practices and the K-5 implementation of an SEL curriculum in Montrose and Olathe Schools. This work stemmed in part from a tragic student suicide related to bullying at school. Following the student's suicide and working with the school board, the family, and the community, I developed and led an Initiative of Positive Climate and Culture throughout our district. This effort was multi-tiered and involved capitalizing and expanding on previous training in restorative practices, revisiting and tightening school level PBIS, implementing the Second Step program in our elementary schools, as well as, reviewing and revising school board policies for bullying and student behavior. This work was a large-scale collaborative effort involving national experts and local leaders. Much of this work has continued and been expanded upon since my departure which speaks to its critical need and effective implementation.

The systemic process of teaching and learning for the whole student in school organizations is a complex and formidable task. Understanding and valuing community, students and their families, teachers in the classrooms and support staff, and then developing and overseeing goals and processes to meet the needs of all learners is the role of a district administrator. I am excited by the possibility of being a major contributor to your ongoing efforts as your next Superintendent. My knowledge and experience in the areas of PBIS, MTSS and Restorative Justice plus district-wide implementations fit well with the current efforts in Norwood Schools. I look forward to aligning my philosophy, leadership, learning and experiences to benefit the district and schools in Norwood.

DISCLAIMERS AND AFFIRMATION

District Policy

McPherson & Jacobson, L.L.C. and the client we represent are an Equal Opportunity Employer. McPherson & Jacobson, L.L.C. ensures equal employment opportunities regardless of race, creed, gender, color, national origin, religion, age, sexual orientation, or disability. McPherson & Jacobson, L.L.C. has a policy of active

recruitment of qualified minority applicants. Any Individual needing assistance In making application for any opening should contact McPherson & Jacobson, L.L.C.

Application Confirmation Statement

I certify that the information provided herein is true and complete to the best of my knowledge. Applicant hereby waives his/her right to confidentiality with regard to his/her work record or criminal record and consents to and authorizes the release of information from current and former employers and/or law enforcement personnel upon Inquiry under this application.

I agree to the terms above **Affirm**

Initials **KH**

Affirmation Date **01/22/2021**

DR. KIRK HENWOOD

301 W. Poplar Street Walsh, CO 81090 (970) 270-5687 kirk.henwood@gmail.com

PUBLIC EDUCATION LEADER

Innovative and collaborative leader with demonstrated success improving schools and school/community relationships. Broad leadership experience at the middle school, high school and district level. Strong relationship building skills with students, staff and the larger school community.

- Experienced high school English teacher and middle school and high school administrator
- Demonstrated success creating positive relationships within classrooms, schools and with the larger community
- Successful human resources experience including developing quality hiring processes, creating excellent work environments and increasing staff retention numbers
- Flexible and adaptable leader with experience defining roles and developing systems and responsibilities across departments
- Experience with school and district budgets, including the development of a \$43 million dollar budget, and all facets of Walsh's 4.8-million-dollar budget.
- Commitment to serving all students fairly and equitably, commitment to teaching the whole child

PROFESSIONAL ACHIEVEMENTS:

- *Successful middle school principal who led turn around efforts to improve a failing middle school in three years*
 - *Effectively implemented Positive Behavioral Interventions and Supports (PBIS) and Restorative Practices (R) successfully at the building and district level. This included revising bullying definitions and discipline matrix*
 - *Evaluated and coached many teachers and principals recognized for their high-quality teaching and leadership practices*
-

PROFESSIONAL EXPERIENCE

Walsh Schools, Walsh, CO

Superintendent (07/2020 to present)

Executive oversight of all aspects of Walsh Schools RE-IJ. This includes, instructional program, budget development and implementation, adult professional learning, operations of the school district, state reporting, and school board development. While in Walsh we submitted a BEST grant for new construction in order to combine the 2 schools and the separate cafeteria.

Englewood Schools, Englewood, CO

Learning Services Coordinator (07/2018 - 06/2020)

Successfully implemented aligned curriculum in ELA, social studies and STEM to ensure equitable access for all students. Developed aligned interim and writing assessments. Led professional learning for teachers, Instructional Coaches and building level leaders.

Developed and implemented a principal induction program certified by the State of Colorado with 8-12 participates annually. Co-facilitated Unified Improvement Planning work for school district and schools.

Sheridan Schools, Englewood, CO

Data and Assessment Manager (06/2017 - 07/2018)

Oversaw all aspects of assessment, data tracking and state reporting. Led learning objective and success criteria professional development tied to standards-based teaching and learning. Facilitated Unified Improvement Plan development at building level and supported implementation. Led professional development using high impact instructional strategies teachers for building leaders.

Montrose and Olathe Schools, Montrose, CO

Deputy Superintendent (07/2011- 06/2017)

Served as second in charge in an 850+ employee district with more than 6800 students. Coached and mentored principals and district office leaders. Implemented a district leadership class with more than 250 participants including classified staff, teachers, building leaders and superintendents. Led a district wide SEL and Restorative Justice initiative connected with a comprehensive positive culture campaign. Directed all aspects of Human Resources to recruit, hire and retain quality staff. Led annual employee negotiations and co-facilitated development of a \$43 million dollar budget. Chaired the Grand Valley BOCES Educator Effectiveness implementation Grant for 4 years.

University of Northern Colorado, Greeley, CO

Adjunct Professor of Educational Leadership (11/2017 - Present)

Teach Master's Degree and Doctorate level coursework for aspiring educational leaders.

Experience teaching: Shaping Organizations (ELPS 603), Understanding People: Professional Development and Educational Leadership (ELPS 604), School District Leadership (ELPS 667),

Montrose and Olathe Schools, Montrose, CO

Director of Instructional Services (07/2008 - 06/2011)

Supervised district curriculum mapping and common benchmark assessment initiative K-8.

Initiated instructional walk-through program targeting classroom trend data to provide feedback on instructional strategies and student engagement.

Managed Enhancing Education Through Technology (EETf) grant for four years.

Montrose and Olathe Schools, Montrose, CO

Principal, Centennial Middle School (07/2005 - 06/2008)

Successful turnaround of academically and behaviorally struggling middle school

Implemented 2-year Comprehensive School Reform Grant

Lead positive behavior campaign to highlight desired behaviors and eliminate negative behaviors, which later became PBIS in the building.

Finalist for Colorado Middle School Principal of the Year-2008

EDUCATION AND CREDENTIALS

UNIVERSITY OF NORTHERN COLORADO, GREELEY, CO

DOCTOR OF EDUCATION, Educational Leadership and Policy Studies
(Critical Roles of Effective Rural Colorado Superintendent, July 2016)

UNIVERSITY OF NEW MEXICO, ALBUQUERQUE, NM

MASTER OF ARTS, Secondary Education
(Minor: Curriculum, Instruction and Multi-Cultural Teacher Education)

UNIVERSITY OF COLORADO- BOULDER, BOULDER, CO

BACHELOR OF ARTS, English
(Minor: Secondary Teacher Education, 7-12 Language Arts)